



Policy Conference  
25 – 28 June 2012

Final Agenda

## Agenda for Conference

- a) Chairs opening address
- b) Adoption of Standing Orders
- c) Standing Orders Committee Report
- d) Obituary
- e) General Secretary's Report including questions and answers
- f) Executive Council Report to Conference including:
  - I. Report on implementation of proportionality under Rule 11(2)
  - II. Report on changes to lay members expenses under Rule 21
- f) Consideration of general policy motions and composites
- g) Election of Standing Orders Committee for the Policy Conference 2014

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# ECONOMY

## 1 DEMOCRATIC CONTROL OF THE BANKS AND FINANCIAL INSTITUTIONS

The Unite London & Eastern region contains the globally influential financial centre of the City of London. We feel it important to put forward the following proposals for the democratic control of the banking system.

We are entering the second phase of a double dip recession, and the UK and European working class is being forced to pay out a second time (this time with our jobs, welfare states and public services) for the £trillions of debt created by greedy and irresponsible “casino” bankers in the global banking system.

Obscene bonuses to the casino bankers whose actions created the debt in 2008, the sacking of thousands of Unite bank employees, and the undermining of even minimum regulation of the banking industry expose the moral, economic and political bankruptcy of deregulation and free markets. Casino bankers have also embarked on a lending strike, a major factor in preventing the restarting of the economy. Compare the silence of the press on this failure to invest with the attacks on union members fighting to preserve their jobs, conditions and pensions.

In the UK two banks remain substantially state-owned (Royal Bank of Scotland 84 per cent owned, Lloyds Banking Group 43 per cent), after their bailout with public money during the Credit Crisis. Unite therefore agrees to prioritise a campaign for: democratic control of the banks and financial institutions

The campaign to be a joint public campaign with as many other unions as possible to demand (in the first instance) that the state-owned banks:

1. Increase their lending to viable businesses
2. Lend to local councils to fund a mass council house building programme
3. Lend funds for a significant investment in green infrastructure such as rail and green energy
4. Stop compulsory redundancies of low paid bank workers
5. Stop the payment of irresponsible bonuses to those engaged in “casino banking”
6. Completely separate their retail and investment (casino) aspects so there are no links whatsoever between them, and a crisis in the investment bank can have no effect on the retail bank
7. Nationalisation of privately owned banks.

The campaign to also be directed at the non-state owned banks.

**London & Eastern Regional Committee**

### **AMENDMENT TO MOTION: 1**

1. Paragraph 6, Point 5.

Add the words “and disproportionate pay awards” after “irresponsible bonuses”.

So Point 5 reads:

Stop the payment of irresponsible bonuses and disproportionate pay awards to those engaged in “casino banking”.

2. **Paragraph 6**

Remove point 7 “Nationalisation of privately owned banks”.

3. **Paragraph 7**

Add at the end of Paragraph 7:

“and to include the demand for their nationalisation.”

So paragraph 7 reads:

"The campaign to also be directed at the non state-owned banks, and to include the demand for their nationalisation."

**LE/524 BRANCH**

### **AMENDMENT TO MOTION 1:**

Conference calls on Unite to campaign to introduce "two strikes" rule similar to that introduced in Australia where shareholders in publically listed companies have the right to remove directors if a company's remuneration report has received a 'no' vote of 25% or more at two consecutive annual general meetings. Conference calls on the union to campaign for robust and strengthened financial regulation as well as changes to corporate governance legislation which will ensure the banking sector adheres to the terms and spirit of the Vickers review and Project Merlin and the appropriate penalties, up to and including custodial penalties are introduced, to deter behaviours likely to put the company or the economy at risk.

**FINANCE & LEGAL RISC - SCOTLAND**

### **AMENDMENT TO MOTION 1:**

1. Are fully nationalised under democratic workers' control and management with a board of directors composed of 1/3 the directly elected representatives of bank workers themselves, 1/3 the representatives of the TUC and 1/3 the representatives of national government; all of whom should receive no more than 10 times the average wage of a banking sector worker.

**LEEDS 9507M BRANCH**

## **2 FAILURE BY BANKING EXECUTIVES**

This conference believes that Unite should organise a campaign to identify, publish and expose the names and culpability of the executive and CEOs who were responsible for the financial collapse that has caused devastation across our communities, industry and economy.

This conference also urges Unite to campaign for changes to legislation that would enable the future prosecution of any failure in corporate responsibility.

### **FINANCE SECTOR NISC**

## **3 FERAL CAPITALISM**

This conference notes that there is a wealth of research to show that large differences in income at the top and bottom of society – beyond ‘proportional rewards’- are damaging to our economy and society, not just for those at the bottom, but right the way up. Data shows that societies with a narrower gap between rich and poor are more cohesive, healthier, suffer fewer social problems and are more environmentally sustainable.

Conference believes that the gap between rich and poor needs to be addresses as a matter of urgency, but that the empowerment of shareholders to tackle excessive remuneration is a misguided policy. The vast majority of share are held via investment management companies or pension schemes, which typically either do not vote on remuneration, or automatically vote in line with management recommendations. Additionally managers of such investment firms are likely to be the recipients of large pay packages so would perhaps be unlikely to vote in favour of measures to control executive pay. It would be more useful to make such voting records publicly available.

Placing the responsibility on shareholders also assumes that they would be sufficiently informed to hold companies to account, whereas in reality many of them only hold shares for a short period and consequently have little interest in executive pay. Conference asserts that a more useful course of action would be to compel companies to report on pay-ratios as part of their annual report, so that it is more transparent and can be considered as part of whole-company performance. Such information would help to increase focus on pay fairness in the workplace.

This conference believes that investors should publish their votes on remuneration issues, and companies should annually report the ratio between pay of directors and employees. Conference therefore instructs the NEC to immediately use all means and influence available to achieve the ends outlined above.

### **FINANCE AND LEGAL RISC - NEY&H**

#### **AMENDMENT TO MOTION 3**

*After “have little interest in executive pay” in para 3, delete rest of motion and replace with:*

Conference urges UNITE The Union to spearhead a major campaign to reverse the gross inequalities that make UK the most unequal society in Europe and press for the following:

- Recover the missing tax billions evaded and avoided by the wealthy and rich corporations estimated to exceed £100B per year

- Introduce a Robin Hood tax to impose a tax on every transaction in shares etc
- Reintroduce a progressive tax system with higher tax rates of at least 75% for the most wealthy in society
- New legislation to impose limits on boardroom pay so that no executive director can earn more than 10 times the salary of the lowest paid employee
- New legislation to compel companies to report on pay ratios, and votes on remuneration in their Company Annual Reports
- Campaign to end the disgrace where over 6 million workers in the UK earn less than the Living Wage (currently £7.20p per hour or £8.30p for the London Living Wage)
- Restore trade union rights and freedoms and strive to ensure that all workers are covered by collective bargaining agreements as the best means of ensuring wealth is fairly distributed in our society.

### **FIRST SOUTH YORKS AND SHEFFIELD BUS WORKERS 302/25**

#### **4 FERAL CAPITALISM**

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#### **AMENDMENT TO MOTION 4:**

This conference believes that investors should publish their votes on remuneration issues, and companies should annually report the ratio between pay of directors and employees. (New sentence to amend) So that any further internal remuneration issues can be addressed, companies should be compelled to undertake an Equal Pay Audit, the results of which should also be published as part of their annual report.

We also need to amend NEC to EC.

#### **WOMEN'S COMMITTEE NORTH WEST**

### **5 CAMPAIGN TO AMEND THE CREDIT INSTITUTIONS (STABILISATION) ACT 2010**

Conference notes that In December 2010, the then Fianna Fail led Government enacted the Credit Institutions (Stabilisation) Act 2010. This act seriously undermines the employment rights of workers employed in the covered institutions in Ireland and their ability to have issues resolved with independent third parties and the dispute resolutions mechanisms applying in the Republic of Ireland.

For example, it contains novel provisions in Irish Law. It allows for the appointment of a special manager who can fire a director or employee without notice and the ability to apply for re-engagement or reinstatement is removed. Injunctive relief is severely curtailed.

S51 of the Act allows the Minister to impose conditions on a bank if it receives financial support. It is not lawful for an institution to make a payment that would amount to a breach of a term or condition. In effect, the employees' right to challenge their contractual rights are removed.

The Act was passed following a brief guillotined debate. Joan Burton, the Labour Party spokesperson on Finance (then in opposition) expressed very strong reservations about the scope of the Act, and stated in the Dail *"This Bill could probably teach the North Koreans a lesson in ministerial powers."*

The Labour Party and the Fine Gael Party, who are both now involved in Coalition Government, voted against this Act.

The covered institutions through their gross derogation of prudential lending standards has lead to the destruction of employment security, adverse impact on terms and conditions and pension certainty, horrendous liability to the exchequer, and the damage to the reputation if the Irish Nation.

It must be recognised that the workers at the counter or in back offices were victims of these policies, and certainly not perpetrators, and have borne the brunt of the backlash from the public outrage against the conduct of these Financial Institutions.

We call on conference to formally endorse a policy to campaign to amend and reinstate normal protections to this Act and until such time as that happens we will not permit the relevant employers and the Irish Government to utilise the terms of this legislation to deny front line workers access to normal employment rights and entitlements.

#### **FINANCE & LEGAL RISC – IRELAND**



## **6 ROBIN HOOD TAX**

This Conference notes that Britain's economic crisis was caused by an unregulated finance sector which created ever more exotic financial products; and by gross and widening inequality between the rich and ordinary working people. The current Government is adding to these problems by putting austerity measures ahead of social justice, quality public services and rights for working people. Our members, their families and communities are being made to pay for a crisis we did not cause.

The solution to these problems will involve the provision of collective rights; especially the right to organise and take industrial action, strategic government investment and other actions to grow our economy, strategies to address fair taxation, action on tax evasion and avoidance and the rebalancing of our economy away from a reliance upon the financial sector and towards manufacturing excellence.

Conference supports demands to ensure that our finance sector is restructured in a way that it is supporting the real economy rather than speculation; protecting the jobs of Unite members not only in manufacturing and public services, but also in the finance sector.

Conference believes that a central element of any fair taxation policy must be a Robin Hood Tax on financial transactions, building in the UK on Stamp Duty which raises £3 billion a year from share transactions.

A Robin Hood Tax would generate funds to fight poverty at home and abroad, help tackle climate change, and save public services from cuts. It would also redistribute wealth, constrain the excesses in the City, and provide an incentive for long-term investment in our economy's future.

Conference welcomes the leading role played by Unite and the TUC in the Robin Hood Tax campaign, and calls on the Union to work with the Labour Party and the wider Labour movement to gain support for the introduction of a Robin Hood Tax domestically while supporting and arguing politically for its introduction at an EU and global level.

Conference confirms its support for the Robin Hood Tax campaign and commits the Union to a wider campaign aimed at promoting its aim and objectives across the Union; encouraging members to become more involved while urging Branches to offer financial and other support.

**SOUTH EAST REGIONAL COMMITTEE**

## **7 ROBIN HOOD TAX**

This conference welcomes the leading role played by Unite & the wider trade union movement in the Robin Hood Tax Campaign and calls on Unite to gain support for the introduction of the financial transaction tax. This campaign should include education for our members on the merits of the Robin Hood Tax.

### **FINANCE & LEGAL RISC - SCOTLAND**

## **8 FINANCIAL TRANSACTIONS TAX**

Conference deplores the austerity policies being pursued by the Coalition Government and notes that these are bringing about financial hardship for large numbers of our members.

Conference believes that the financial institutions that are to blame for creating the on-going economic crisis should be required to pay for their irresponsibility.

Conference therefore supports the levying of a Financial Transactions Tax and condemns the Government's failure to support other European Union governments in pursuing this objective.

Conference notes that a Financial Transactions Tax levied at 0.1% could raise £4.2b per annum, which could and should be used to alleviate the relentless cuts in public services and the attacks on pensions being carried out by the Government.

Conference calls on our Executive Council to lobby the Government vigorously on this issue, and to use its influence with Labour and other sympathetic MPs – and especially with the Labour Shadow Cabinet – to ensure that the Tory and Liberal rejection of this tax is challenged at every opportunity.

### **SCOTTISH PROFESSIONAL EXECUTIVE STAFFS**

## **9 ALTERNATIVE ECONOMIC STRATEGY**

Conference recognises that the present Neo-Liberal economic policies of the Tory led Coalition government will be disastrous for the British people.

Policies based on manufacturing growth and the expansions of living standards that generate a more equal society are essential. Such expansion must include the promotion of society's basic needs. This, as a minimum, calls for a living minimum wage, decent social housing, a fully funded publically owned health service, affordable and efficient transport system, a free at the point of use, universal education, and vocational training system, and the provision of comprehensive welfare benefits.

Conference acknowledges the work done by Compass (a progressive group within the Labour Party) and calls on the Executive to utilise this as the basis of an economic alternative that will deliver the social change required as a step towards a more co-operative, sustainable and equal society. These policies to be pursued vigorously within the TUC and the Labour Party.

### **VBA RISC NORTH WEST**

### **AMENDMENT TO MOTION 9:**

Delete third paragraph and add:-

Conference re-affirms its support for the People's Charter, and calls on the Executive Council to use the economic proposals contained in the People's Charter as the basis for an Alternative Economic Strategy that will be pursued by the Union in all forums".

**WAVIN LTD CHIPPENHAM**

### **AMENDMENT TO MOTION 9:**

Delete Third Paragraph and add

" Conference re-affirms it's support for the Peoples Charter and call's on the Executive Council to use the Economic proposal's contained in the Peoples Charter as the basis for a Alternative Economic Strategy that will be pursued by the Union in all forums."

**TAUNTON AREA ACTIVISTS COMMITTEE**

## **10 APPRENTICES**

In difficult economic times, many companies are cutting back and leaving the training of apprentices to others which in turn creates a shortage of skilled workers, leading to an increase in the employment of foreign nationals. Youth unemployment now exceeds 1,000,000 and university is not always the best option for all school leavers.

This conference therefore calls on the Executive Council to lobby Government to bring about a scaled levy/grant system on companies, to fund the training of apprentices unless such companies already have apprentices in place and continue to do so. This centralised fund can then be used to help companies with the cost of training apprentices thereby acting as an incentive to encourage more participants.

This would be a simplified version of the Industrial Training Act 1964 and concentrate on a simple compulsory levy for all companies of a certain size to go towards the training of apprentices employed by other companies. Exemption from this levy would be applied where apprenticeships already exist.

**METALS (INC FOUNDRY) RISC – NORTH WEST**

## **11 APPRENTICES AND APPRENTICESHIPS**

This conferences supports a move to investigate apprenticeships currently in operation, both to highlight good practice and to name and shame bad practice. Clear guidance from the Union would be of benefit to all sectors, not just local authorities.

The Government has announced its intention to increase the number apprenticeships, however the Wales Region has noticed that some schemes are being poorly run which has led to apprentices being used as a cheaper alternative to employing unskilled or semi skilled workers.

This Region has also noticed with alarm the increase of “internships for experience”. This blatant abuse of increasing unemployment that should neither be accepted or ignored.

Whilst we welcome more apprenticeships all new and existing schemes should be of benefit to all parties, and not just a fiscal alternative to full time employment.

#### **LOCAL AUTHORITIES RISC – WALES**

#### **AMENDMENT TO MOTION 11**

Delete 3<sup>rd</sup> paragraph and insert:

“This Conference believes that all internships should be paid at least the National Minimum Wage or preferably a living wage and calls on the EC to lobby the government for adequate levels of staffing at HMRC to enforce current National Minimum Wage legislation effectively.”

**LE/427 Branch**

#### **12 APPRENTICESHIPS**

That this Conference wishes to have stated the Unite policy on Apprenticeships and, if such a policy does not exist, a policy should be defined and Unite's position on Apprenticeships made clear to members. The policy should be reported back to members not later than 31st December 2012 or sooner if the policy is implemented before that date.

**LE/651 BRANCH**

#### **13 PRACTICAL SKILLS TRAINING**

This Unite Policy Conference urges our General Secretary and Full Time Officers to campaign to bring pressure on Government to increase Practical Skills Training to the same level as Academic Qualification to give us a home grown practical skills base, rather than having to employ skills from abroad. We are becoming a nation of those talking about how to do things rather than actually being able to do the work. This would help stop the flow of unnecessary immigration of practical skills and reduce the level of unemployment.

**UNITE LHR AVIATION ENGINEERS BRANCH LE/0443**

#### **AMENDMENT TO MOTION 13:**

*Additions are indicated in round brackets (), deletion is indicated by square brackets []. Amendment is only to first sentence.*

*This Unite Policy Conference urges our General Secretary and Full Time Officers to campaign to bring pressure on Government to increase (recognition of) Practical Skills Training to the same level as Acedemic Qualifications (and fund Secondary Schools to develop practical skills into their syllabus. This would encourage) [to give us] a home grown practical skills base, rather than having to employ skills from abroad.*

**HORLEY BRANCH SE/0466.**

## 14 OFFSHORE SKILLING

This conference calls on UNITE to draw up a strategy to challenge the outsourcing of skilled UK jobs to overseas contractors, to engage in a dialogue with the relevant government agencies to ensure that Immigration and Employment law are being complied with and to campaign to retain the skills and experience of UK workers to benefit the UK economy.

**SCOTTISH WIDOWS 444 BRANCH**

### AMENDMENT TO MOTION 14:

Line 1, replace Unite with *the Unite Executive* and after "outsourcing of" remove skilled and insert *our members*

Line 2 & 3 remove "to engage in a dialogue with the relevant government agencies to ensure that immigration & employment law are being complied with" and replace with new paragraph to read: *This strategy should include Unite opening dialogue with our sponsored MP's, relevant government agencies and sister Trade Unions to ensure that immigration and employment laws are being complied with.*

Line 3 & 4 remove "and to campaign to retain the skills and experience of UK workers to benefit the UK economy" and replace with a new paragraph to read: *Unite should also campaign publicly to retain the skills and experience of all our members to benefit their local economy."*

Therefore the amended motion reads:

*This Conference calls on the Unite Executive to draw up a strategy to challenge the outsourcing of our member's jobs to overseas contractors.*

*This strategy should include Unite opening dialogue with our sponsored MP's, relevant government agencies and sister Trade Unions to ensure that immigration and employment laws are being complied with.*

*Unite should also campaign publicly to retain the skills and experience of all our members to benefit their local economy.*

**NW/NW11 BRANCH**

### AMENDMENT TO MOTION 14:

3rd Line, replace

"immigration and Employment Law"

with

"Employment Rights of Workers in the UK and Overseas"

**NE/302-7 BRANCH**

## **15 RE-NATIONALISATION**

This conference believes that our Union must adopt the Policy and Principle of Nationalisation and Public ownership of key Industries. The first Industries to be brought back into public ownership should be the Public Utilities and All Public Transport Systems in this Country.

Conference believes that this policy would reverse the course of the recession, help to create thousands of jobs and generate public profits to be reinvested in Public Services instead of being used to pay vast unearned bonuses to faceless Company Executives or paid into Directors Bank Accounts.

Conference instructs our Union Executive Council to campaign and promote this policy to be adopted by the Trades Union Congress and commit the Labour Party to including this policy in their manifesto as a priority for implementation in their first two years of Government when next they win a General Election.

**WALES/EBBW VALE BRANCH 0351**

## **115 PUBLIC SECTOR CUTS**

This conference congratulates the Executive Committee on its support for all action taken by members during 2011. The demonstration in London on March 26<sup>th</sup> and the two subsequent days of action, show conclusively that there is a broad support for actions to defeat the government strategy of “death from a thousand cuts.”

Conference further recognises that more needs to be done if the movement is to defeat these iniquitous attacks on social welfare and social provisions.

Conference urges the Executive to support the Compass Document “PLAN B” as a thoughtful attempt to formulate an economic alternative. Conference urges the Executive to make this available on a wide a basis as possible, and campaign for its implementation within the Labour Party.

Conference applauds and endorses the General Secretaries call for Civil Disobedience to supplement and support industrial action, in opposition to the cuts.

Conference understands that this battle is key to defeating the Neo-Liberal agenda that drives the government’s actions. Conference therefore calls on the Executive to continue its campaign of industrial action and Civil Disobedience.

Conference gives full unconditional support to the Executive to develop the campaign with maximum resources and working for widest possible unity to protect the British people from the attacks of this Class ridden government.

**PRESTON 0754 BRANCH**

## **AMENDMENT TO MOTION 115:**

Add at end:

Conference is appalled that the Condem Government is attacking working people while the richest are getting richer. Last year richer by 66 billion, year before 77 billion - the cuts they want to make only comes to 34 billion

Conference believes the Government's economic strategy has a disproportionate impact on working class women who are bearing the brunt of the cuts in tax credits, child benefit and pregnancy related benefits. Women have also been hardest hit by housing benefit cuts and the switch to CPI uprating for public sector pensions and benefits.

Conference further notes that women are already at a disadvantage with regard to state pensions and are more likely to face pensioner poverty than men.

Conference notes that women are bearing the brunt of cuts to services as women are more likely than men to use many services including social care, libraries, education, early years care, sexual/reproductive health services, sure start services and healthcare services.

Conference is appalled that the Government's strategy to cut public sector jobs will force many more women out of work, or in to insecure or part time work as 65% of the public sector work force are women. There is a catastrophic impact on women's employment due to job losses in the financial services sector and manufacturing, the number of women claiming Job Seekers Allowance is at the highest figure since 1996. There are more and more single parent families on low income headed by women, families where if the sole breadwinner loses their job, they have a huge drop in income. They are struggling to put food on the table.

Conference is deeply concerned at the rise of loan sharks who offer pay-day loans and short-term credit at 4,000 percent as people are increasingly facing in meeting rising living costs that can trap people in a spiral of debt.

Conference Calls on the Unite EC to continue its good work in highlighting the gender impact of the Government's appalling economic strategy and to engage all head office departments and regions in organising a campaign in our communities to highlight the impact of acute poverty by holding our MPs to account that there are children and adults going hungry to pay for the inevitable crisis of global capital.

1. To organise a national march against austerity.
2. To organise a lobby of parliament to highlight the gender impact of the cuts.
3. To issue action alerts setting out the cuts to benefits to working people.
4. To call and campaign for the Labour party to commit itself to reverse cuts in benefits and tax credits, for public house building programme, to restore all the services and jobs that have been lost.
5. To support the national womens committee to work with members in the voluntary and not for profit sector on organising local and national campaigns on these issues.

**NATIONAL WOMENS COMMITTEE**

## ENVIRONMENT

### 16 NUCLEAR MOTION 2012

Conference is acutely aware of the significant number of skilled employment opportunities created by the UK civil nuclear industry, both in power generation and decommissioning.

Conference understands that nuclear power is low-carbon, affordable, dependable, safe and capable of increasing diversity of energy supply. New nuclear power stations would therefore help the UK address the twin challenges of climate change and security of energy supply.

Conference is also especially mindful of the huge economic stimulus which the proposed programme of nuclear new build will generate. The global nuclear renaissance provides a multi-billion pound opportunity for those industries involved in the supply of goods and services required for the construction, operation and maintenance, as well as decommissioning, of nuclear power stations.

Conference is conscious of the fact that in 2011 the Energy & Utilities National Sector Conference pledged its support for all forms of power generation, including nuclear, by endorsing the motion on *Security of Supply Through Diverse Balanced Energy Policy*.

Conference calls on the Executive to remain consistent with the aforementioned motion and lend its full support to the UK nuclear industry and its members, and future members, employed therein.

### ENERGY & UTILITIES NISC

### 17 NUCLEAR POWER

This Conference does not support the building of new nuclear power stations in the UK.

Unite the Union is committed to supporting, and promoting, the creation of green jobs and the renewable energy sector, and is committed to taking strong action on climate change.

Support for new nuclear power stations runs contrary to those policies. Not only are nuclear power stations an expensive, risky, and polluting source of energy, but they would take funding and jobs away from renewables and energy efficiency programmes and therefore not help the UK meet climate change targets.

The government wants ten new nuclear power stations at eight sites across England and Wales. Each new reactor would cost more than £6 billion and, to attract investment, the government is reforming the electricity market to provide hidden subsidies to nuclear and transfer the risk of nuclear power construction from the private sector to consumer electricity bills.

The disaster at Fukushima shows that nuclear power remains a risky and unpredictable source of energy. The cost of cleaning up the disaster is still unknown but likely to exceed £100 billion.

The number of jobs which would result from a programme of new-build nuclear reactors is far lower than would follow from a similar investment in renewables or energy efficiency. Per unit of energy, nuclear power creates far fewer jobs than any other power source, and saves much less carbon per pound spent than would be saved by energy efficiency and decentralised energy.



Unite supports the 'Million Green Jobs' campaign that the majority of money spent on revising the economy should be on green measures, including energy efficiency and renewable energy, public transport and the retro-fitting of efficient insulation to existing housing stock.

Therefore Unite does not support the construction of new nuclear power stations in the UK and believes that existing nuclear power stations should be phased out with existing workers employed to decommission them and then diversified to energy projects which will produce a higher rate of safer jobs.

**LE/524 BRANCH**

## **18 NUCLEAR POWER**

This Conference is opposed to the expansion of nuclear power and in particular to the building of ten new nuclear power stations on the grounds of cost and safety.

Conference believes that nuclear power is not required in order to ensure energy security ('to keep the lights on') nor to ensure a reduction in CO2 emissions by 2050 and further believes that Parliament was misinformed on this matter when the National Planning Policy Statement on nuclear power was debated in 2011.

Conference calls on the Executive Committee to campaign against the expansion of nuclear Power.

**LUTON GENERAL 1210M BRANCH**

## **19 LOW CARBON INDUSTRIAL STRATEGY**

This Conference believes that recent changes by the current Con-Dem Coalition Government to energy policy have put too much cost pressure on energy intensive sectors and created too much uncertainty for energy investors.

Workers in the UK's high energy-intensive industries - iron and steel, aluminium, cement and lime manufacture, pulp and paper making, basic inorganic chemicals, and nitrogen fertilisers are particularly vulnerable as they adapt to a low carbon future. Together these industries directly employ around 220,000 workers, in some 400 installations across the UK, accounting directly for about 0.5% of UK GDP. They also have a long history of trade union membership and organisation; many of these sectors offer high quality, highly skilled employment supported by decent terms and conditions. They also provide unusually high rates of full-time employment.

These industries are particularly at risk from what is known as "Carbon Leakage" – the transfer of jobs from countries with higher standards of environmental controls to those with less. There are already major concerns that many of these jobs are being moved outside the EU where controls are generally higher. This process is happening through a combination of increases to energy prices related to oil and gas prices as well as government climate policies and global market rules that allow other countries to undercut.

These base industries are crucial to the UK's manufacturing capability and will play an important part in supplying the new low carbon manufacturing (e.g. steel for wind turbines or glass for double glazing). It will therefore be counterproductive not only for the workers who lose their jobs but also for the environment if these jobs and carbon emissions go elsewhere.

At a time when rebalancing of the economy needs UK manufacturing to be playing a bigger role, energy-intensive industrial users need more help, But the current policies put forward by the coalition government unilaterally increases their cost base.

Heavy energy users need and want to do their bit and reduce their emissions, and many are already doing so. But what these firms need is help to use renewable heat, use energy from waste and use more of the innovations already out there.

To achieve this will require a working, flexible and future-proof exemption model; it may also require a different level of rebate for different sectors. That's why a clear definition of energy intensives is so important: businesses need to receive rebates when they qualify as a risk, so that everything's transparent and everything's understood.

This motion calls for Unite to immediately engage with all stakeholders and begin lobbying for political solutions to this problem in order to secure:-

- A rebate-based exemption linked to the energy intensive industries' work on energy efficiency.
- How to make current products in a low-carbon, resource-efficient manner
- How to transform factories and products
- To explore changes to the entire industrial system

To achieve this Unite should use all the resources of the Union including Research, International and Political Departments.

## **METALS (INC FOUNDRY) NISC**

### **AMENDMENT 19:**

*Second Paragraph after "nitrogen fertilisers" add:-  
"Oil refining, Glass, Tyres Industry, Pharmaceuticals and Textiles" :*

*And*

*Add as a second bullet point after "in order to secure":-*

- *Detailed industry and trade union consultation on the affect of current and future European Environmental Directives with regard to ensuring a level commercial playing field and, by doing so, support environmentally responsible manufacturing in the UK.*

## **CHEMICALS, PHARMACEUTICALS, PROCESS & TEXTILES NISC**

## **20 GREEN JOBS AND THE ENVIRONMENT**

Conference recognises that we face an accelerating environmental crisis with rising temperatures, increasing global carbon emissions and worsening environmental degradation.

It is deplorable that whilst neo-liberal governments in UK, Europe and across the developed world are failing to cope with the global capitalist crisis, they are also all but ignoring the burgeoning environmental crisis threatening our planet.

UNITE believes that both the capitalist economic crisis and the environmental crisis need addressing and can and must be addressed together.

Our left Alternative Economic Strategy recognises the essential role of the public sector as the motor for economic recovery when the private sector (the capitalist economy) is in the doldrums and unable to stimulate growth itself due to falling demand and the high cost of debt.

Public sector investment, so vitally needed to stimulate growth, should be directed where possible into areas that help to reduce global carbon emissions and help save the environment. These should include:

- Renewable energy – including the use of wind, tidal, solar and hydro-electric power generation to replace as far as possible power generation from fossil fuels. UNITE recognises there are genuine planning concerns to be reconciled with such a policy
- Appropriate financial incentives to improve home and business insulation and progress towards zero-emission status including through the use of solar energy, heat pumps, feeder tariffs etc
- Expansion of public transport through public ownership and public investment, and funding of subsidised fares to encourage modal shift from private cars etc.

**PASSENGER NISC**

## **21 SUSTAINABLE ECONOMIC DEVELOPMENT IN THE UK**

This Conference supports Sustainable Economic Development in the UK.

In order to secure the future of the UK, we need to have an economic plan which will deliver sustainability. We need to invest in future industry and research in order to deliver sustainable products and ongoing development in areas such as energy production e.g. wind power, hydro electric power, tidal power, solar power and others.

We also need to develop low voltage domestic equipment and lighting as well as a state of the art green public transport system.

We need investment in organisations which can deliver sustainability and become sustainable themselves. This will require grants for research and investment in our young people through good quality education and training. This in turn will create jobs and deliver a healthy British economy.

We therefore ask Unite the union through the Executive Committee, to campaign and lobby for sustainable economic development in the UK.

### **HEALTH RISC - EAST MIDLANDS**

#### **AMENDMENT:**

*Insert additional paragraph between paragraph 2 and paragraph 3 as follows:*

*Investment must also continue to be provided to our Oil Refineries. This will help to improve and develop cleaner, more efficient and safer fossil fuels, which will be required to continue to meet a significant proportion of our energy needs for many years to come as we transition to sustainable, renewable energy production. In turn this will also help to protect and enhance Unite members' jobs throughout any transition period.*

**SC 126 BRANCH**

## **22 INTEGRATED PLANNING REGULATION**

This Conference calls upon the General Secretary, Executive Council and Political Officer to oppose the Coalition Government relaxing the planning regulations and ensure that the Labour Party put in their next general election Manifesto a commitment that the next Labour Government will introduce an integrated planning regulation that takes into account the following:

- The need for affordable housing for working people, this includes council housing and houses to buy that are affordable for ordinary people.
- The need to create an urban environment that meets the needs of the local community.
- The need to grow our economy and infrastructure.
- The need to protect our national parks, areas of outstanding beauty, green belt and other environmentally sensitive areas from unsuitable development. While giving people comprehensive rights to access to these areas for relaxation, recreation and enjoyment.

**SOUTH EAST REGION – R&A RISC**

## **23 1 MILLION CLIMATE JOBS**

This Conference believes that Climate Change is the biggest single threat to the global economy and social stability. We believe that urgent investment is required in jobs across all public and private sectors to transform the economy towards zero carbon emission.

Conference notes the campaign launched by the Campaign Against Climate Change Trade Union group for urgent investment in 1 million climate jobs now, to ensure public services that promote energy saving, housing refurbishment and new build, the extensive development of a co-ordinated public transport system, and investment in green energy production including wind, wave and solar energy turbines and industrial plant.

This Conference calls upon the Union to:

1. Support the national petition and campaign for 1 million green jobs now, supported by the TUC <http://www.climate-change-jobs.org/petition>
2. Call upon the Government for urgent investment to lower the UK's carbon emissions, with Local Authorities taking a lead role in co-ordinating cross-sector initiatives
3. Affiliate to the Campaign against Climate Change and support the activities of the campaign's Trade Union group
4. Encourage all Branches to campaign for 1 million green jobs now.

**SW/LOCAL AUTHORITY RISC**

## **24 HOME MANUFACTURING & GREEN ENERGY SUSTAINABILITY**

We face an accelerating environmental crisis with rising temperatures, increasing global carbon emissions and worsening environmental degradation.

It is deplorable that whilst neo-liberal governments in UK, Europe and across the developed world are failing to cope with the global capitalist crisis, they are also all but ignoring the burgeoning environmental crisis threatening our planet.

The capitalist economic crisis and the environmental crisis need addressing and can and must be addressed together. Our Alternative Economic Strategy recognises the essential role of the public sector as the motor for economic recovery when the private sector (the capitalist economy) is in the doldrums and unable to stimulate growth itself due to falling demand and the high cost of debt.

Public sector investment, should be directed where possible into areas that help to reduce global carbon emissions and help save the environment. They should create domestic employment and have an export potential should improve our balance of payment and be available within our national boundaries. This conference calls upon the TUC to lobby Government to act immediately on this serious problem by exploring,

- Renewable energy – including the use of tidal, wave, solar, geothermal and hydro-electric power generation to replace as far as possible power generation from fossil fuels.
- Appropriate financial incentives to improve home and business insulation and progress towards zero-emission status including through the use of solar energy, heat pumps, feeder tariffs etc.
- Expansion of public transport through public ownership and public investment, and funding of subsidised fares to encourage a shift from private transport to public transport.

**LOUGHBOROUGH CENTRAL BRANCH**

## **25 HYDRAULIC FRACTURING/FRACKING**

This Conference calls upon Unite the Union to lead a campaign and lobby the government over 'hydraulic fracturing', or 'fracking' for short, because of the dangerous environmental damage this drilling technique causes.

**NW 6/527 BRANCH**

## **EQUALITIES**

### **26 DIVERSITY IN THE UNION**

Conference fully supports our Union's agenda of working for race equality in the workplace. We also continue to strive to ensure full representation of BAEM members at all levels of Unite.

However, Conference believes that it is important for our union to be strongly committed to taking the lead, as an employer, to increasing diversity at Officer level. We must take action on under-representation of BAEM workers at senior levels and show other employers, our members and all workers, that this matter is a priority in our Union.

We call on the Union, in conjunction with the National BAEM Committee to:

1. Urgently conduct an equality audit within the union, covering all Officers and staff and showing numbers and percentages of those applying for and getting appointed, particularly at senior level and the diversity of employees at all grades.
2. Develop a strategy and action plan to increase the representation of BAEM Officers, including the use of positive action and practical support for BAEM reps such as encouraging BAEM stand down officers; mentoring/shadowing and targeted training. Each region should take responsibility to implement the action plan.
3. Regular monitoring and review of the strategy to ensure success, along with publication of the audit results and a full report to the Executive Council.

**BAEM NATIONAL COMMITTEE**

## **27 BAEM MEMBERS AT THE HEART OF THE UNITE COMMUNITY SECTION**

Conference believes that the Regional BAEM Committee should work within their communities to help encourage and build membership within the Unite community membership scheme.

This would allow us to become more pro-active in issues affecting the community.

We call on Conference and Unite to:

- Ensure that the Regional BAEM Committees are an integral part of the community membership scheme
- Visible and supported in their work in the community
- Be involved in the issues around the riots in London/UK and the finding
- It is well publicised that unemployment is worst in areas with large ethnic minority groups and young people, if we are serious about supporting or bringing about change, the way forward, post riots is for Unite to be visible in the community, organising people, bringing them together and promoting equality, dignity and respect
- Work with other community groups and unions that are campaigning against deaths in police custody.

This list is not exhaustive but a guide as to some of the areas we believe we need to be addressed.

### **REGIONAL BAEM COMMITTEE, NEY&H**

## **28 BAEM WORKERS VOICE NEEDS TO BE HEARD NOW**

This coalition government seems to be picking up where Margaret Thatcher left off as they exhibit their keenness to diminish the strength and the rights of ordinary working people. They are also taking steps to destroy the trade union movement once again. We must not let them win.

We must join with our trade union brothers and sisters to ensure that this does not happen. All workers will suffer the consequences of any such destruction, but BAEM ethnic workers will suffer more, as they have done in the past.

BAEM workers have no one to turn to but trade unions when they experience difficulties in the workplace and in this present climate, where cuts are being made left right and centre, there is evidence to show that when restructuring and redundancies are being considered in organizations, BAEM workers are being disproportionately affected.

Trade unions and Workplace Reps make a vital contribution to the collective empowerment of all workers. We need to collect data on the experiences of BAEM workers, particularly information on how the present climate has affected them and how they are dealing with problems they face in the workplace today.

To truly eradicate social exclusion, it requires that all members in our communities have equality of access to work, rights and political participation. In the context of all three, this still remains an aspiration for many of our BAEM brother and sisters.

We as a Trade Union Movement need to explore the thinking of real solidarity, accountability and representation and acknowledge that we may not be meeting the needs of our BAEM membership.



We need to stop talking about Equality or writing policies and strategies and start bringing Equality to life so it is effective in the lives of those who are suffering obvious disadvantage in society and in the workplace.

## **REGIONAL BAEM COMMITTEE – WEST MIDLANDS**

### **29 DISABILITY HATE CRIME**

Unite is very concerned at the recent increase in much of the Press and media, of their portrayal of Disabled People labelling them as “scroungers” and “workshy”.

The language surrounding disability used within mainstream media is often negative. This is especially true regarding hidden impairments, possibly due to a lack of understanding. When dealing with mental and learning disabilities, the media often uses very strong negative language

This has been highlighted further by the recent comments made by Philip Davies MP for Shipley in a House of Commons debate, stating that “disabled people should work for below the minimum wage”.

These types of comments are particularly unhelpful in the current economic climate where disabled people are bearing the brunt of the CONDEM Cuts agenda.

Unite believes disability hate crime must have a much higher priority and must work to end the discrimination faced by disabled people.

Unite believes that any new proposals for reform must not cause disabled people worry, hardship and stress

Unite opposes any under-funding which has a serious impact on the service provided to disabled people.

Unite calls and must campaign for:

- Challenge the right wing media attacks against disabled people at all levels in our society.
- Campaign for more protection for disabled people in relation to their portrayal in the media
- Highlight the positive benefits of employing disabled workers
- A properly funded hate crime programme, retained and provided by the public sector
- Adequate disability training of all such staff, carrying out the tasks
- The Government to honour its hate crime commitment and not force disabled people to face unsafe circumstances
- Improve funding and publicity
- The power of ensuring discrimination is prevented
- The Government to work in partnership with all providers to increase awareness of all disability issues
- A statutory right to treat everyone fairly who has extra needs

## **DISABLED MEMBERS NATIONAL COMMITTEE**

**AMENDMENT TO MOTION 29:**

add in the bullet point

- The Scottish Government to extend its Hate Crime Act to cover disabled employees in Scottish workplaces, and on journeys to and from work.

Change bullet point "Adequate disability training of all such staff, carrying out the tasks" for the following :

"Appropriate accredited disability awareness training for all staff no matter what their position in the workforce; this training should be given on induction to the workplace and on an annual basis thereafter."

and add after "The Government" and the Scottish Government in the bullet point "The Government to work in partnership..." so that the full sentence reads :

The Government and the Scottish Government to work in partnership with all providers to increase awareness of all disability issues.

**SC/38/178 BRANCH**

**AMENDMENT TO MOTION 29:**

Insert after 4<sup>th</sup> paragraph:

It is far too easy to make discriminatory comments through social media with little protection of the law, police reference these comments as digital communications and often go unrecorded as a hate crime.

Insert after 6<sup>th</sup> bullet point:

The government to improve the protection of hate crime to include social media and how police forces deal with hate crime complaints against originating from all forms of social media.

**COVENTRY BUILDING SOCIETY BRANCH WM10**

## 30 DISABLED RIGHTS

This Conference notes that the rights of disabled people are under sustained attack by the Coalition Government. Conference notes that disabled people are also frequently disproportionately affected by redundancies and other attacks in the workplace.

Conference reaffirms its belief that all disabled people have an right to a life free from discrimination and with all necessary support to maximise their ability to play a full and equal role in society.

Conference recognises that the defence of disabled people is inextricably linked with our defence of working class rights as a whole.

Conference therefore calls on:

1. Branches and Area Activist Committees to support activities and campaigns defending disabled people both locally and nationally;
2. Workplace reps to ensure all agreements with employers include any necessary provisions to defend the rights of disabled workers and ensure compliance with, and extension of, their legal rights;
3. The Executive Council to ensure campaigning material and resource is available as necessary and that all officials of the union recognise that defending the disabled people is a priority for our union.

### DISABLED MEMBERS COMMITTEE – LONDON & EASTERN

#### AMENDMENT TO MOTION 30:

*Retain Motion Current Wording however –*

*Insert 3<sup>rd</sup> Paragraph:*

Furthermore we need to ensure employers are not ignoring the equalities act by introducing ever increasing levels of technology without fully assessing the impact it has upon **dyslexic employees** (the hidden disability). As a result of assessment, companies should take any necessary reasonable adjustments to ensure dyslexic employees are not forced out of an industry as a direct result of the implementation of technologies that they otherwise had been able to operate successfully. It is a fact that there are many more employees with dyslexia that are willing to admit to having this disability and an awareness campaign would go a long way to helping remove the stigma that is attached to this disability and encourage the individuals to seek the help necessary to enable them to continue in their jobs without fear of dismissal as a result of "incapability".

*Insert additional under "Conference therefore calls on":*

4. The Executive Council to commit Unite the Union to an awareness campaign on **“DYSLEXIA – THE HIDDEN DISABILITY”** and lobby the government to address this issue head on and to tackle the employers who avoid compliance of the equalities act.

**RTC RISC – London & Eastern**

### **31 DISABILITY LEAVE**

This Conference notes that the Equality Act provides for workers with a disability to negotiate the option of disability leave, where appropriate, as a “reasonable adjustment”.

This disability leave option we believe prevents disabled workers from being penalised under the absence management procedure or suffering any financial detriment due to their disability.

Unite members within a number of employers have access to paid disability leave which we believe is a progressive measure to assist members who are disabled.

The West Midlands Regional Disability Committee calls upon this conference to pursue at the earliest opportunity a suitable paid disability leave policy as a matter of urgency. For all employees that are disabled across the UK.

### **REGIONAL DISABILITY COMMITTEE – WEST MIDLANDS**

### **32 REASONABLE ADJUSTMENTS & DISABLED MEMBERS**

Conference notes the union’s policy to support a disabled member’s reasonable adjustment for a personal facilitator to support them to participate in training and the democratic processes is not fit for purpose and may lead to members being unable to be active across the union.

The policy is not fit for purpose and is written for childcare or the members existing caring responsibilities

- Disabled people do not need carers; they may wish support of a personal assistant
- Disabled members should not have to justify this requirement or how their disability effects travelling, accommodation, eating arrangements etc
- Implying the term carers is not inline with the social model of disability and insulting
- There is a legal responsibility to provide reasonable adjustments

Conference we call on you to

- Review this policy and create a separate policy to support reasonable adjustments and the use of personal assistants for disabled members
- Ensure that personal assistants will not be out of pocket when supporting the disabled member and be given the same daily subsistence allowances
- Raise and inform all branches and industry committees of reasonable adjustments for disabled members and their importance to improve participation

**WM/COVENTRY BUILDING SOCIETY 0260 BRANCH**

### **33 EMPLOYMENT OF DISABLED WORKERS**

This Conference demands our Union lobbies our government is becoming pro-active in helping to transform the lives of disabled people and those experiencing complex barriers to work. This is providing where possible sustainable employment opportunities through positive discrimination by the reintroduction of an employment quota system.

We cannot stay silent, when we can see imminent cuts to our vital government factories such as Remploy and other support services, this c/o The Liz Sayce Report. This report will result in minority groups becoming casualties. The Union needs to show support within our communities, and push for employment opportunities for disabled people which for many is seen as a key element to an independent, fulfilling life and assists others to understand that everyone has a skill to offer. We must not neglect a major pool of valuable talent who could find themselves pushed to the back of the unemployment queue.

The reintroduction of a quota scheme would be paramount in breaking down barriers to equal opportunities for all.

### **AEROSPACE & SHIPBUILDING RISC – SOUTH WEST**

### **34 ADHERENCE TO ARTICLE 19**

This conference believes that Article 19 of the European Union Procurement Directive is a vitally important measure that helps support disabled workers in the workplace.

Conference does welcome the heightened awareness that the various Government Departments at UK and also Devolved Administrations have tried to give to support Article 19. However Conference believes fine words and aspirations are not enough and in fact at times Article 19 is not being adhered to.

Conference believes that we require to redouble our efforts both internally within Unite but also by our engagement externally to ensure that greater adherence is achieved.

Conference therefore calls on Unite through all its Constitutional Groups/Committees to engage in a planned awareness programme which will enable these Groups/Committees to more ensure that Article 19 is raised at all levels of the workplace where we organise and can have some influence over the various employers as well as through our political structures and relationship with the Labour Party.

Conference also calls upon Unite to engage at the highest level with the UK Government and the Devolved Administrations to call upon them to increase adherence to Article 19 through further legislation if necessary.

### **Health RISC - Scotland**

### **35 EQUALITY MONITORING OF APPOINTMENTS**

The NEYH Women's Committee expressed concerns relating to the lack of progress of women within the lay member and officer compliment of the union, especially in relation to stand down officers and RIO's.

This Conference asks that a monitoring review be conducted by the EC on an annual basis and published annually in order to monitor all appointments within the union, especially in relation to the numbers of women and equality applicants for positions, proportion of women and equality applicants shortlisted and the percentage of successful female and equality appointments.

This Conference also asks that a clear equality proofed criteria be established and published to determine stand down officers within the regions, as it is perceived that stand down positions are normally given to male activists.

**Regional Women's Committee – NEY&H**

#### **AMENDMENT TO MOTION 35:**

*Please insert new paragraph at end of motion:*

*In order to promote diversity within the union we ask that the EC via consultation with the regions produce a candidate development programme aimed at giving women and other equality activists the necessary skills and experience to enable them to become successful in applying for employment with the union.*

**SCUNTHORPE STEELWORKS NE/205/3 BRANCH**

### **36 GETTING INVOLVED**

Conference acknowledges the work that has already been done by the Executive Council to ensure that constitutional committees include women, black, Asian & Ethnic minorities, disabled, LGB&T, Young & Retired members, but we recognise more needs to be done to tackle under-representation, remove barriers to participation and encourage all members to get involved.

We therefore ask that the initiative taken by the West Midlands Women's Committee in organising a week end educational summer school, initially for women members of the Union in the region to attend, be rolled out to all the regions of the Union with the aim of giving women an understanding of the Unite structures therefore gaining the knowledge and confidence to stand as shop stewards in the future. This will both benefit our members and the union.

**REGIONAL WOMEN'S COMMITTEE – WEST MIDLANDS**

### **37 LGBT EDUCATION AND ZERO TOLERANCE TO DISCRIMINATION**

This conference recognises that education is the key to preventing and dealing with discrimination and prejudice in the first instance. That understanding of peoples' issues and lives can help prevent accidental offence or prejudice caused through ignorance.

However, this union is aware that there are examples across the union of officers, reps, and members who either do not understand lesbian, gay, bisexual, and trans issues because they have not been afforded the opportunity to be educated or have chosen to ignore the training and remain prejudiced.

Therefore, this conference calls on the Unite Executive Council to

1. Stringently and actively review all its education and training courses to ensure LGBT issues are mainstreamed throughout, with a report back to the Executive Council.
2. Train all officers and reps on LGBT equality.
3. To ensure there is involvement between the regional LGBT committees, Regional Women's & Equalities Organisers, and the regional education tutors, ie. sight of course materials and meetings taking place with tutors.
4. Monitor and compile all workplace/branch/regional and national complaints that are LGBT related for review by the regional and national LGBT committees.
5. Produce a zero tolerance policy to homophobia, biphobia, and transphobia within the union that is acted upon.
6. To ensure that all cases related to discrimination and prejudice within this union are dealt with seriously and effectively, and those responsible, both in terms of the perpetrator and those dealing with the complaint are held accountable at all times.

#### **LGBT NATIONAL COMMITTEE**

### **38 ORGANISING AND YOUNG PEOPLE**

Conference notes with concern the decline in trade union membership, not only in our union but also across all trade unions. This trend look set to continue as the current coalition government persists with its attacks on working people.

Conference is concerned that as the age profile of our membership increases, the decline in our membership will become apparent and visible. It is clear that to increase our membership we need to focus on organising and recruitment of young people, whether they be in employment or not. Our Community Membership is ideal for those not currently in employment.

Conference calls upon the Executive Council to take action on this pressing issue in the following ways:

- Strategically map where and when schools could be potential targets for trade union educational programs and contributions.
- Ensure that dedicated trained UNITE personnel are able to approach schools in order to gain and maximize access.

- Roll out the use of the ‘Schools Packs’ developed by our own young members and education department. These packs have been available for more than a year and yet their use has not been implemented. These packs will educate young people at school on what a trade union actually is, the history of trade unionism, and the benefits of membership, and will encourage young people to join the union once they leave school. They could also be used in colleges and university with slight adaptation; these young people could join our Community Membership immediately;
- Work with the education department to deliver more young members’ courses, one course a year is simply not sufficient. The courses will encourage activism within our existing members, who will then go back to their workplaces, organise and recruit more members;
- Take advantage of the skills and expertise within the Community, Youth Workers and Not for Profit sector to develop training and campaigns that could be delivered to the young people they work with, who access the services they provide, and who may or may not be in employment;
- Title of Motion: Work with the organising department to identify workplaces with younger age profiles and deliver 100% campaigns in those workplaces. These campaigns must be targeted specifically to those workplaces and the work they undertake, and be delivered with young people as the focus - a one-size fits all campaign will not work in these circumstances.

**CYN4P NISC  
EM/100 Branch**

**AMENDMENT:**

In Bullet point 2:

After “ Ensure that dedicated” insert “appropriately qualified (JNC)”

Then delete “trained” on same line.

On same line after “personnel” insert “or activists”

Ammended bullet point to read:

“Ensure that dedicated appropriately qualified (JNC) Unite personnel or activists are able to approach schools in order to gain and maximise access.”

In Bullet point 4:

Second line after “not sufficient” insert “; the union should consider more frequent national and regional courses and events”

Ammended bullet point to read:

“Work with the education department to deliver more young members’ courses, one course a year is simply not sufficient; the union should consider more frequent national and regional courses and events. The courses will encourage activism within our existing members, who will then go back to their workplaces, organise and recruit more members.”

**COMMUNITY YOUTH WORKERS AND NOT FOR PROFIT SECTOR  
EAST MIDLANDS REGION INDUSTRIAL SECTOR COMMITTEE**



## **AMENDMENT TO MOTION 38**

Conference calls upon Regional Committees, Regional Young Members' Committees/Forums and branches, to engage with local higher and further education establishments, utilising links with the NUS and being involved in Fresher's Fairs/Weeks to increase the profile of and actively recruit members into Unite.

## **NATIONAL YOUNG MEMBERS COMMITTEE**

### **39 YOUNG WORKERS - UNDERPAID OR UNPAID**

This Conference believes that young people are worst hit when unemployment runs rampant. Vacant jobs remain concentrated in low skilled, low paying sectors and unpaid internships are becoming the single point of entry into many professions as competition for decent apprenticeships and university places intensifies with supply lagging well behind demand.

Conference agrees that the Government's sparse package of support for young workers is of insufficient scale to make a significant impact on endemic youth unemployment.

Conference worries that the Government's enthusiasm for internships and work experience as a potential solution will irreparably damage young workers rights. Without guarantees of decent minimum standards, low- and unpaid work will remain open to exploitation or the reserve of those from wealthy backgrounds.

Conference believes that to combat this injustice, we must make our union attractive and inclusive for young people and develop future activists. It's therefore essential that Unite develops our younger members and empower them with a voice within their own union. We must be champions for young people in the workplace in order to prove that becoming a trade union member is not some relic of a bygone industrial age, but the best way to guarantee decency and dignity in work.

Conference calls for:

1. An immediate campaign of Government lobbying to demand:
  - job creation targeted specifically at school, college and university leavers with the aim to provide sustainable pathways into employment,
  - fully paid internship and work experience initiatives that are rewarding and effective,
  - high quality apprenticeships paid at the National Minimum Wage be made available to all young people.
2. A commitment from Unite to developing cohorts of union reps equipped to mentor and support young apprentices, work experience placements and other new entrants.

A back-to-basics, top-down organisation and recruitment campaign targeting vulnerable young workers.

## **YOUNG MEMBERS NATIONAL COMMITTEE**

### **40 JOB EQUALITY**

This Conference condemns this government's handling of the economy and the threat to jobs in all sectors, Particularly Women, and would ask that this Executive Council, lobby this current government and Labour party Members of parliament to ensure that employers adhere to the Equalities Act 2010 when deciding any job losses in the next three years.

**MANCHESTER CENTRAL BRANCH 0604**

## 41 ASYLUM SEEKERS

This conference is appalled at successive governments' treatment of those seeking asylum in the UK. They, along with much of the media, have tried to make it something to be ashamed of, instead of recognising the rights of people from any country to flee persecution and seek a safe haven.

We call on our union at all levels to work with organisations such as Asylum Aid, Women Asylum Seekers Together, National Coalition of Anti Deportation Campaigns, to educate members and the wider population on why people seek asylum here and elsewhere and turn the atmosphere to one of welcome not suspicion or hostility.

We call on the union to support asylum seekers who are Unite members by virtue of being volunteer workers at these and other organisations.

We also call on the executive and officers to work with these organisations to:

1. Oppose the 'culture of disbelief' that pervades the UKBA and especially case workers and decision makers and to ensure asylum seekers get a fair hearing.
2. Oppose tactics used by UKBA to harass asylum claimants, such as detaining them and attempting to deport them before they can appeal against decisions made by UKBA (sometimes even before informing them of the decision), imposing draconian reporting requirements (sometimes even every day) or evicting them from their accommodation, which impede their attempts to get a fair hearing for their case
3. Demand the government reverse cuts in legal aid, which mean even when asylum seekers can find a solicitor, their representative is not given enough time to prepare the case properly
4. End detention – asylum seekers are not criminals but seeking sanctuary and exercising their international rights under the Geneva Convention and Human Rights legislation.
5. End destitution –those who can work should be allowed to and those not able to given decent support whilst waiting for their claim to be heard –as used to be the case pre 2000. Destitution makes women particularly vulnerable to further abuse and violence, especially as women asylum seekers who are experiencing violence and abuse are often fearful of using statutory agencies to protect themselves, due to perceived and often realistic fear of support/public service agencies asking immigration questions before addressing their safety needs.
6. Recognise the positive contribution asylum seekers and their descendents have made to our society, as volunteers, positive members of our communities, and when given status as citizens, some of whom currently serve as elected MPs.

**NW/389 BRANCH**

### **AMENDMENT TO MOTION 41**

*Paragraph 2, line 2, add after "Deportation Campaigns," insert "UK Lesbian & Gay Immigration Group (UKLIG) and International Lesbian, Gay, Bisexual, Trans and Intersex Association (ILGA),"*

*End of paragraph 2 insert new sentence:*

*"In many cases LGBT people have been denied asylum by the UK government and been sent back to countries which have laws criminalising LGBT people, such as the death penalty."*

*Conference calls upon our union to cascade information throughout the union including to all Regional Women's & Equalities Organisers, Equalities Committees, and the new Community Members structures on how they could engage with the aforementioned organisations supporting asylum seekers here or those working abroad such as J-FLAG."*

*Replace bullet point 6 with the following making bullet point 6 into 7:*

*"6. To ensure that all work carried out by the union includes all sections of our wider communities including LGBT asylum seekers."*

**National LGBT Committee**

## **42 GYPSY AND TRAVELLER LAW REFORM**

"This Conference notes that the brutal eviction of the Dale Farm Community, carried out by a Government funded police operation on 19th October 2011, has left the Dale Farm site a wasteland, with 83 families homeless and living in inhumane conditions.

The establishment (and demolition) of unauthorised encampments such as Dale Farm stems ultimately from the failure of local council planning committees to provide a sufficient number of authorised sites. Conference therefore resolves (i) to campaign for the introduction of an amendment to the Housing Act 2004 which would reinstate the duty to ensure adequate pitch provision, along the lines of the Caravan Sites Act 1968, (ii) to seek the support of the Unite Parliamentary Group in the pursuance of this objective."

**BIRMINGHAM SOUTH 0803M**

### **AMENDMENT TO MOTION 42**

*Add at end:*

*"Conference further notes that the disadvantage experienced by Roma and Traveller people extends beyond housing to cover almost every area of life, especially education and health provision. We welcome the rise of self-organised and broader solidarity campaigns to oppose the racism and discrimination experienced by these communities.*

*Conference therefore resolves to actively support Roma and Traveller rights.*

*Conference therefore calls on the EC, Branches, and Constitutional Committees to:*

- *Support self-organised and broader solidarity campaigns, such as the Traveller Solidarity Network*
- *Publicise events such as Roma Nation Day and meetings and protests organised by the solidarity campaigns."*

**REGIONAL DISABLED MEMBERS COMMITTEE, LONDON & EASTERN**

#### **42a MOROCCAN WORKERS IN GIBRALTAR**

Conference applauds the work that has been conducted in recent years by Unite the Union in trying to end the unfair system of discrimination in Gibraltar against Non EC Nationals and Moroccan workers in particular.

Unite Gibraltar acknowledge that in the last year an improvement to the naturalization application process has taken place with the change of Government.

This Conference calls on the Executive Council to demand from the Gibraltar Government an end to other forms of discrimination arising from unequal treatment of Moroccan workers in their entitlement to certain Gibraltar Government benefits under local benefit schemes to facilitate access to social housing and develop a scheme under which long-term residents, once retired, can receive subsidised medical care in their place of origin.

**GIBRALTAR**

## **GLOBAL SOLIDARITY, PEACE & DISARMAMENT**

### **43 PALESTINIAN CHILD PRISONERS IN ISRAELI DETENTION**

Conference notes that Israel continues to arrest, detain and torture Palestinian children (aged 12 to 17 years) in contravention of international law & human rights treaties. Conference believes this is part of a deliberate policy to criminalise and intimidate the general Palestinian population.

Although 55 children were released as part of the Palestinian prisoner release in 2011, 106 children still remain in prison. Every year the Israeli authorities arrest more than 700 children.

Conference notes the work done by the Union and its members in raising this issue both at a regional, national and international level.

Conference reaffirms that this treatment of children by Israel is an affront to democracy and basic human rights, and that efforts must therefore be redoubled by those in the union movement to oppose it. Conference restates its commitment to existing policy on Palestine and the active involvement of the Union in ending the Israeli occupation.

Conference instructs the Executive to:

1. Meet with bodies from Palestine & Israel concerned for the welfare of Palestinian child prisoners;
2. Work with other unions in the UK and around the world concerned with the welfare of young people, to develop an international campaigning strategy in order to co-ordinate a global campaign for the rights of young Palestinians;
3. Establish a national campaign to facilitate the active involvement of UNITE members to be involved in campaigning including the setting up of 'Urgent Case' actions, e-lobbies & petitions etc;
4. Organise and fund, with other union bodies and campaigning groups as necessary, a national speaking tour to include lawyers and child prisoners/families in the next 12 months;
5. Send an investigation committee of Executive and non-Executive representatives to see Palestinian child prisoners in court
6. Work with the TUC to build this as a national trade union campaign alongside existent campaigning on ending the occupation.
7. Establish the issue as a standing item on the agenda for the Union's International Committee with a commitment to progress the above actions with a report on progress to be made at Conference 2014.

**REGIONAL WOMEN'S COMMITTEE – LONDON & EASTERN**

#### **44 SUPPORT FOR GAZA**

This Conference condemns the Israeli government for its action on the aid ship **MV Mavi Marmara**, which caused nine deaths of peaceful activists [which carried from 37 different countries on board]. This conference should also condemn the continued apartheid system being enforced on the population of the occupied territories and of Gaza. This conference calls on the Union to continue the fight against this policy and to educate the membership of this Union to the real situation in Gaza and the occupied territories, furthermore we call on the Union to work with the T.U.C. /S.T.U.C. to continue its boycott of Israeli products and to strengthen its ties with the Palestinian Trade Union Movement [P.G.F.T.U.].

**COWDENBEATH 7/14 BRANCH**

#### **45 THE MIDDLE EAST**

This Conference notes the continuing wave of strikes and workers' protests across the Middle East in support of demands for social justice and democracy. We recognize and support their demands for a living wage, for permanent jobs, for an end to cuts and privatization, for real democracy and against political corruption, and for the right to organize in the streets and workplaces because these are our demands too.

This Conference further notes and celebrates the huge strides taken by the Egyptian working class in establishing hundreds of independent unions and the Egyptian Federation of Independent Trade Unions.

This Conference recognizes the need to build the widest possible campaign of solidarity with workers in the Middle East in the trade union movement in Britain.

Conference therefore resolves:

1. To support workers fighting for, and defending, social justice and democracy in the Middle East and North Africa.
2. To support, in particular, Egyptian workers in their struggles to build independent trade unions.
3. To actively promote solidarity by conference agreeing to:
  - a) Organise a union delegation to Egypt, primarily of lay members, and in cooperation with other British and Irish trade unions, which can report back to meetings organised in every Region;
  - b) Support twinning between the different sectors of Unite and the unions emerging in Egypt including promoting speaking tours of Britain and Ireland by Egyptian union activists;
  - c) Actively support solidarity campaigns, such as the MENA Workers Network, that promote solidarity with the Middle Eastern revolutions.

**BEDFORDSHIRE & CAMBRIDGESHIRE AREA ACTIVISTS COMMITTEE**

AMENDMENT TO MOTION 45:

Delete;

3. c) Actively support solidarity campaigns, such as the MENA Workers Network, that promote solidarity with the Middle Eastern revolutions.

Replace with;

3. c) Work in conjunction with the Global and European Trade Union Federations to which UNITE is affiliated, together with the Workers Uniting structures and other national trade unions to develop real solidarity with the emerging trade unions in the Middle East and North African region.

**DERBY CENTRAL BRANCH 1814**

**46 SOLIDARITY WITH MENA WORKERS NETWORK**

This union notes the continuing wave of strikes and workers' protests across the Middle East in support of demands for social justice and democracy. We recognize and support their demands for a living wage, for permanent jobs, for an end to cuts and privatization, for real democracy and against political corruption, and for the right to organise in the streets and workplaces because these are our demands too.

This union further notes and celebrates the huge strides taken by the Egyptian working class in establishing hundreds of independent unions and the Egyptian Federation of Independent Trade Unions.

This union welcomes the establishment of the Solidarity with MENA Workers Network in March 2010 and recognizes the need to build the widest possible campaign of solidarity with workers in the Middle East in the trade union movement in Britain.

This union further welcomes the inspiration which the struggles of workers in the Middle East have given across the world – and their role in inspiring the Occupy movement.

This union therefore resolves:

- To give solidarity to the emerging independent trade unions in the region – by inviting speakers to our conferences and having articles in our publications about the struggles of workers in the region
- To support the Solidarity with MENA Workers Network and publicise reports and activities of the Network to our members.

**CYWNFP RISC - EAST MIDLANDS**



## **AMENDMENT TO MOTION 46:**

*This union notes the continuing wave of strikes and workers' protests across the Middle East in support of demands for social justice and democracy. We recognize and support their demands for a living wage, for permanent jobs, for an end to cuts and privatization, for real democracy and against political corruption, and for the right to organise in the streets and workplaces because these are our demands too.*

*This union further notes and celebrates the huge strides taken by the Egyptian working class in establishing hundreds of independent unions and the Egyptian Federation of Independent Trade Unions.*

*This union welcomes the establishment of the Solidarity with MENA Workers Network in March 2010 and recognizes the need to build the widest possible campaign of solidarity with workers in the Middle East in the trade union movement in Britain.*

*This union further welcomes the inspiration which the struggles of workers in the Middle East have given across the world – and their role in inspiring the Occupy movement.*

*This union therefore resolves:*

- To give solidarity to the emerging independent trade unions in the region – by inviting speakers to our conferences and having articles in our publications about the struggles of workers in the region*
- ~~To support the Solidarity with MENA Workers Network and publicise reports and activities of the Network to our members.~~(Insert)Work in conjunction with the Global and European Trade Union Federations to which UNITE is affiliated, together with the Workers Uniting structures and other national trade unions to develop real solidarity with the emerging trade unions in the Middle East and North African region.*

**CHESAPEAKE NOTTINGHAM**

## **47 SOLIDARITY WITH MIDDLE EAST AND NORTH AFRICAN WORKERS**

This Conference notes the continuing wave of strikes and workers' protests across the Middle East in support of demands for social justice and democracy. We recognize and support their demands for a living wage, for permanent jobs, for an end to cuts and privatization, for real democracy and against political corruption, and for the right to organize in the streets and workplaces because these are our demands too.

This Conference further notes and celebrates the huge strides taken by the Egyptian working class in establishing hundreds of independent unions and the Egyptian Federation of Independent Trade Unions.

This Conference recognizes the need to build the widest possible campaign of solidarity with workers in the Middle East in the trade union movement in Britain.

Conference therefore resolves:

1. To support workers fighting for, and defending, social justice and democracy in the Middle East and North Africa.
2. To support, in particular, Egyptian workers in their struggles to build independent trade unions.
3. To actively promote solidarity by conference agreeing to:
  - a. Organise a union delegation to Egypt, primarily of lay members, and in cooperation with other British and Irish trade unions, which can report back to meetings organised in every Region;
  - b. Support twinning between the different sectors of Unite and the unions emerging in Egypt and other countries in the Middle East and North Africa, including promoting speaking tours of Britain and Ireland by Egyptian union activists;
  - c. Actively support solidarity campaigns, such as the MENA Workers Network, that promote solidarity with the Middle Eastern revolutions.

**GREATER MANCHESTER IT 9827M**

**AMENDMENT TO MOTION 47:**

*c. Actively support **(delete)** solidarity campaigns, such as the MENA Workers Network, that promote solidarity with the Middle Eastern revolutions.*

*(Insert) and work in conjunction with the Global and European Trade Union Federations to which UNITE is affiliated, together with the Workers Uniting structures and other national trade unions to develop real solidarity with the emerging trade unions in the Middle East and North African region.*

**CHESAPEAKE WREXHAM**

## 48 SOLIDARITY WITH VENEZUELA – DEFENDING THE MAJORITY, NOT PUNISHING THE POOREST

This Conference notes:

- Across Europe, governments are cutting back on public services with ordinary people paying for an economic crisis they did not create. However, Venezuela is showing that there are real alternatives to cuts and privatisation.
- Hostile elements in the US and in the old Venezuelan elite do not intend to allow the Venezuelan people to determine their own future, with numerous attempts to overthrow this progressive government. These are likely to intensify now OPEC has announced Venezuela has the largest oil reserves in the world.

This Conference further notes:

- Since in 1998, working people in Venezuela have been at the centre of achieving tremendous advances, including seeing:
  - a) Record amounts of investment in public services, with social programme budgets protected even throughout the global recession.
  - b) The enshrining of trade union rights in the constitution and an end to privatisations.
  - c) The creation of free education and health for all.
  - d) The lifting of 4 million Venezuelans out of poverty.
- This has been democratically backed in 15 free and fair sets of elections in 12 years.
- A new Labour law to be introduced in 2012 will further advance and enshrine trade union rights.
- With President Chavez fighting for re-election in October 2012, the continuation of this social progress is at stake. The right-wing Opposition is receiving from Washington, where there is now strong pressure from the Republican Right, \$20m to support their campaign.

This Conference Resolves:

- To support the right of the Venezuelan people to determine their own future free from external interference and campaign for the British government and European governments to support constructive engagement with Venezuela.
- To continue to support the Venezuela Solidarity Campaign, and encourage branches and regions to affiliate to the VSC and support the 'Venezuela: Defending the Majority, Not Punishing the Poorest' campaign initiative.

**LE/230 Branch**

## **AMENDMENT TO MOTION 48**

**Add as a final further notes point:**

- *May Day 2012 in Venezuela was a celebration of the new Labour law in Venezuela, with over a million workers marching in support of the law under the slogans “The new labour law = respect for the worker” and “The labour law is for social justice.” Its key advances include:*
  1. *A shorter working week,*
  2. *Extended maternity and paternity leave,*
  3. *The enshrining of trade union freedom, including the right to form unions and to strike (including secondary/solidarity action,)*
  4. *The right to social security (including pensions) for all workers for the first time,*
  5. *An end to outsourcing,*
  6. *An end to the use of agency labour to undermine terms and conditions,*
  7. *The right to training and education for all workers,*
  8. *Recognition of the right to collective bargaining, and an obligation on employees to negotiate with trade unions,*
  9. *An obligation on the state and companies to promote and support employment for disabled workers, plus to guarantee gender equality in all aspects of work and for to employers encourage and promote the equal participation of women,*
  10. *The prohibiting of all discrimination, including on the grounds of age, race, sex, religion, sexual orientation and disability,*
  11. *The creation of a National Council to ensure compliance with the law and its implementation.*

**Add as second resolves point**

- *To work to encourage trade union delegations to and from Venezuela to encourage understanding of the new Labour law in particular, and to support initiatives aimed at raising awareness of the positive example of Venezuela’s labour law.*

**LE/128 BRANCH**

## **AMENDMENT TO MOTION 48**

**Add as a final further notes point:**

- *May Day 2012 in Venezuela was a celebration of the new Labour law in Venezuela, with over a million workers marching in support of the law under the slogans “The new labour law = respect for the worker” and “The labour law is for social justice.” Its key advances include:*
  1. *A shorter working week,*
  2. *Extended maternity and paternity leave,*
  3. *The enshrining of trade union freedom, including the right to form unions and to strike (including secondary/solidarity action,)*
  4. *The right to social security (including pensions) for all workers for the first time,*
  5. *An end to outsourcing,*
  6. *An end to the use of agency labour to undermine terms and conditions,*
  7. *The right to training and education for all workers,*
  8. *Recognition of the right to collective bargaining, and an obligation on employees to negotiate with trade unions,*

9. *An obligation on the state and companies to promote and support employment for disabled workers, plus to guarantee gender equality in all aspects of work and for to employers encourage and promote the equal participation of women,*
10. *The prohibiting of all discrimination, including on the grounds of age, race, sex, religion, sexual orientation and disability,*
11. *The creation of a National Council to ensure compliance with the law and its implementation.*

**Add as second resolves point**

- *To work with the Venezuela Solidarity Campaign to encourage trade union delegations to and from Venezuela to encourage understanding of the new Labour law in particular, and to support initiatives aimed at raising awareness of the positive example of Venezuela's labour law.*

**KEIGHLEY BRANCH 0494**

## **49 CUBA 2012 BLOCKADE MOTION**

Conference notes that 2012 marks the 50<sup>th</sup> anniversary of the illegal US blockade of Cuba.

The blockade, imposed and maintained by the United States since 1962, has lost the Cuban economy an estimated US\$905 billion and has severely impaired Cuba's ability to develop its economy and social infrastructure.

It causes suffering, shortages and restricts access to food, medicines, education and medical equipment. It has been condemned by a unanimous vote in the United Nations General Assembly every year since 1992.

Conference recognises that despite the blockade, Cuba has made massive achievements in health, education and social services for its people, and applauds the country's international solidarity throughout the world, where Cuba is providing medical care and free training in more than 79 developing countries. Special recognition and praise is given to the Cuban medical teams in Haiti who were not only working in the country before the 2010 earthquake, but who have been at the forefront of the humanitarian relief efforts since and are committed to working to develop a long term health care programme with, and for, the Haitian people.

Conference expresses support for the right of Cuba to choose their own economic, social and political path and opposes the USA's illegal economic blockade and policies to isolate and interfere in the internal affairs of island.

We deplore the continued imprisonment of the Miami Five in the USA, including Rene Gonzalez, who although is now out of prison must remain on supervised released in Florida for a further three years.

Conference acknowledges the work of the Cuba Solidarity Campaign (CSC) against the blockade of Cuba and in its defence of the Miami Five and therefore agrees to:

- i) Support financially or as appropriate, publicise and participate in END IT NOW! campaigns and events organised by CSC in 2012 to mark the fifty years of the blockade;
- ii) Urge regions, branches and individual members to affiliate to the Cuba Solidarity Campaign;
- iii) Support the campaign for Justice for the Miami Five including the Spring exhibition featuring the artwork of two of the prisoners and the annual vigil outside the US Embassy to mark the anniversary of their arrests.

## HEATHROW CAB SECTION LE/300

### 50 UNITE'S PROCUREMENT OF GOODS AND SERVICES AND PURCHASE POLICIES

This conference notes that despite Unites fully committed support for Cuba Solidarity and the Miami five some of the training centres still stock Bacardi products.

This is an example of the unions purchasing policies not matching its member's commitments.

We now demand that the union's executive council undertake a full review of all its suppliers, new and existing purchase policies to ensure that any member's money is spent with companies that support our principals and ethics.

This review is to be undertaken within the next six months with action taken to implement change by the end of this year. In addition we demand that a report is published to members outlining the changes made by the end of June 2013.

## SOUTH EAST FINANCE RISC

### AMENDMENT TO MOTION 50:

#### **Amendment in bold**

This conference notes that despite Unites fully committed support for Cuba Solidarity and the Miami five some of the training centres still stock Bacardi products.

This is an example of the unions purchasing policies not matching its member's commitments.

We now demand that the union's executive council undertake a full review of all its suppliers, new and existing purchase policies to ensure that any member's money is spent with companies that support our principals and ethics, **and to ensure where possible that all suppliers are unionized.**

**Conference calls on the Executive Council to set up a Sub Committee to ensure that this happens and to include the construction and maintenance and repairs etc. of union buildings to be carried out by bona fide contractors using union labour.**

This review is to be undertaken within the next six months with action taken to implement change by the end of this year. In addition we demand that a report is published to members outlining the changes made by the end of June 2013.

(Last paragraph delete June 2013 and insert **December 2012**)

**NW 533 BRANCH**

## **51 JUSTICE FOR COLOMBIA**

The killings of trade unionists continues in Colombia, with more than 24 assassinated in 2011. Our colleagues also face imprisonment, death threats, false accusations and are often forced to flee their homes, simply for speaking out in defence of trade union and human rights. The majority of these crimes are carried out by state

Forces and paramilitary groups with very few of the culprits ever brought to justice- there is a 98% impunity rate for trade union murders.

An internal conflict has raged for more than 50 years in Colombia. Over 10% of the Colombian population are currently displaced from their homes, the majority of them women and children. The Colombian army also continues to carry out indiscriminate bombings of civilian areas as part of a military strategy that according to Amnesty International is “largely based on the premise that those living in conflict areas are part of the enemy.” Although the current President Santos has made comments about being open to a peace process, the militaristic approach continues and the war has intensified allowing the violations to continue unabated.

Those who speak out against this situation are targeted, such as Lilianny Obando, a Colombian Trade unionist and single mother, now imprisoned for more than 42 months in Buen Pastor Prison, without being convicted of any crime.

The Colombian trade union movement is calling for a peace process to stop the abuses. They are asking for a negotiated settlement to end the conflict and address the social inequalities at its root. The Colombian government pays little attention to the demands of its own citizens, but is sensitive to international pressure. By adding our voices, we can support colleagues in Colombia to help end the abuses. We call on all members to:

1. Support the Justice for Colombia Peace Campaign
2. Support the Justice for Colombia Campaign to help free political prisoners.
3. Write to all branches encouraging them to affiliate to Justice for Colombia.
4. Affiliate the region to Justice for Colombia and consider making an additional donation.

**5509 GPM GREATER LONDON**

## 52 COLOMBIA

This conference condemns the murder of Trade Unionists in Colombia, with more than 28 assassinated in 2011. Conference notes that colleagues also face imprisonment, death threats, and are often forced to flee their homes. Conference acknowledges that the majority of these crimes are carried out by state forces and paramilitary groups with very few of the culprits ever brought to justice.

Conference is appalled that internal conflict has raged for more than 50 years in Colombia and that the Colombian army continues to carry out indiscriminate bombings of civilian areas.

Conference notes that current President Santos has made comments about being open to a peace process but the militaristic approach continues and the war has intensified allowing the violations to continue.

Conference notes that those who speak out against this situation are targeted, such as Lilianny Obando, a Colombian trade unionist and single mother, now imprisoned for more than 42 months in Buen Pastor Prison, without being convicted of any crime and around 75 members of our sister union FENSUAGRO who are today imprisoned for their union activity.

Conference supports the Colombian trade union movement in calling for a peace process – to end the conflict and address the social inequalities at its roots. Conference notes that the Colombian government pays little attention to the demands of its own citizens, but is sensitive to international pressure.

Conference congratulates the good work of organisations like Justice for Colombia who seek to give voice to the citizens of Colombia and to bring about positive change by amplifying the difficulties faced by our Trade Union Colleagues on the International stage.

We call on our Executive Council to:

1. Continue to support the work led by JFC in Colombia in an effort to bring about political change and peace to the region.
2. Continue to promote and strengthen the Workers Uniting/FENSUAGRO partnership agreement and provide specific support to our sister union.
3. Continue to strengthen Industrial sector to sector links and promote grass root solidarity by encouraging our branches to become engaged through affiliation to NGOs as well as providing activists with up to date information on the conflict.
4. Give practical support to the Peace Campaign and use our political influence to exert pressure on the Colombian, UK, Irish and other relevant governments to work towards peace through a negotiated settlement.
5. Campaign for the immediate release of those wrongly imprisoned for their Trade Union activity and demand protection from persecution and violence for our colleagues.

**SC/126 BRANCH**



## 53 WORKERS IN TURKEY

This Conference commits itself to support workers in Turkey and their trade unions. It also supports the right of the Kurdish people in Turkey to self determination.

The AKP is the dominant party in Turkey and is has governed Turkey for several years. It is presenting itself as a moderate Islamic party. It projects itself as a moderate, modernising, democratic party, successful in developing the national economy on the basis of a neo liberal economic agenda.

De facto it has done so by a severe, ruthless exploitation of working people, implementing laws on:

“Flexible” work (outsourcing and off shoring)

“Flexible” wages (poverty wages even under the minimum wage level)

“Flexible” employment practices ( agency work legalised, contract work with practically no pension rights, no job security and the abolishing of the workers’ right to severance pay is imminent)

“Flexible” working hours (meaning 10 to 12 hours a day or more with extra time, seven days a week)

“Flexible” working conditions (with almost no safety precautions taken for the already over exhausted workers, leaving the door open for corporate murders as is well known in the shipbuilding industry and mines).

“Flexible” union laws which legalise open-shop practice in a country where the union membership is now less than 8%of the total work force. It is estimated that with the new laws to be passed by the Parliament, only 12 unions out of 100 will be left to represent the workers, with no unions representation in 17 industries.

The assault on the working class is total, while the organisations on the left are decimated.

The Turkish government and the ruling elite are using divide and rule policies by furthering division, competition and enmity among people based on religious, ethnic and political belonging ( anti-Alevi, anti-Kurds, anti-secular, anti-left sentiments among people).

The AKP party and its government is promoting a neo Ottoman political project aimed at dominating the Middle East, especially to control energy resources in the region. This is why Turkey is on a war footing (to insure her gains by hook or crook) with or without the support of the USA.

There is much talk about democracy by the AKP and the ruling elite. In fact there are currently 105 journalists in prisons in Turkey, most of them Kurdish. Thousands of Kurdish youths, intellectuals and national and local politicians have been jailed by the Turkish government using the anti-terrors laws.

Many union leaders have been jailed for leading actions for better working conditions.

Many people have been under arrest without charges for many years. Many people have been jailed just because they voiced their claims using the Kurdish language and asking for Kurdish autonomy within the Turkish state.

The legal system has collapsed and the trust in the Courts is no more. For example many murderers are let free because the victims were women. Many hundred of women have been murdered in recent years due to so-called honour killings. Judges were not passing sentences on the murderers because of the pressure from the religious authorities and from government–friendly circles.

The Turkish government and the ruling elite aim at further limitations of union rights. It has already lifted and will lift more of the jobs security by cancelling the severance pay system and it intends to destroy the right to a decent living wage, to a decent work place working conditions with health and safety protection.

The working class in Turkey needs this union’s active solidarity.

This Conference calls on our Executive Council to:

1. Support workers in Turkey by sending a delegation to make contact with the Trade Unions Federations in Turkey and report its findings to the Executive Council
2. Encourage Industrial sector to sector links with Trade Unions in Turkey on a national, regional and local basis.
3. Urge the Regions and the Branches to develop links with similar sectors, be they regions, branches or organised workplaces.
4. Affiliate the union at national level to the Peace in Kurdistan Campaign to promote a political solution to the right of the Kurdish people in Turkey for self determination and autonomy.
5. Promote grass root solidarity by encouraging regions and branches to affiliate to the Peace in Kurdistan Campaign by providing up to date information on the level of repression carried out by the Turkish government against Kurdish people in Turkey.

**LONDON NORTH WEST 9708 BRANCH**

## **54 WORKERS UNITING AND EUROPEAN & INTERNATIONAL FEDERATIONS**

Conference reaffirms UNITE's commitment to developing and strengthening our international work, which is one of the fundamental three main pillars of UNITE's work. In an age of globalisation in which global companies and finance capital define the framework in which we operate, it is essential and critical that trade unions become more effective at the European and International level. In this respect conference recognises the progress that has been made in strengthening and developing UNITE's international work.

Conference in particular welcomes the path breaking work that has been carried out in the Workers Uniting project between UNITE and the USW - a firm basis has now been laid from which to build a truly international union. Conference therefore commits UNITE to continue to deepen and develop the Workers Uniting initiative under the guidance of the Executive Council and Workers Uniting Steering committee, and to make available the necessary resources to progress this initiative.

Conference also notes that UNITE is active in an array of the European and Global Trade Union Federations, such as the metal, transport, food, services, public services, and construction workers organisations.

These federations are the focal point of many industrial initiatives to hold multinational companies to account, to develop global organising initiatives, to develop social dialogues, to lobby the European institutions, and to develop coordinated collective bargaining. As such they have a critical role to play.

Conference recognises that some of these organisations function better than others, but commits UNITE to:

- Continue to be affiliated to all the relevant organisations where it has membership;
- Continue to play its full role in making sure these important organisations have the right political priorities and function properly;
- Ensure, through the international committee, that we have a coherent and coordinated input across the organisations.

**SW/1047 BRANCH**

## **55 NO TO TRIDENT**

This Conference calls on the Government to:

- 1) cancel plans for Trident replacement and spend the money saved on public services such as health, education and social services
- 2) abide by its undertakings under the NPT by scrapping the current Trident nuclear weapon system at an early date; and
- 3) support international initiatives for the global abolition of nuclear weapons

Trident is Britain's nuclear weapon system. It consists of four nuclear-armed submarines, one of which is on operational patrol, under the seas, at all times. Each Trident submarine can carry up to 48 nuclear warheads, each of which can be sent to a different target. Each warhead has an explosive power of up to 100 kilotons, the equivalent of 100,000 tons of conventional high explosive. This is 8 times the power of the atomic bomb that was dropped on Hiroshima in 1945, killing an estimated 140,000 people.

The current Trident submarines will begin to reach the end of their service life in 2024. The present Government is pressing ahead with building a replacement so that Britain can continue to be armed with nuclear weapons into the 2050s and beyond. This is in spite of the fact that opinion polls consistently show a majority against Britain's possession of nuclear weapons and senior military figures have said they are 'militarily useless' and should be scrapped.

Such a replacement would:

- 1) be extremely expensive, over £76 billion including the lifetime running costs of a new system;
- 2) mean that Britain was continuing to flout its undertaking under the nuclear Non-Proliferation Treaty (NPT) to "negotiate in good faith" towards nuclear disarmament
- 3) help provoke proliferation, because if we say we need nuclear weapons for our security, other countries will come to the same conclusion
- 4) undermine current international initiatives towards global abolition of nuclear weapons, backed by Presidents Obama and Medvedev, and other world leaders.

#### **Passenger RISC – London & Eastern**

#### **AMENDMENT TO MOTION 55:**

Under "This Conference calls on the Government to:" add a new point 4:

*"4. develop a defence diversification strategy to ensure that the skills of defence workers are redeployed into socially useful jobs"*

#### **BOSCOMBE DOWN BRANCH**

#### **AMENDMENT**

1. After first item 3) add new Item 4) and insert subsequent paragraphs as follows:

*"4) Organise to protect workers affected by the cancellation of Trident replacement, by ensuring investment in planned transfer of jobs, and retraining, including for production of green energy technologies, as part of the *One Million Green jobs Campaign* and *Unite's Alternative Economic Strategy*.*

Conference believes:

Nuclear weapons have no legitimate purpose. Their use would be illegal under virtually every conceivable circumstance as civilian casualties would be unavoidable. They are genocidal and completely immoral. When confronted with any of today's real security threats nuclear weapons are irrelevant: they cannot address the real threats the government has identified – terrorism, cyber warfare and climate change.

Not only do nuclear weapons kill indiscriminately but the radioactive fallout from their detonation means that their effects know no geographical boundaries. Immediate survivors in the vicinity of any nuclear exchange face devastating long-term ill effects or death. Recent research shows that even a so-called 'small exchange' of 50 nuclear weapons could cause 'the largest climate change in recorded human history' and potentially could kill more people than were killed in the whole of the Second World War.

In Britain, the submarines that carry nuclear weapons are made at Barrow-in-Furness, refitted at Devonport Dockyard in Plymouth, and maintained at Faslane in Scotland. The missiles are leased from the US. The warheads are made at the Atomic Weapons Establishment (AWE) Aldermaston and are stored at Faslane."

Continue with remaining text in original motion.

1. Add new paragraph at end of motion, as follows:

"Conference resolves to affiliate to the Campaign for Nuclear Disarmament (CND)."

2. Add new paragraph at end of motion, as follows:

"Conference resolves to affiliate to the Campaign for Nuclear Disarmament (CND)."

3. Add new paragraph at end of motion, as follows:

"Conference resolves to affiliate to the Campaign for Nuclear Disarmament (CND)."

**193 PLYMOUTH CITY COUNCIL**

## HEALTH & SAFETY AT WORK

### 56 UNITE COMMITMENT TO HEALTH & SAFETY

Conference notes that deaths in the workplace are on the increase. In 2010/2011 171 people were killed while at work which represented a 16% increase on 2009/2010.

The General Secretary in recognising this alarming trend said “Health and Safety regulations are not burdensome bureaucracy but essential protection”, and “effective enforcement of health & safety legislation is vital, not the cuts and deregulatory agenda being pursued by the government.”

Conference is therefore extremely concerned that at a time when we as a union should be defending and supporting front line Health & Safety activities, the union has embarked on a path of cutting the Health & Safety unit numbers to such an extent that its’ ability to function and offer support to Health & Safety activists as effectively as it has done in the past is placed in serious question.

Conference therefore calls upon the EC to take the following steps to ensure that Health & Safety remains a key priority throughout the union and that is able to function effectively:

- Carry out a thorough review of the Health & Safety department;
- Establish a Union policy on Health & Safety Unit;
- Ensure adequate frontline resources and support is available to Health & Safety reps;
- Establish a national biennial Health & Safety Conference;
- Establish annual regional Health & Safety Conferences;
- Establish an EC subcommittee to take care of all Union Health & Safety matters

Conference calls upon the EC to implement the above proposals as a matter of urgency and no later than 1<sup>st</sup> October 2012.

**GPM RISC – EAST MIDLANDS  
GPM RISC – SOUTH EAST  
37N BRANCH – WEST MIDLANDS**

### 57 DEFENDING HEALTH AND SAFETY FOR MEMBERS

This Conference deplores the Con Dem’s Government action in slashing funding of the Health and Safety Executive, by 35 per cent over the next four years.

We believe that this will lead to the further watering down of health & safety.

A weaker enforcement regime will inevitably lead to increased deaths, injuries and sickness arising from work.

We further deplore the continuing Government policy to reduce health and safety regulation and health and safety standards. This strategy, built on myth and dogma, puts workers at greater risk.

We call on the Unite at all levels:

- To mount a vigorous campaign to oppose cuts in public spending in the agencies responsible for the enforcement of health and safety within the workplace

- To oppose Government moves to reduce health and safety standards in the workplace

Furthermore, we call on Unite:

1. To continue the campaign for effective corporate manslaughter laws including imprisonment of directors.
2. To campaign with other sectors, trade unions & TUC for a maximum working temperature that covers all workplaces. A legal maximum temperature should be pursued for those doing strenuous work, where once the temperature reaches the maximum limit, then control measures must be implemented to reduce the heat and/or the effect on the employee.
3. To continue to press for greater rights for union safety representatives
4. To challenge the use by employers of “blame the worker” initiatives, and other so-called “Behavioural Safety” programmes in the workplace.

**GPM RISC, NORTH EAST YORKSHIRE & HUMBER**

## **58 LONG HOURS CULTURE**

Conference notes that working excessively long hours:

1. Has a major impact on the physical and mental health of workers
2. Is inefficient because fatigue slows physical and mental capacity leading to lower output, lower quality, poor workplace relations and increased accident levels.
3. Prevents workers playing a full role in family, community and wider society.
4. Worsens unemployment
5. As a consequence of all of the above places major costs on a wide variety of state and semi-state departments and agencies.
- 6.

We recognise that the gains made industrially and politically over the last two hundred years are now under serious attack by an employer’s offensive on existing industrial agreements and a lack of zeal in state enforcement of legislation.

Conference calls on the executive to ensure that:

1. Our lay and full time officials are properly trained in these issues and do not enter into agreements that undermine our union’s national policies or our members’ statutory rights.
2. The resources of the legal and political departments will be mobilised to defend our members when necessary
3. We make working time legislation a key issue in our dealings with the Labour Party

**PASSENGER RISC – SOUTH EAST REGION**

## AMENDEMENT TO MOTION 58

Add under Conference calls on the executive to ensure that:

4. A check list or kyte mark is established by the E.C. as what should clearly constitute a family Friendly Policy to give an acceptable work / life balance"

EAST LONDON & ROMFORD

### 59 HEALTH & SAFETY

Conference condemns the proposals of the Con-Dem government to drastically cut the budget of the Health & Safety Executive leading to:

- A reduction in the number of HSE inspections
- Job losses among HSE staff
- The removal of the HSE info line service
- The restriction of reporting of incidents
- The removal of the right to health & safety training for workers in SMEs

Conference is particularly concerned that the number of inspections in particularly dangerous industries such as agriculture, construction and docks is to be massively reduced.

Conference believes that health & safety standards would be further detrimentally affected if the government progresses with plans to reduce trade union facility time, affecting the ability to organise on health & safety at work through trade union health & safety reps who, since the Health & Safety at Work Act, have proven to be a particularly effective means of addressing health & safety concerns.

Conference recognises that the actions of the government on health & safety are part of a wider agenda of public sector cuts, privatisation and attacks on trade union and employment rights.

Conference, therefore, calls on the Executive Council to organise campaigning events, including protest events and demonstrations against the government's anti-health & safety at work agenda and to argue that the case to defend and improve health & safety rights must be an integral part of the movements wider campaigns against government cuts.

## RURAL & AGRICULTURAL RISC - SCOTTISH REGION

### 60 WORKPLACE HEALTH AND SAFETY

This conference deplores the attacks of this coalition government upon workplace Health and Safety through a variety of means including the dismantling of Health and Safety Law, reductions to Health and Safety inspections, abolition of Health and Safety helpline and the changes to RIDDOR reporting, and thereby the concealment of the true extent of workplace sickness and injury.

This conference instructs the NEC to vigorously campaign throughout the trade union movement to reverse this insidious destruction of workers protection.





# MANUFACTURING

## 61 RE-BALANCING THE UK ECONOMY – DEFEND MANUFACTURING

This Conference believes that it is imperative that the UK economy is re-balanced in order that there can be no over reliance on just financial services, ever again.

Conference believes that the decline of UK manufacturing has to be reversed through a policy to promote manufacturing in the UK as the current coalition government plainly has no coherent manufacturing policy at all.

Conference therefore welcomes Unite’s strategy for manufacturing “20-20 Vision” and supports the need for a national investment bank to help manufacturing companies invest in new equipment and innovation; a skills strategy to attract young people and apprentices into real jobs with real skills and as an investment in the future. Investment in the development of “green technology,” and support from the banks for small and medium sized companies.

Conference also notes the support given to German manufacturing companies during the economic crisis which defended their strategically important manufacturing companies, compared to the UK where companies continued to decline.

Therefore this Conference calls upon the Unite EC to support a policy of active engagement and intervention and to campaign for the next Labour Government to actively introduce policies including the appointment of a Minister for manufacturing to defend and support manufacturing in the UK as outlined in Unite’s manufacturing strategy.

## SERVICING AND GENERAL INDUSTRIES NISC

### AMENDMENT TO MOTION 61

*After the first paragraph add*

*'Conference notes that over the last 30 years there have been a number of periods when the value of the pound in relation to other currencies has been excessively high. These periods have seen UK manufacturing become uncompetitive with resulting redundancy and factory closure.'*

*In the last paragraph after the word 'including' add 'keeping the value of the pound stable and at moderate levels in foreign exchange markets,'.*

## MANCHESTER AND SALFORD BRANCH 0515

## **62 BAe SYSTEMS**

Conference is deeply concerned with the current direction of defence spending in the UK as a result of the on-going 'Defence Spending Review' and continuing cuts. Conference particularly notes the plight of employees at BAe Systems, amongst others, who have suffered the loss of over 5,000 highly skilled manufacturing jobs since the Tory-led coalition came to power, with many more jobs being lost in the supply chain as a result.

Unite believe this situation is not acceptable and is not conducive to development of a balanced economy in which manufacturing plays a significant and important role in the future prosperity of the UK.

Conference therefore calls upon the EC to:

- Work with the Political Department and the relevant National Officers to look at the defence spending review, to oppose the cuts that have a detrimental impact on employment, and to propose alternatives
- Develop an alternative policy which is totally opposed to buying 'off the shelf' defence components, and form a strategy to take the policy forward within government
- Work with the TUC and other Unions in order to lobby government for increased financial support across the defence industry and the wider manufacturing sector
- Report actions and progress to the Aerospace and Shipbuilding Regional Industrial Sector Committees.

## **NORTH WEST A&S RISC**

## **63 BOMBARDIER**

Conference is deeply concerned with the Governments current procurement policies, and in particular its' approach to the tendering process to award contracts to supply Trains for Thameslink and Crossrail.

Conference particularly notes the recent situation of the workers at Bombardier factory in Derby which has recently lost 1400 highly skilled manufacturing jobs. The future of the Train making industry in this country is at risk with many more jobs at risk in the supply chain if the terms of reference (ToR) are not changed for the Crossrail bidding process.

Conference believes that financing and cost should not be the overriding factor on the awarding of a contract and that it is imperative that socio-economic impact is included in the ToR for the bidding process for Crossrail and any future contracts. This is highlighted by a simple example;

- Lost income tax payments from approximately 1000 workers would offset the Thameslink contract by up to £20 million in 2012, and therefore by up to or over £100 million for the term of the contract. Unless Siemens or any other supplier could give a very large discount on the price of hardware Bombardier should be awarded the contract. (This information is freely available).

Conference therefore calls upon the Union's Executive Council to:

- Continue to campaign and put further pressure on the Government to change its decision on the Thameslink contract;
- Use its power and influence to lobby the Government and the Labour Party to ensure that the ToR for Crossrail and any future tendering competitions include the socio-economic impact to the UK to protect the UK train building industry;
- To develop a policy that highlights the socio-economic impact to the UK of any similar bidding competitions and thus supports the UK manufacturing industry.

**DERBY CENTRAL BRANCH 1814**

## **64 INDUSTRIAL AND MANUFACTURING REGENERATION**

This Conference and membership call on unite to press with all available means for the economic regeneration of industrial regions the promotion of manufacturing.

This must be a sustainable programme which entails a diverse form of manufacturing of the light and heavy disciplines. This is to be discharged as the crates of wealth for essential public services, also this will greatly assist employment.

**PETERBOROUGH CENTRAL 1881 BRANCH**

## **65 INDUSTRIAL MANUFACTURING**

Conference is deeply concerned at the continuing decline of the UK Manufacturing base and the many tens of thousands of skilled jobs lost each year. Conference recognises that a successful modern industrial economy must have a prosperous and productive manufacturing sector based on high skills, high productivity and high pay. Conference is concerned at the lack of international competitiveness in many parts of the UK manufacturing leading to thousands of members working under a cloud of continuing uncertainty and worry. It is clear that much of the problems arise from decades of under investments in both productive capacity and people compared with our main industrial competitors. This conference believes that the only way to successfully tackle the competitive gap must be by addressing the underlining short fall in investment, training and innovation. It is clear that British workers do not have the same rights to information, consultation and job protection as other workers throughout the rest of the EU, making it easier quicker and cheaper for companies to close British factories and make their workers redundant.

**STROUD TEXTILES – SW/437 BRANCH**

## **66 GIVE MANUFACTURING PARITY WITH OUR FINANCIAL SECTOR**

To give UK manufacturing parity with our financial sector in terms of investment and government backed initiatives in order to reinvigorate the UK's former manufacturing strengths and to halt the current growth in unemployment by promoting government industrial training.

This Conference expresses its concern at the current malaise of the UK manufacturing base. It calls on the Union, from the General Secretary downwards to push the Coalition Government to work for an effective and dynamic manufacturing base across the United Kingdom with emphasis on the former manufacturing centres of the West Midlands.

This Conference calls for the Union to push Central Government to sponsor support from regional government initiatives with tax credits for research and development giving industry the opportunity to invest in good ideas and catch up with the rest of Europe which has been sponsored by Euro governments to flourish in the face of a failing UK industrial base.

We call also for our Union to pressurise the Government to invest in procurement in British manufacturing ; to create a market for its products and associate services and to attract investors and innovators in a close partnership with long term aims to increase manufacturing exports with subsequent increases in employment and training potential.

To increase the growth of our leading lights in our manufacturing system, (For example: TATA Industries).

By generating the above we believe Unite the Union would push the Government towards a major boost of wealth creation for all our citizens throughout the UK and form a major move towards regenerating UK industry and pulling the UK firmly out of the threatened double-dip recession.

To push for a government-sponsored financial investment structure for our manufacturing and product system that would provide the necessary loan backing for small, medium and larger home-based industries to enable them to once again become the wealth creators for a rejuvenated UK which would, in turn, sponsor a nation-wide growth in jobs and the potential for further wealth creation.

**BIRMINGHAM CENTRAL BRANCH**

## **MEDIA**

### **102 MORNING STAR**

This conference commends the continued support UNITE gives to the Morning Star, the only socialist daily newspaper in the UK.

Conference calls on all branches, chapels and workplaces to take out shares in the Peoples Press Printing Society, the co-operative which publishes the paper, and calls upon the branches, chapels and workplaces to purchase copies of the Morning Star on a daily basis in order to support a daily newspaper that supports the Trade Unions, Labour movement and out members.

### **GPM RISC – WEST MIDLANDS**

### **103 MEDIA**

This conference recognises that the Media is either privately owned or state controlled. This means that diversity and debate is at the best limited and at the worse non existent. This means that alternative opinion is either ignored, misrepresented or in many cases simply ridiculed.

Conference recognises that social progress is impossible in a situation where misinformation leads to ignorance and sometimes hostility to Trade Union objectives.

All attempts historically to control the mass media has led to failure. The only alternative is to support and build upon the resources already available within the Labour Movement. Conference recognises that any such programme requires investment and adequate resourcing.

With this in mind the Executive Committee is instructed to put in place the following programme of action to ensure that our policies are understood and acted upon within the broadest sections of society possible.

1. Despite the difficulties, maintain vigilance and continue to campaign for a more inclusive democratically controlled media.
2. To enter into discussions with the NUJ to explain the need for more support in ensuring journalistic balance.
3. To ensure all full time and lay representatives are aware of how to influence media reportage by providing comprehensive media training.
4. Continue to give full support to the Morning Star and Tribune by encouraging readership, and by providing financial and advertising support.
5. To recognise in all the work we do that the ideological struggle is as least as important as, and linked to all other forms of activity.
6. Through political education via publications and specific educational events such as weekend schools raise the political consciousness of our members at all levels.
7. Make full use of the social media and ensure as wide a section of members as possible are aware of the potential and possibilities
8. To work vigorously with the TUC, Labour Party, other unions and any other groups campaigning for press freedom and diversity.
9. To facilitate and encourage all forms of networking and local propaganda initiatives that explain and promote union policies.

### **BLACKPOOL BRANCH**

## PENSIONS

### 67 DEFENDING PENSIONS

This Conference applauds all public and private sector workers taking industrial action to defend their pensions and calls upon the Unite EC to continue with the campaign to support members facing such action so that pensioners can live with dignity.

**CAT RISC – NORTH WEST**

#### **AMENDMENT TO MOTION 67:**

*Insert additional two additional paragraphs after original paragraph as follows:*

*This Conference also calls on the Unite Executive Council to broaden the links and activities between members and activists across different industrial sectors to encourage unity, as well as a common understanding of the issues and a cohesive approach to dealing with the defence of pensions jointly across the private and public sector.*

*Furthermore, this Conference believes that a dedicated programme of cross private/public sector activist education would assist in achieving this goal and calls on the Unite Executive Council to direct the Education Department to develop this.*

**SCOTLAND REGIONAL COMMITTEE**

#### **AMENDMENT TO MOTION 67:**

*Conference does not accept the economic need to increase the pension age and resolves that the union shall campaign for the pension age to be lowered over time to 60 for both men and women.*

*This measure will not only increase the quality of life for our pensioners but be part of a programme of job creation for many young workers stuck on the dole while too many people are working till they drop.*

*Conference believes that workers have put up with the long hours culture for far too long and instructs the Executive Council to re-invigorate the campaign for a shorter working week; the campaign to be funded with the millions raised by Confed members for the 35 hour week.*

**WEST LONDON GENERAL BRANCH**

### 68 PROTECTION OF MEMBERS PENSIONS

This Conference urges the Union to fight against any attacks on our member pensions which are being treated threatened by the Government or the European Directive and the Government is failing to address this issue.

**ENERGY & UTILITIES RISC – LONDON AND EASTERN**



## **69 SUPPORT OF THE PUBLIC SECTOR AND PRIVATE SECTOR OCCUPATIONAL PENSIONS**

This conference instructs the Executive Council to ensure Unite campaigns vigorously without capitulation in support of our member's pensions in the public and private sector. The recent disputes in the public sector and at Unilever have shown that where trade unions stand and fight, Governments and multi-national companies cannot impose their will unanimously and without recourse. It is only trade unions like Unite who can defend our pensions from the boardroom excess that results in our members future earnings being used to prop up their excessive high pay and rewards for shareholders. Many pension schemes are now facing attacks such as the Railways pension schemes and many multi-nationals as well as the public sector pension schemes. We have no choice to fight; no one else will do this, only trade unions can lead this fight. Ensure the policy of this union is unequivocal in its support of all workers in organisations in respect of their pension schemes. Ensure the unions policy allows for all our members wherever they work to be able to live in dignity for all their retired years.

### **NW/DOCKS, RAIL, WATERWAYS AND FERRIES RISC**

## **70 PENSIONS POLICY**

This Conference notes that the union's policy on pensions addresses both public and private sector schemes and has at its core the principal that every employee should have access to some form of pension provision.

The Conference also notes that the union is supporting legislation to compel employers to auto-enrol employees into pension schemes which meet a minimum standard, with an employer contribution rate set at a more generous rate than that proposed by the government.

However, the conference believes that Unite's pension policy is silent when addressing the issue of company takeovers, where Transfer of Undertakings (TUPE) applies to contractual terms and conditions, but where, under United Kingdom legislation, occupational pensions are excluded from TUPE provisions. As a consequence, many employees have been, and still are severely disadvantaged as a result of mergers and takeovers, often having their pension schemes closed, and their pensions "frozen", with no further chance of building up their benefits, instead becoming deferred members of those schemes.

The conference therefore proposes that an additional provision be put into the Pension policy section, to read as follows:

"Unite believes that the TUPE provisions should be extended to cover occupational pension schemes, and that when a merger or a takeover occurs, the succeeding company must be legally obliged to take on the responsibility for the pension scheme of the company taken over. The union will press the government to enact legislation to that effect, but while occupational pensions remain outside the scope of the TUPE provisions, the union will press for any merger or takeover to INCLUDE the company pension scheme; the union is committed to supporting members who are prepared to take action in order to retain their pension scheme in a merger or takeover situation.

### **CIVIL AIR TRANSPORT RISC – SOUTH EAST**

## **AMENDMENT TO MOTION 70:**

3rd Para: -

Delete "but where, under United Kingdom legislation, occupational pensions are excluded from TUPE provisions".

Insert "TUPE states a new employer must provide a broadly comparable pension scheme. Currently this can result in staff suffering inferior occupational pension benefits following transfer.

5th Para:-

Delete "responsibility for the pension scheme of the company taken over"

And replace with:- "existing pension scheme of the transferor. This will avoid employees subject to multiple transfers over a period of time having several separate inferior occupational pensions.

**2/59 BRANCH**

## **71 ENHANCED RETIREMENT PROVISION**

We receive pitiful reward for a lifetime of saving and when we die the pension pot is retained by the insurance companies.

Our union should head a campaign to find a new way of funding retirement which involves the pension pot being used to provide a decent pension. This could involve the use of some of the capital being used year on year as the person gets older and actually becomes an asset of the individual on death.

**LINCOLNSHIRE AREA ACTIVISTS COMMITTEE**

## **72 PENSIONS**

This Conference notes

- The basic and second pension in Britain amounts to 30.8% of average earnings, and 32.5% in Ireland, placing Britain 12<sup>th</sup> among EU countries and Ireland 11<sup>th</sup>;
- That 2.5m pensioners (1 in 4) in Britain are living below the official poverty line defined as 60% median population income (equivalent to £178 a week before housing costs in 2011) and that two-thirds of these pensioners are women;

This Conference believes

- that our members should be entitled to enjoy a decent standard of living in retirement and rejects the view that current economic difficulties and longer life expectancy provide any justification for lower pensions, whether in terms of State Pension, or public or private sector employer provision;

- that the State Retirement Pension should be the foundation of all our members' retirement incomes and that they should not have to rely on the means-tested Pension Credit;
- That the State Retirement Pension should be raised to the official poverty level as set out above, paid regardless of contributions and increased annually at the same rate as earnings or RPI, or a minimum of 2.5%, whichever is the greater, funded if necessary from the National Insurance Fund surplus;
- The State Second Pension should be maintained as an earnings-related element based on lifetime contributions from both employers and employees;
- That employers should be obliged to enrol employees in an employer-sponsored scheme with a minimum level of contributions, or failing that to the newly-established National Employment Savings Trust (NEST) pension, but believes that these proposals should be introduced more quickly and that employers' contributions should be twice that of employees;
- That our members should be supported in defending company pension schemes and for their rights to include making changes within contractual provisions with trade unions having full negotiating rights; for legislation to increase the proportion of member trustees in trust-based schemes to 50% and for similar member representation on joint management committees, for contract-based (non-trustees) employer schemes.
- That the government should set an example to private sector employers by maintaining good quality defined benefit pension provision for its employees rather than participating in the 'race to the bottom' as at present, recognising that the government can provide pensions on a lower-cost and secure basis without any unfair burden being placed on taxpayers.

This Conference welcomes

- the introduction of the minimum increase of 2.5% of the SRP if inflation is lower, and the changes to National Insurance contribution conditions for the Pension, which will greatly increase the proportion of women receiving the full amount and reaffirms its existing policies of supporting a reduction of the Lower Earnings Limit and to allow part-time earnings from more than one job to be combined for National Insurance purposes, and of expanding the right of carers to build up an additional state pension for those looking after children up to the age of 18.

This Conference resolves

- to campaign with sympathetic organisations such as the National Pensioners' Convention for the aims on pensions as set out above; and
- to specifically campaign for beneficial changes in taxation, in regulatory oversight, and in actuarial and accounting practices; and for strengthened protection after TUPE transfers, all of which would force employers to bear pension risk rather than passing it on to employees.

**LE/785 BRANCH**

## AMENDMENT TO MOTION 72

Please insert final bullet point

- that is an auto – enrolment proposal is received from an employer and this proposal states that employer contributes less than the employee, our negotiators vigorously oppose this and challenge the employer to contribute at least double of what is expected of their employees.

This amendment would require the removal of “and” from the end of the first bullet point and for this to be moved to the end of the 2<sup>nd</sup> bullet point.

## FINANCE & LEGAL SERVICES NISC

### 73 NATIONAL PENSIONERS CONVENTION – THE DIGNITY CODE

This Conference calls upon the Union’s Executive Council to adopt ‘The Dignity Code’ as drawn up by the National Pensioners Convention as follows:

The purpose of this Dignity Code is to uphold the rights and maintain the personal dignity of older people, within the context of ensuring the health, safety and well being of those who are increasingly less able to care for themselves or to properly conduct their affairs.

This code recognises that certain practises and actions are unacceptable to older people, such as:

- Being abusive or disrespectful in any way, ignoring people or assuming they cannot do things for themselves
- Treating older people as objects or speaking about them in their presence as if they were not there
- Not respecting the need for privacy
- Not informing older people of what is happening in a way that they can understand
- Changing the older person’s environment without their permission
- Intervening or performing care without consent
- Using unnecessary medication or restraints
- Failing to take care of an older person’s personal appearance
- Not allowing older people to speak for themselves, either directly or through the use of a friend, relative or advocate
- Refusing treatment on the grounds of age

This Code therefore calls for:

- Respect for individuals to make up their own minds, and for their personal wishes as expressed in ‘living wills’, for implementation when they can no longer express themselves clearly
- Respect for an individual’s habits, values, particular cultural background and any needs, linguistic or otherwise
- The use of formal spoken terms of address, unless invited to do otherwise
- Comfort, consideration, inclusion, participation, stimulation and a sense of purpose in all aspects of care
- Care to be adapted to the needs of the individual

- Support for the individual to maintain their hygiene and personal appearance
- Respect for people's homes, living space and privacy
- Concerns to be dealt with thoroughly and the right to complain without fear of retribution
- The provision of advocacy services where appropriate

And, this conference calls upon the Executive Council to publicise, promote and integrate this code into policy and encourage all members and all areas of organisation, to affiliate to the National Pensioners Convention and to campaign alongside and in support of it.

**SOUTH WEST LONDON BRANCH**

#### **74 SECOND TIER STATE PENSION PROVISION**

In light of the Employers attacks upon Final Salary Pension provision in the Private Sector, repeated attacks on Public Sector provision and increases in pension retirement age it is obvious that the present structure of pension provision in the United Kingdom is failing to provide all working people with a reasonable income in retirement.

The Government proposals for NEST auto enrolment provision to commence in October 2012 has been widely condemned in financial circles for allowing private equity and failed banks to administer and charge fees on contributions of 8% of workers salary with no guarantee of potential benefits.

Alongside maintaining campaigns to limit the impact of the damage caused to its membership within these existing structure, conference instructs the EC to campaign for a national second tier pension for all employees administered by the Department of Social Security.

This would be:

- Compulsory for all Employers & Employees.
- Tax relief on contributions to be at basic rate only.
- Be based on a fair accrual rate for each contributing year
- Have a death in service benefit
- Have the facility for increased contributions by employees and employers to pay Additional Voluntary Contributions to retire early/ buy additional years of contribution/ additional death in service benefit.
- All contributions to be paid to a National Savings Bank administered by the Treasury with the implicit instruction to invest in British Industry and infrastructure whenever possible.

**KEIGHLEY BRANCH 0494  
BRADFORD 0130 BRANCH**

## **75 PENSION CAMPAIGN**

This Conference to support the motion and to instruct the EC to campaign for within the membership, all affiliated organisations and to lobby parliament.

1. A basic state pension above the official recognised poverty level
2. Indexed annually to average earnings or prices whichever is the greater
3. An end to a means testing and for universal benefits
4. Strong public services delivered by public employees
5. An end to fuel poverty
6. Free travel, TV licenses and a winter fuel allowance
7. Free health and care services that will guarantee pensioners dignity in retirement.

**DUNDEE NO 1 BRANCH**

## **76 STATE PENSIONS**

This Conference calls upon the Union and the TUC to lobby Government for the introduction of a second state pension/graduated pension, successive governments have failed to address the pension bombshell that is awaiting this country now and in the near future.

The pension should be clear and transparent and free from public purse with all monies raised lodged with the Bank of England at a fixed rate and ring fenced.

This Union and the TUC must push home this motion to make the Government aware of the need to act fast.

We call upon the Unions and the TUC to lobby the present term of office.

**2/68 COMPOSITE BRANCH**

## **77 SENIOR CITIZENS CHARTER - PENSIONS**

This conference recognises that a living Pension should be the right of every citizen. It acknowledges that the employers with the implicit consent of successive government's have allowed both state and private pensions to become undermined and eroded and in some cases obliterated. Conference further recognises that pensions are but one aspect of the social rights of Senior Citizens.

Conference therefore calls on the Executive to campaign at all levels of the movement and wider society for the following Charter for Senior Citizens.

1. Adequate housing, warm and well insulated at affordable rents.
2. Free at the point of need Health care provisions, including dignified Care Homes provisions for those unable to sustain independent living.
3. Income generating opportunities that are Senior Citizen friendly for those who voluntarily wish to continue participating in working environment

4. Recreational and family care facilities that are community based and that promote physical and emotional wellbeing.
5. Educational facilities and lifelong learning opportunities that promote social and mental wellbeing.
6. Inter-generational initiatives that blend the experience of the older citizen with the talents of the younger citizen, thus promoting a culture for all ages.
7. Ensure that Senior Citizen through free travel and use of modern communications technology have the ability to integrate with society in a stress free manner as possible
8. Pension provisions, both state and private that enable an income level sufficient for a life of independent choice. State pensions to be set at no less that 50% of average income.

#### **NW/VAUXHALL COMPOSITE BRANCH**

#### **AMENDMENT TO MOTION 77**

Add new paragraph bullet point 9 as below:-

9. The introduction of a progressive taxation system to fund the above benefits.

#### **MOTOR COMPONENTS RISC – WEST MIDLANDS**

#### **78 FINANCIAL ASSISTANCE SCHEME IMPROVEMENTS**

This Conference calls on the union's Executive Council and/or its officers or departments, to lobby the government for major improvements to the Financial Assistance Scheme (FAS).

We welcome the news that the Pension Protection Fund (PPF) has recently announced a £678 million surplus over liabilities and believe that FAS benefits should be brought in line with the PPF.

#### **CPPT RISC – WALES**

## **POLITICAL**

### **79 POLITICAL FUND**

This Policy Conference resolves that until the Labour Party adopts and actively pursues policies in support of trade union freedom, at least 10% of members' Political Fund contributions that would historically have been spent on the Labour Party shall be used by Unite to directly campaign for trade union freedoms instead of being used for contributions to, or support for, the Labour Party.

This Policy Conference resolves that until the leadership of the Labour Party publicly supports Unite members taking industrial action against austerity and in defence of public services, at least 10% of members' Political Fund contributions that would historically have been spent on the Labour Party shall be paid into Unite's National Dispute Fund.

To ensure transparency, this Policy Conference resolves that Unite's accounts will show contributions, expenditure, assets and liabilities relating to the Political Fund separately from its general funds.

**IT & COMMUNICATIONS NISC  
IT & COMMUNICATIONS RISC – NORTH WEST**

### **80 POLITICAL FUND**

This Conference resolves that until the Labour Party adopts and actively pursues policies in support of trade union freedom, at least 10% of members' Political Fund contributions shall be used by Unite to directly campaign for trade union freedoms instead of being used for contributions to, or support for, the Labour Party.

This Conference resolves that until the leadership of the Labour Party publicly supports Unite members taking industrial action against austerity and in defence of public services, at least 10% of members' Political Fund contributions shall be paid into Unite's National Dispute Fund.

To ensure transparency, this Policy resolves that Unite's accounts will show contributions, expenditure, assets and liabilities relating to the Political Fund separately from its general funds.

**MANCHESTER AREA ACTIVISTS COMMITTEE**



## **81 POLITICAL FUND**

This Policy Conference resolves that until the Labour Party adopts and pursues policies in support of trade union freedom at least 10% of members political funds shall be used by Unite to directly campaign for trade union freedoms instead of being used for contributions to support the Labour Party.

This policy Conference resolves that until the leadership of Labour Party publicly supports unite members taking industrial action against austerity and in defence of public services, at least 10% shall be paid into Unites National Dispute Fund.

The ensure transparency this Policy Conference resolves that Unites account will show contributions expenditure assessed and liabilities relating to political fund separately from its general funds.

### **LONDON CONSTRUCTION LE/0555 BRANCH**

## **82 CONSTITUENCY DEVELOPMENT PLANS**

Within Unite today the policy for deciding which Labour Constituencies have a development plan is led by the Regional Political Officer making a recommendation to the National Political Committee.

This Conference demands that the Lay Members of the Regional Political Committees should be the body to make recommendations on which Labour Constituencies should be considered for development plans.

This Conference calls upon the EC to revise the policy to ensure that the Regional Lay Members make recommendations for development plans.

### **AEROSPACE & SHIPBUILDING RISC EAST MIDLANDS**

## **83 TRADE UNION LINKS TO THE LABOUR PARTY**

This Conference calls on the Executive Council to regularly monitor the Policies of the Labour Party so that they reflect the principles, policies, aspirations of our Union and our members. If necessary to re-examine our relationship and links with the Labour Party if it is felt that the party is not speaking up and campaigning for Union Policies, and supporting members, working people and their families.

### **SW/R&A AND Food, Drink and Tobacco RISC**

## **84 TULO AND LABOUR PARTY**

Conference notes that the historical relationship between the trade union movement and the Labour party is being challenged by those who wish to sever this alliance.

The trade union movement must do everything in its power to support the Labour party and defend this link. However, conference is concerned that for too long too many within the labour party, including current and aspiring MP's, play lip service to the Trade Union movement. Unite must have a clear policy aimed at addressing the issue of tokenism towards the trade union movement, and

Unite must strive to ensure that going forwards the Labour Party has good credible trade unionists at all levels of its' organisation.

This conference therefore calls upon the EC to

- Ensure Unite develops a political strategy that supports the involvement of active trade union members within the Labour Party's official ranks;
- Support and endorse Unite members who want to become politically active at all levels, including those members wanting to stand as councillors or MP's;
- Develop a training schedule for trade unionists who wish to become council and parliamentary candidates in the future;
- Introduce mechanisms for better direct involvement of Unite lay members within the TULO structures at all levels;

Conference call upon the EC to implement the above proposals as a matter of urgency and no later than 1<sup>st</sup> October 2012.

#### **DERBY AND DERBYSHIRE AREA ACTIVISTS COMMITTEE - EAST MIDLANDS**

##### **AMENDMENT TO MOTION 84:**

Ensure that all efforts to develop Unite members' political activities are reflective of the diversity of the union and recognise under-representation of Black, Asian & Ethnic Minority members; Women; Young People; LGBT and Disabled activists in the political arena".

#### **BAEM NATIONAL COMMITTEE**

##### **85 TULO and the Labour Party**

Conference notes that the historical relationship which the trade union movement has with the Labour party is being challenged by those that wish to remove this link.

It is right that the trade union movement does everything in its power to support the Labour party and defend this link. However conference is concerned that for too long too many within the labour party which includes current and aspiring MP's play lip service to the Trade union movement. Unite must have a clear policy which addresses the issue of tokenism towards the trade union movement at the root cause. Unite must ensure that any future Labour party has good credible trade unionists at all levels of the Labour party.

This conference therefore calls upon the EC to

- Ensure Unite develops a political policy that supports the involvement of active trade union members within the Labour party officials ranks.
- Support and endorses active Unite members who want to become politically active at all levels, including those members wanting to stand as councillors or MP's
- Develop a training schedule for future trade union council and parliamentary candidates
- Introduce mechanisms for better direct hands on involvement of Unite lay members within the TULO structures at all levels.

Conference call upon the EC to implement the above proposals as a matter of urgency and no later than 1<sup>st</sup> October 2012.

#### CHESAPEAKE NOTTINGHAM EM37F BRANCH

### 86 LABOUR LEADERSHIP

This Conference notes:

1. The statement by Labour leader Ed Miliband and shadow chancellor Ed Balls that Labour cannot pledge to reverse any Tory cuts. Balls said the 'starting point' is 'we're going to have to keep all these cuts'.
2. Balls and Miliband have endorsed the public sector pay freeze that is slashing living standards for millions of workers.
3. That Unite General Secretary Len McCluskey has denounced the statements as 'discredited Blairism' and said 'The real points of differentiation between Labour and the government on the economy are now very hard to identify.'

This Conference believes:

1. That the statements from Len McCluskey and others attacking Balls and Miliband are welcome.
2. That it is more than ever clear that we cannot 'wait for Labour' to deliver change and that we will have to fight ourselves against the Tories.
3. That the millions of pounds shoveled to Labour by some unions have been wasted.
4. That workers should not pay for the bosses and bankers' crisis. We could defend and improve public services by such measures as taxing the rich, collecting the £120 billion of tax that is avoided and evaded by the rich and corporations, imposing a tax on financial transactions ('Robin Hood tax'), getting rid of Trident nuclear weapons and withdrawing the troops from Afghanistan.
5. That we need socialist policies – public ownership and control of the banks for example – not more pandering to the rich.

THIS CONFERENCE RESOLVES:

1. That we are totally opposed to the Tories, their austerity drive and all cuts and that this union should continue to seek unity in action between the trade unions and the general anti-cuts movements – including UK uncut, the occupy movement, the Right to Work campaign and Unite the Resistance.

2. To encourage a major debate throughout the labour and trade union movement on the question of working class political representation, affiliation to Labour and the alternatives and as part of this debate to engage with any move by trade union leaders to call for a left alternative to Labour.

**LEICESTER BRANCH 0168M**

**AMENDMENT TO MOTION 86:**

*After "THIS CONFERENCE RESOLVES", in the first bulleted paragraph, delete all after "anti cuts movements".*

*After "THIS CONFERENCE RESOLVES", in the second bulleted paragraph, delete all after "alternatives" and insert " and calls on the EC to bring to a future Policy Conference any proposals they might agree to facilitate taking the results of this debate forward".*

**The Motion would then read:**

This Conference notes:

1. The statement by Labour leader Ed Miliband and shadow Chancellor Ed Balls that Labour cannot pledge to reserve any Tory cuts. Balls said that 'starting point' is 'we're going to have to keep all these cuts'.
2. Balls and Miliband have endorsed the public sector pay freeze that is slashing living standards for millions of workers.
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4. That workers should not pay for the bosses and bankers' crisis. We could defend and improve public services by such measures as taxing the rich, collecting the £120 billion of tax that is avoided and evaded by the rich and corporations, imposing a tax on financial transactions ('Robin Hood tax'), getting rid of Trident nuclear weapons and withdrawing troops from Afghanistan.
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**THIS CONFERENCE RESOLVES:**

1. That we are totally opposed to the Tories, their austerity drive and all cuts and that this Union should continue to seek unity in action between the trade unions and the general anti-cuts movements.
2. To encourage a major debate throughout the labour and trade union movement on the question of working class political representation, affiliation to Labour and the alternatives and calls on the EC to bring to a future Policy Conference any proposals they might agree to facilitate taking the results of this debate forward.

## 87 A STRONG VOICE FOR OUR UNION IN THE LABOUR PARTY

This Conference recognises that the living standards of our members are under increasing attack. Our union must therefore strengthen our political voice and must, in particular, work to ensure that the Labour Party is properly responsive to the needs of our members.

Conference notes the valuable work done by our representatives in the recent "Refounding Labour" debate through the Trade Union and Labour Party Liaison Committee (TULO) and its success in resisting moves to reduce the trade union share of the vote on the Labour National Executive, Conference Arrangements Committee and within Party Conference itself.

However, further work is still needed to ensure needed changes advocated by TULO are achieved and Conference strongly supports TULO recommendations to:

1. Remove the restrictive "Contemporary" criteria which currently result in many motions of genuine concern being ruled out of order.
2. Support and reinforce the work of our union's delegates to CLP and Regional Labour Parties by ensuring that constituency parties are able to select 4 topics for debate at Conference additional to the 4 topics selected by the unions.
3. Ensure any motions carried at Labour Party Conference are duly inserted into the Party's Rolling Programme of Policies.

In respect of Labour Party policy making, affiliates (such as ourselves) and Constituency Parties must be able to move amendments to the Party's policy documents. If carried, amendments should be incorporated within the Party's Rolling Programme.

This Conference further affirms that our Union's levy payers must retain their right to vote in elections for the Labour leadership. Additionally to ensure a balance of representation for individual party members, Conference supports the TULO proposal to increase the number of nationally elected constituency seats on the Labour National Executive Committee including 2 seats reserved for election by members in Scotland and Wales respectively.

In respect of Parliamentary Selections, Conference supports the TULO proposal that sitting MPs should in future need at least 66% of the nominations from the constituency's wards and affiliated trade union branches to achieve automatic reselection, noting that sitting MPs are automatically guaranteed a place on the shortlist.

In respect of changes to Labour Party Rules this Conference wishes proposed changes to be circulated well in advance of Conference. At Conference, rule changes should be debated and voted on one by one.

This Conference calls on our Union's representatives to press the above recommendations as forcefully as possible in order to make the Labour Party more properly and effectively responsive to the legitimate and vital interests of our members and to demonstrate clearly both the Labour Party's commitment and its ability to respond to the needs of hard pressed working people whose

living standards are under the most serious attack for a generation at this time of great economic difficulty.

**LE/128 BRANCH**

## **88 CUTS AND THE LABOUR PARTY**

This conference notes with deep concern comments made by both Ed Miliband and Ed Balls about Labour not reversing the depth or speed of recent cuts, or the capping of a 1% pay rise over the next two years to Local Authority workers.

Is this union going to stand by and allow this to happen? Are we not going to send a clear message to the Labour leadership which we helped get elected?

There are so many jobs at stake and so many of our members suffering financial hardship, and pensions being eroded across the board.

This conference believes that this union's senior officers should, at the earliest opportunity, meet with the Labour leader to seek a commitment to restore the value of salaries which have been held for the last two years, restore the RPI link to pensions, and reverse the recent adverse changes to pensions.

Please support this motion.

**LE/9710M BRANCH**

## **89 TRADE UNION LIAISON OFFICERS (CLP's)**

This Conference notes and applauds UNITE'S policy to win back the Labour Party from the right-wing neo-liberals who have infested the party over the past 20 years, and return it to where it belongs: as a voice and political vehicle for the working-class people of this nation.

It has come to this branch's attention from the excellent 2011 political school held at Durham that UNITE has many lay-members and union reps who have been elected or intend to stand for election (mainly due to the good work done at Durham) in the position of 'trade union liaison officer'(TULO'S) in their local constituency Labour Party branches.

However, it became apparent from discussions held with the TULO'S and those wishing to stand for this position that they were unclear of what the position entails and what is expected of them. This is a golden opportunity for the union to have in position across many CLPs UNITE members and reps in what is an important position within the Labour Party and therefore agrees:

- That UNITE actively encourages members and reps to join the Labour Party and put themselves forward as trade union liaison officers
- That the union develop and fund a TULO training programme so we can fully educate our TULO officers in how to carry out this position successfully and help take forward into the local CLP's the ethos of our union & the wider trade union movement to the grass-roots members of the party as yet another weapon in our armoury to win back the Labour Party to once again be the voice for the working-class of this nation.

#### **UNITE NE 302/25 (FORMERLY NE 8/9-10) BRANCH SHEFFIELD BUS WORKERS**

### **90 RELATIONS WITHIN THE LABOUR PARTY**

This conference believes that the working people of this country have been let down by the Labour Party over the last 15 years. None of the conservative anti trade union laws were repealed. It is obvious to most trade unionists that the Labour Party is prepared to take our subscriptions but not give anything back. So it is time for a serious review of our position.

**SW/401 BRANCH**

### **91 REFERENDUM ON SCOTTISH INDEPENDENCE**

This Conference calls on the Executive Council to commission a report which will advise on the full implications of an independent Scotland and of an alternative known as 'devolution max'.

The report, amongst other matters, shall consider the implications:

- of these options for UNITE and its membership;
- for the trade union movement in general;
- for personal taxation in Scotland;
- for the achievement of full employment in Scotland;
- for the maintenance of appropriate social services including the NHS;
- for a Scottish energy policy;
- for Scottish membership of the European Union;
- for the creation of 'green jobs' and a sustainable economy.

The report shall be published in sufficient time to inform UNITE and the wider trade union and labour movement before the independence debate starts in earnest.

**CYWNFP RISC – SCOTLAND**

#### **AMENDMENT TO MOTION 91**

Insert the words ' , taking guidance from the Scottish Region,' into the first line of the first paragraph, after the words 'calls on the Executive Council'.

Also delete the words 'known as devolution max' at the end of the second line of the first paragraph, and replace with the words 'of further devolution of powers.'

Also add 'd' to the word an after the words 'green jobs' in the final bullet point in the second paragraph.

## GRANGEMOUTH AREA ACTIVISTS COMMITTEE

### 92 SCOTTISH PARLIAMENT

Conference notes that the trade union movement in Scotland was at the forefront of the campaign for the creation of a Scottish Parliament. Since the creation of that Parliament, our union has successfully influenced many of its decisions, winning positive moves for members in Scotland in areas such as:

- The fast tracking of asbestos-related industrial negligence cases in the Scottish courts and the successful retention of the right to compensation in Scotland for pleural plague cases
- Payments to members of the former Scottish Transport Group from the surpluses in pension schemes
- Positive reform of industrial injury compensation in Scotland
- Financial support for the production of environmentally friendly buses at Alexander Dennis, securing jobs and ending short-term working
- The non-imposition of increased employee contributions in local government pension schemes in Scotland
- The ending of PFI and PPP projects in Scotland, preceded by the elimination of two-tier terms and conditions for workers affected by such contracts
- The retention of ferry services in Scotland in public ownership
- The placing of Quality Contracts and Quality Partnerships in bus transport on a legal footing through the Transport (Scotland) Act
- The extension of free concessionary travel for pensioners and disabled people across Scotland
- The retention of the Agricultural Wages Board in Scotland

Conference supports the efforts of Unite Scotland to:

- Resist any further attempts to abolish the AWB or privatise ferry services
- Oppose the break up of the single Scotrail franchise while presenting the case for public ownership and regulation of rail and bus services
- Advance the case for sectoral bargaining forums to establish minimum standards of wages and terms and conditions in key areas of the Scottish economy
- Campaign for the inclusion of obligations to adhere to a Scottish Living Wage and Article 19 providing protection for disabled workers in public sector procurement contracts



- Use devolved powers over the operation of Employment Tribunals in Scotland to ensure fair access and fair processes at no cost to claimants
- Establish a standing committee of the Scottish Parliament to address the specific Scottish dimension in health & safety
- Ensure that moves on public sector reform in Scotland are based on protection of service provision and delivery and greater democracy and accountability in areas such as local government
- Oppose reductions in Corporation Tax and promote the case for measures that the Scottish Parliament can take to positively advance tax justice
- Secure a stable funding regime for the voluntary sector in Scotland to protect jobs and terms and conditions
- Develop a comprehensive manufacturing strategy in Scotland with full employment as its goal and extend and support co-operative ownership with trade union involvement in a Scottish Co-operative Development Agency.
- Engage with the SNP government in Scotland whilst building the activities of the Unite Labour MSPs Group and playing a role in the re-building of the Scottish Labour Party.
- Engage with the debate on the constitutional future of Scotland on the basis of a consideration of what structure and powers are required to extend democracy and accountability, progress the Scottish economy, build social justice and equality and advance the position of our members.

Conference recognises that the Scottish Region of Unite is best placed to take decisions and organise campaigns on Scottish specific issues and believes that resources in the union should be devolved to the Scottish Region to enable them to do so.

Conference also recognises that communications produced by the union centrally need to consider their applicability to Scotland before distribution and calls upon the Executive Council to ensure that the Scottish Region is consulted on the content of such communications prior to production and distribution.

#### **LOCAL AUTHORITY RISC (SCOTLAND)**

### **93 THE POSSIBLE SEPARATION OF SCOTLAND FROM THE UK**

We call upon this union to initiate at the next conference a debate on the future of Great Britain, considering the consequences of the possible separation of Scotland from the United Kingdom.

Following this debate organise a vote that will clearly show and mandate the unions position for or against Scotland remaining within the UK. And publicise these results in union publications.

#### **LUTON AND DUNSTABLE BRANCH 0336**

Conference notes with grave concern the December 2011 EU summit, its imposition of deflationary budgetary controls across 26 states and the resulting loss of economic democracy. Franco-German big business used the financial crisis to eliminate what remains of the already limited democratic powers of EU member states by seeking to enforce new treaty regulations that will impose austerity on all economies and drastically reduce workers rights.

At the same time the British government, representing only the financial interests of the City of London, defended the EU Single Market which prohibits both state aid to industry and public ownership of utilities or retail banking.

Conference therefore recognises that it is now crucial to put forward a progressive counter agenda to protect and advance the interests of working people by regaining powers enabling government investment in the productive economy and allowing state provision of public services.

Conference notes the opposition of organised labour across Europe to these developments and believes that the time has come to fundamentally redraw the character of international economic cooperation across Europe and beyond.

Conference resolves that Unite should strengthen existing and develop new direct organising links across the European Trade Union Movement.

Conference further resolves to campaign for Britain's withdrawal from the EU and to oppose both the Con-Dem Government's Single Market agenda and the new EU treaty that will finally end the sovereign right of member states to control their economies.

Conference believes that Britain's withdrawal from the EU will strengthen the struggles of working people across Europe to protect and regain hard-won trade union and democratic rights and therefore urges on the Executive to take this motion forward to this year's TUC Congress.

**CYWU&NFP RISC - London and Eastern**

## **95 THE EU**

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Conference therefore resolves to campaign for Britain's withdrawal from the EU and to oppose both the Con-Dem Government's Single Market agenda and the new EU treaty that will finally end the sovereign right of member states to control their economies.

Conference believes that Britain's withdrawal from the EU will strengthen the struggles of working people across Europe to protect and regain hard-won trade union and democratic rights and therefore calls on the Unite executive council to take this motion forward to this years (2012) TUC congress.

**LONDON UNITED CRAFT BRANCH  
SE/WEYBRIDGE BRANCH**

## **96 GET US OUT OF EUROPE**

This Conference believes Unite will strive to furthering the cause of those who believe Britain is better off out of European Union. The struggle to repatriate British sovereignty from a political project that has comprehensively failed people right across Europe.

As the victim of Brussels larceny, bullying over – regulation and all round interference, the time has come to win back our country and restore legitimacy and accountability to the political process. As those on board the European gravy train have mounted one power grab after another, pushing Britain's disproportionate contributions even higher.

Despite unemployment across Europe averaging more than 10%, Brussels continues to propose new job destroying regulations and conspire to turn the whole EU into a zone of high taxation. The institution has been stealing our rights to self-determination. Almost nothing the EU proposed or enacted has benefited Britain. We were told staying out of the Euro Zone would be a financial disaster yet it is clear beyond doubt that the opposite is true.

The past two decades of European integration have turned mainland Europe's economies from some of the world's industrial powerhouses into also-rans, stuck in the global slow lane. Only Germany has prospered in the euro. Yet Norway and Switzerland have stayed on as the lynch pins of the European Free Trade Area – able to import iron and export to the EU freely without being subjected to federalist ambitions.

Taking Britain out of the EU should not be seen as a move to be “little Englanders”. On the contrary ours is a great trading nation with markets all over the world. The time has come to develop our neglected trading links.

Unite will take this argument to the TUC and the Labour Party.

**LONG EATON BRANCH EM/1824**

## **97 EUROPEAN UNION REFERENDUM**

This Conference calls on Unite the Union to support the ever increasing calls for a referendum of the British people to decide their future membership or otherwise of the European Union. Since 1975 no referendum has been held in this country on the EU, and nobody under the age of 54 has ever been allowed a say on this contentious issue. Labour and the Lib Dems have both broken their manifesto pledge given at the last general election to hold a referendum over the Lisbon treaty, and the Tory parties Cast Iron Guarantee statement has been shown to be little more than worthless. All three parties have over the years since 1975, shown continued support for the failed European federal dream, and at various times even supported the joining of the disastrous Euro currency, both of which are not in the best interest of the British people. Conference therefore believes it is high time that the people of Britain be allowed their say through a referendum on this vitally important issue, and calls on the Union to act with other like minded organisations to achieve this end.

**WIGAN BRANCH 6/1400**

## **98 EUROPEAN UNION**

Conference is deeply concerned at the outcome of the November 2011 EU Council which left the UK totally isolated in the EU, and has reopened the debate about whether the UK should now leave the EU completely.

Conference believes the UK Prime Minister's only concern is pandering to his Party's xenophobes and protecting the interests of his friends in the City of London, rather than trying to work with the EU to control the forces that caused the global economic crisis. The opposition to the Financial Transaction Tax proposal demonstrated this clearly.

Conference fully supports the European TUC's opposition to the proposed Treaty changes and agrees that:

- Locking EU Member States into austerity by Treaty changes will cause further social and economic damage and hinder recovery;
- The solution to the current crisis lies in a European led investment strategy to produce growth, including the European Central Bank issuing Eurobonds, a Financial Transaction Tax, a fair and effective tax collection system, measures against tax evasion and the end of tax havens.

While opposing the current proposed EU Treaty changes however, Conference also fully opposes any attempts to leave the European Union. Despite its many flaws and the problems that it currently faces, Conference recognises that the EU:

- Has helped to ensure peace on the European continent for more than 50 years;
- Is over 50% of the UK's export market and that the UK's economy and future prosperity is intrinsically linked with the EU's economy;
- Has brought many social and economic rights to UK workers – including the Part-Time Work, Parental Leave, European Works Councils, Information and Consultation, Equal Treatment and Anti-Discrimination, Working Time, Directives, amongst others.

Conference therefore commits UNITE to:

- Oppose any attempts to leave the European Union and to work for a vote for continued EU membership should a referendum be called;
- Continue to work with sister unions in other countries, as well as the European Trade Union Federations, the ETUC, and allies in the European Commission and Parliament, for a fundamental change in European economic policy and the development of a new Social Dimension;

Launch a series of regional seminars to inform and educate UNITE activists about the value of EU membership and the dangers of withdrawal.

**SOUTHAMPTON 0854 BRANCH**

## **99 CLASS ACTION**

This UNITE Policy Conference welcomes the announcement by the General Secretary last November of the establishment of CLASS, UNITE's think tank for progressive ideas to further workers' and unions' rights in the UK.

The EC is to be congratulated for its ongoing support of the Institute of Employment Rights and their crucial work in the field of ideas generation for workers and UK unions.

We call upon the EC to support a process whereby CLASS ideas can be communicated in the regions through presentations to allow for debate and input by activists and officers. Such regional meetings to be held no later than April 2013.

The constant attack upon UK workers, their legal rights and their unions by this Government is the true agenda concerning the EU, European Court of Human Rights and so-called 'employment opportunity' initiatives.

Cuts in services and benefits go hand-in-hand with 'cuts' to workers abilities to organise and promote their interests.

UNITE must lead the debate – as it did with the General Secretary's article in the Guardian in January - to not only rebuff these attacks but also create the blueprint for laws and

collective bargaining arrangements to radically change the employment relations agenda for the Labour Party and the Movement.

## **IT & COMMUNICATIONS RISC – LONDON & EASTERN**

### **100 UNITE CODE OF CONDUCT FOR EMPLOYERS**

This Conference believes that people and organisations with whom Unite works should set high standards of employment for their own staff and further believes that in this respect Unite should develop a Code of Conduct for employers. This should include Unite members who are MPs and particularly the Unite Parliamentary Group in relation to their staff. The Code of Conduct should be negotiated and include sanctions for lack of compliance including sanctions written in to the Constituency Development Plans between CLPs and Unite where the MP is a Unite member.

This Conference calls on the Executive Committee and the National Political Committee to implement this proposal and report to the next Policy Conference on progress.

**LE/427 BRANCH**

### **101 NATIONAL SHOP STEWARDS NETWORK**

This Conference recognises that since its inception in 2006, the National Shop Stewards Network (NSSN) has played an important role in supporting trade unions and their members in struggle as well as helping those in the union movement that have suffered victimisation

This Conference particularly applauds the NSSN in its solidarity work with Unite members. Amongst the many instances, this has included the Visteon workers and pensioners, the successful reinstatement of Rob Williams in Linamar and Paddy Brennan in Honda and the construction workers defending the JIB and NAECI agreements.

This Conference resolves to support the NSSN in its campaigning work and form a close working relationship with it.

**LE/2116 BRANCH**

### **104 VOTES AT 16**

Unite the Union notes;

1. That currently 1.5 million 16 and 17 year olds are denied the vote in public elections in the UK.
2. That the campaign to lower the voting age is supported by thousands of young people across the UK and that the Votes at 16 Coalition consists of a wide range of youth and democracy organisations.
3. That you can vote at 15 within political party elections and at 16 in trade union elections.

This union believes;

1. 16 and 17 year olds are knowledgeable and passionate about the world in which they live and are as capable of engaging in the democratic system as any other citizen;

2. It is impossible to justify the automatic and blanket exclusion of 16 and 17 year olds from the right to vote because, at 16, the law allows a person to:
  - give full consent to medical treatment
  - leave school and enter work or training
  - pay income tax and National Insurance
  - obtain tax credits and welfare benefits in their own right
  - consent to sexual relationships
  - get married or enter a civil partnership
  - change their name by deed poll
  - become a director of a company
  - join the armed forces
  - become a member of a trade union or a co-operative society.
3. Lowering the voting age to 16, combined with strong citizenship education, would empower young people to better engage in society and influence decisions that will define their future.
4. Participation in free elections is a fundamental human right (protected in the Universal Declaration of Human Rights and the UK's Human Rights Act). Because of these laws the reasons for excluding people from the vote have to be fair and balanced.

This union resolves;

1. To join the Votes at 16 Coalition;
2. To lobby MPs and inform our members of this decision and ask them to support the campaign;
3. To promote this policy through its structures and communications; and to run activities to raise awareness of and support for Votes at 16.

**CYW&NFP RISC – West Midlands**

## **PUBLIC SERVICES AND SOCIAL POLICY**

### **105 OPPOSITION TO THE HEALTH AND SOCIAL CARE BILL**

This Conference totally opposes the Government's Health and Social Care Bill with its agenda of privatisation, and its threats to the provision of comprehensive and universal health care. Our health service should be publicly owned, publicly funded, publicly provided and accountable and free at the point of delivery, delivered on a basis of need and not ability to pay

Conference notes that the foundation of the NHS in 1948 transformed the lives of millions of ordinary working class people and their communities – and those communities will pay a high price if the NHS is dismantled.

Conference calls on all bodies of the Union, not just our Health Sector, to campaign against the Health and Social Care Bill. Our belief is that this campaign will be made stronger if it brings together public and private sector workers, unites trade unionists and community campaigns, and seeks to build the broadest possible alliance to defend the NHS. Millions of us will suffer if we lose the NHS; this opens the potential to build a massive fight to save it.

Conference further calls on the Executive Council to ensure that adequate resources are made available for this important work.

**Health Sector NISC**

### **AMENDMENT TO MOTION 105**

- 1) Replace 'Bill' with 'Act' throughout
- 2) Insert the following new paragraphs before final paragraph beginning 'Conference calls upon the Executive Council...':

This fight will take place at many different levels: nationally, regionally and locally; through campaigning, political work, and an industrial fightback.

Unite will ask the TUC to call a national demonstration in defence of the NHS, and will organise and build this ourselves and with campaign groups if the TUC does not back this initiative. If the national demonstration is a wider one against austerity, we will ensure that defence of the NHS is a prominent theme within this. We will also mobilise for the largest possible turnout on the TUC-backed 'March for the Alternative' demonstration in Birmingham in October.

Unite will work to ensure that our whole membership understands that high quality healthcare is dependent on a skilled and stable NHS workforce. Our publications and campaign material will stress that the defence of NHS jobs, terms and conditions (including pensions) is inextricably linked to the wider campaign to protect our health service.

We will work with the Labour Party to go beyond a simple repeal of the Act and develop a vision for restoring a publicly owned and publicly accountable NHS.



Nationally, regionally and locally, Unite must be on a 'war footing' to campaign and organise with real determination against the devastating privatisation and cuts that are already profoundly damaging our NHS. This will include a willingness to work with other unions and with a broad range of community, anti-cuts and campaign groups (including Keep Our NHS Public), and with direct action groups such as UK Uncut.

There is a real urgency to building this mass resistance. By the time of the next General Election, much of the English NHS will have been lost unless there is a determined and sustained fight to save it.

## HEALTH SECTOR NISC

### 106 SAVING THE NHS

This conference calls for the Policy Conference to support the following :-

This Conference is outraged with the ideological implementation of Andrew Lansley's Health and Social Care Bill by this Con Dem Coalition Government.

Conference agrees that the Bill will destroy the NHS as we have known it.

Conference agrees that the Bill will, therefore be a disaster for those whose health depends on the NHS and also for those who work for it.

Conference agrees that the policy of Unite the Union is, "To reverse all the changes implemented by this Bill" to a "publicly funded, publicly owned, publicly accountable, delivered on the basis of need and not ability to pay".

Conference calls on the Unite Executive Council to lobby our sister unions to adopt the same policy.

Conference calls on Unite Executive Council to start a campaign immediately to urge organisations that Unite the Union is affiliated to, such as the TUC and the Labour Party, to also adopt this policy as their own.

## COVENTRY AND WARWICKSHIRE AREA ACTIVISTS COMMITTEE

## **107 DEFEND THE NHS**

Conference notes that the NHS, following its introduction in 1948, transformed the lives of millions of working class people. Decent healthcare – formerly the preserve of the rich - became available to all of us.

This Government is now committed to the systematic dismantling of the NHS. Rapid privatisation is already taking place, and the Health and Social Care Bill removes remaining barriers to this. The Bill will also remove the requirements for comprehensive healthcare, with the NHS reduced to a giant ‘postcode lottery’ system; and for universal healthcare, where all of us are entitled to high quality treatment.

This ideological assault on the NHS, combined with a savage £20 billion cuts, is now causing fundamental harm to the health services that all of us need. Our members and their families will pay with their health and ultimately with their lives for the attacks now taking place.

Conference resolves to make defence of the NHS a centrally important issue for Unite as a whole, and believes that our members have a central role to play in resisting cuts and the relentless drive towards the breakup of the NHS through social enterprise and privatisation. Conference instructs our Executive Council to progress this through any possible means, including:

- The production of campaign material not just within the Health Sector but for use across Unite
- A strategy of systematically involving Unite branches in community campaigns to defend the NHS
- Support for local and national protests in defence of the NHS
- Support for our members in Health or other public sector areas in taking action to defend services
- An approach of building links across our public sector groups to enable a united approach in defence of services; making links also with our voluntary sector groups to build a common fight

### **WEST LONDON MEDICAL BRANCH**

## **108 DEFENCE OF LOCAL NHS SERVICES**

This conference congratulates the union for its lead role in the defence of the NHS and the campaign against the Health and Social care bill. This conference also recognises however that the underlying principles of the NHS go further than just free healthcare and socialisation of risk. In addition UNITE supports the presence of the NHS in local communities and seeks to improve upon our present health system as a major weapon in the fight against inequality and poverty.

To this end this conference seeks to include in its health policy:

- That where possible all distinct geographic areas include access to well supported local health centres with primary services, a health promotion role and minor treatment.
- That all district communities are within easy reach of a local hospital with casualty and maternity services.

- That all regions have access to a specialist hospital with cardiac and other time critical services.

This conference recognises that this addition to our policy means not just campaigning for improvements in many areas but also defending services that at present are under attack. To this end we should ensure that in defending such services we work with all active community groups and fellow unionists taking steps to organise and publicise the campaign. Further we should seek to ballot or take action including peaceful civil disobedience where our members decide upon such a course of action.

## **SE LONDON MEDICAL 0024M BRANCH**

### **109 HOUSING**

Due to successive governments failed housing policies there has been a burgeoning housing crisis developing in the UK over the last 30 years.

It is a stain on the last Labour government's record that despite it being Party policy for over 5 years they did not implement it as government policy and undertake a large scale council house building program.

The financial crisis and the reluctance of financial institutions to lend money has effectively put home ownership beyond the reach of many ordinary working people and the 'Right to Buy' policy allowing council tenants to purchase their council home has drastically reduced the number of council houses available for rent.

While almost 5 million people are stuck on council house waiting lists, tens of thousands of our members in the construction sector are unemployed, manufacturing is in steep decline and thousands loyal and dedicated public sector workers have seen their jobs with Local Authorities outsourced and privatised.

If we are to learn the lessons of history then we must follow the example set during the great recession of the 1930's and build our way out of the current financial crisis.

It would be both economically and morally the correct decision for this government to commence a large scale council house building program in order to kick start the economy, which in turn would create hundreds of thousands of jobs in Local Authorities, Construction and the manufacturing supply chain including providing apprenticeships for thousands of young people currently unable to find work, while providing much needed housing for many thousands of ordinary working people including our members and their families.

Research has shown that poor quality housing has a massive negative impact on quality of life but in particular for children it has a significant effect on both their education and health, it is also widely recognised as being a major contributor to family break -up. If we are to avoid a return to the 'Rackman' days of slum landlords we must step up our efforts to try and address this disgraceful situation, access to decent, affordable, secure and accountable housing should be a basic human right.

This Conference calls on the EC to support the campaign for a large scale national council house building program and provide the necessary resources for the campaign including lobbying government and highlighting what we believe will be one of the biggest issues facing working people in the next few years.

Furthermore we call on the EC to work with the Labour Party to make it Labour Party policy to undertake a large scale council house building program when returned to government, to continue to affiliate too and work with Defend Council Housing and to use our political influence at all levels within the Party to persuade councils to support this policy and where possible bring back in-house outsourced services.

## **LOCAL AUTHORITY RISC – NEY&H**

### **110 COUNCIL HOUSING**

This conference agrees that the only way to solve the housing crisis is to build council housing. The private sector is unaffordable and cannot provide the homes needed. Privately rented accommodation and social housing in the form of housing associations is more costly to rent, is more expensive for the taxpayer and less accountable to democratic scrutiny and control. More and more working people and their families are living in cramped, sub-standard accommodation, which is having a severe effect on social stability and health.

We need investment in existing and new council housing. Public sector investment is needed now to rebuild our housing stock. Spending public money in this way is probably the best way to stimulate economic growth and provide jobs, not just in construction and supply of building materials but also in creating demand for fixtures and fittings, white goods, furnishing etc.

Council housing rents pay for maintenance and repair costs as well as repay building costs. Council housing is cheaper to build, manage and maintain than any alternatives and provides the secure, affordable housing millions of people are desperate for, with an accountable landlord.

Public land should be used where possible to build a new generation of first-class council housing. With five million on housing waiting lists, and homelessness rising, an increase in genuinely affordable and secure publicly owned homes for rent is vital.

The Government are threatening to remove life-time secure tenancies, force up rents, and cut access to council housing. There is no electoral mandate, or justification for these attacks on tenants, which will hit the elderly, the sick, the poorest and most vulnerable.

Conference calls for:

- Unite Area Activist Committees to organise local Housing Emergency meetings, petition and lobby of Council and MPs to defend secure tenancies, rents and access to council housing.
- Use political lobbying to demand a future Labour Government invests in Council Housing to provide homes and jobs in the construction sector
- Use of Unite Councillors network to pressure Labour Councils not to sell off Council Housing stock

- Unite to continue to work with Defend Council Housing and pressure the Government to allow affordable homes with an accountable landlord to be built
- Demand all the money from our rents and capital receipts should be ring-fenced to manage, maintain, repair, improve and build new council housing.

**GRIMSBY AREA ACTIVISTS COMMITTEE  
SE/2048 BRANCH**

### **111 RENT CONTROL TO REPLACE BENEFIT CAPS**

This Conference deplores the attack on Benefits, via the national £26,000 Benefit Cap. This is nothing more than an attack on working, low-income families, and people who are unemployed through no fault of their own.

The bulk of the £26,000 is spent on Housing Benefit, and this goes straight into the pockets of landlords. This Conference calls on the Executive to lobby vigorously for Rent Controls to be re-introduced, so that fat cat landlords are deprived of their vast income, instead of the attacks on the livelihoods of ordinary working people being carried out by this Tory-led Government.

**SOUTH THAMES COMMUNITY BRANCH**

### **112 PUBLIC SERVICES JOBS & PAY; THE FIGHTBACK**

Conference acknowledges that austerity is a failure. It cannot succeed in stabilising public finances because it undermines the very means by which deficit and debt levels are brought under control: economic growth, increased employment and rising incomes and living standards. Austerity cuts growth, cut jobs, cuts incomes and increases poverty – leading to stagnation, high unemployment and high debts. Conference, therefore, calls for a new expansionary economic policy. This should be based on investment – investing in our infrastructure, education and skills and public services.

However we note the present reality is the current Tory- led government is engaged in an all assault on the UK's public services. Current estimates by the Office of Budget Responsibility are that if these policies are continued we will see the loss of 710,000 jobs by the start of 2017.

Moreover in response to those who claim there is a choice between pay increases & preserving jobs the reality is rather we face from this government both massive job loses & swingeing cuts in real pay levels throughout the UK public services.

We are to face another year of pay freeze followed by two years of a 1% cap & the prospect of a probable extension of this policy until 2017. A veritable biblical seven years lean indeed. In addition there is the concurrent drive which is likely to accelerate of regionalisation of public service pay. We have to accept that this approach does have its attractions to the devolved administrations in Belfast, Cardiff & Edinburgh for a mixture of motives.

Unite in response must energize its membership in the public services to engage in a fightback against this appalling prospect for our pay, conditions & jobs. This means workplace, local, regional & national campaigning activity including appropriate smart industrial action.

**EDUCATION RISC IRELAND**

## AMENDMENT TO MOTION 112

Delete last paragraph and add:-

“Unite in response must:

- Energise it’s membership to engage in a fightback against this appalling prospect for our pay, conditions and jobs. This means workplace, local, regional and national campaigning activity including appropriate smart industrial action;
- Respond to the real terms drop in household income (estimated by the institute of Fiscal Studies to be around 5%) by setting an advisory pay demand level around which private, voluntary and public sector can unite and campaign;
- Resist the move to regionalised pay and pay bargaining; and
- Campaign for a decent pension for all.”

**LE/1111 HOUSING WORKERS BRANCH**

## AMENDMENT TO MOTION 112:

**Paragraph 4 delete** *We have to accept that this approach does have its attractions to the devolved administrations in Belfast, Cardiff & Edinburgh for a mixture of motives.*

**Insert new paragraph 5** *Unite must also resist the flawed Irish government policy, announced in this year’s budget for health services, to further downsize the public health service in order to protect the required level of essential frontline services, this policy continues to place health sector jobs across the support grades into the hands of private for profit companies and puts patients needs and safety at risk*

**Insert new paragraphs 7 – 11 as follows**

*Further conference notes that the current “mini-me” coalition government in Northern Ireland (essentially between the DUP & Sinn Fein parties) in its recent Programme for Government promises to “promote” 25,000 new jobs. However we also note that in the 12 months to September 2011 over 4,000 jobs were lost in the public services in NI. However this meant there were still 216,000 such jobs remaining but if the OBR estimate of 710,000 UK public services job losses in the five years to 2017 is correct pro rata that means a loss of a further 26,000 such jobs in NI.*

*These job losses would have possible serious consequences for our fragile NI private sector economy with so much demand being sucked out of the market.*

*We continue to assert that austerity is a failure. It cannot succeed in stabilising public finances because it undermines the very means by which deficit & debt are brought under control: economic growth, increased employment and rising incomes mean increased tax*

*revenues. While austerity, growth, jobs, incomes and tax revenues, increases welfare payments. We call for a new expansionary economic programme throughout the UK based on investment in infrastructure, education and skills and public services generally.*

*Unite therefore urges the NI Executive to rather develop policies, based on the best available economic evidence, which will be a realistic counter to the austerity ideology of the UK coalition Government. However we further assert that there is a developing need for an effective opposition to the de facto DUP-SF coalition at Stormont. This opposition in order to effectively campaign for progressive alternative economic & social policies must have a strong Labour component.*

*Further we note that the present reality is that the current Tory-led and Fine Gael led governments are engaged in an assault on the UK's, N.I. and ROI's public services. Current estimates by the Office of Budget Responsibility in the UK are that if these policies are continued over 700,000 jobs will be lost by 2017 and further significant number of jobs will be lost in the Republic of Ireland.*

#### **IRISH EXECUTIVE COMMITTEE**

### **113 SHARED SERVICES/CONTRACTING OUT**

Conference notes the enormous pressures on local authorities ,and other public bodies such as Universities schools and colleges, to make efficiency savings in the current tight financial climate. Conference is concerned that many Authorities and Institutions are responding to this with "Shared Services" plans. "Shared Services" in a public-private form are often little better than outright privatisation dressed up in a new guise. They pass over essential services to control of the private sector which is motivated by profit with little regard for either the effects of moving or cutting jobs on local economies, or crucially for the conditions or right of workers

Therefore Conference calls on the Executive Council to:

1. Give full support for employees defending the retention of in -house services.
2. Call for the promotion of in-house service improvement plans before any "options appraisal" process is instigated.
3. Produce information to help campaign for directly delivered publicly accountable services and publicise existing resources to help branches and regions tackle shared services and claimed efficiency savings.
4. Urge public sector employers to produce in-house bids if the procurement process is being implemented
5. Develop training on community campaign to help branches work with the local community to campaign to protect and improve local jobs and services

**EAST LONDON 0338 BRANCH**

## **114 CAMPAIGN AGAINST THE CUTS**

This Conference calls on the Executive Council to build on the tremendous show of solidarity that was shown on the 30th November, not only in relation to the public sector pensions but in terms of the wider effects of the current government cuts. We clearly saw what is achievable when the trade union movement stands collectively together.

The momentum of that day will be lost if we allow the government to combat our collective strength by the age old divide and conquer trick.

The coalition of trade unions must be maintained so as to defend all public sector workers and accept nothing short of an acceptable agreement for all public sector workers.

Furthermore this Conference calls on the Executive Council to endorse a national campaign to defend our public services, NHS and the welfare state. A campaign across the entire trade union movement and campaign groups, using every conceivable method. As our general secretary said earlier this year "rule nothing out". We call for a day protest against the dismantling of the welfare state and the placing of the NHS into the hands of the private sector profiteers. A day of action on a working day where strikes are a collateral feature of political protest as protected by the International Labour Organisation Convention 87 (ILO87) and the European Convention on Human Rights and Fundamental Freedoms (ECHR).

This Conference recognises that we are the custodians of the pieces that make up the better, fairer society that our parents and grandparents built, many of whom sacrificed life and liberty in the process.

We owe it to them and the next generation to defend it with equal determination before it is too late.

**BOLTON 0121 BRANCH**

## **116 WEALTH TAX**

This Conference notes that the Council Tax is a regressive form of taxation. People who live in Band A properties (valued at less than £40,000 in 1991) pay 2.2% while those who live in Band H properties (valued at £320,000 in 1991) pay 0.8%. We also note that those who live in properties valued in excess of £320,000 in 1991 (such as bankers and hedge fund managers in million pound homes) only pay the same as Band H properties. We also note that property valuations on which the Council Tax is based have not been re-valued since 1991.

This leads to excessive taxation on those with little wealth and effective subsidy for those with very high levels of wealth. This in turn means that our members, especially the lower paid, suffer financial hardship and we consider that the Government is failing to address this issue.

We call for the abolition of the Council Tax and its replacement by a Wealth Tax levied, at a common rate, on the value of all properties. This Wealth Tax should be paid by the owners of the property and the property values on which it is based should be regularly updated.



We therefore call on Unites Executive Council to lobby our MP's to raise this in Parliament with a view to bringing in these changes as soon as possible.

#### **MANCHESTER AND SALFORD BRANCH 0515**

### **117 BENEFIT CUTS**

This conference calls upon all Unite sponsored MP's, Full Time Officials and Executive Council to robustly oppose any changes to benefit payments to the disabled and less fortunate in our society. They will be the hardest hit in any benefit changes.

It is appalling what this coalition government has done and is planning to do to our benefits system where the most vulnerable in our society shoulder 25% of the cuts and the richest only 5%.

No one with a life threatening condition should be subjected to assessment and told they are fit to do some type of work.

A doctor is the only qualified person able to say what they are capable of doing.

#### **BATHGATE BRANCH 0075**

### **MOTION 117 BENEFIT CUTS.**

In the last line delete "A", and insert "Only a qualified". Insert after "doctor", "not contracted or employed by the DWP or companies such as ATOS, should carry out medical assessments of benefit claimants' capability to find work and to sustain work without detriment to their health and financial wellbeing".

Add an additional paragraph, Conference should actively support all disabled people in campaigning against cuts in benefits and changes to benefit legislation that will worsen the position of disabled people. Unite should endorse and offer funding to the activities of Disabled People Against the Cuts (DPAC).

#### **LE/785 VOLUNTARY SECTOR LEGAL WORKERS BRANCH**

### **118 CAMPAIGN FOR THE REFORM NATIONAL INSURANCE CONTRIBUTIONS**

Conference notes that piecemeal reform over the years has led to a vastly complicated system of tax and National Insurance, including multiple rates of N.I. contributions. Regardless of the Governments intentions, such complications can only contribute to anomalies, unfairness and tax avoidance, all of which are detrimental to members.

As a first step to sorting out this confusion, Conference calls upon the Executive to organise a campaign, including lobbying the Government, with a view to instituting a single class of National Insurance contributions and a single set of entitlements available to all contributors; to making all National Insurance contributions earnings-related; and to ensuring that all earnings, including those from any income-bearing assets, are taken into account for the purposes of calculating this tax.

Increased revenue from fair and transparent N.I. contributions towards a better and more sustainable future for all people in Britain, who deserve decent benefits and quantity pensions in which to enjoy their old age. Closing this one of many loopholes in Britain's system of taxation will help to create a fairer and better society for all workers, including Unite members

**SE/769 BRANCH**

**119 PRIVATE FINANCE INITIATIVE (PFI)**

1. This conference re-affirms Unite the union's opposition to the Private Finance Initiative (PFI) and similar schemes in all sectors. Importantly PFI and LIFT in the health service is a long term ruinous expense which threatens cuts in health provision, NHS jobs and staff terms and conditions in order to pay billions of pounds to parasitic finance, construction and consultancy companies.
2. We note the recent reports from the Public Accounts Committee and Treasury Select Committee have found that:
  - a. PFI often costs twice as much as conventional procurement
  - b. That distortions are used when comparing PFI costs to public provision – e.g. assuming that PFI consortia will pay corporation tax at full rate when in fact many are based in tax havens such as Guernsey or Bermuda
3. We also note that the rules on PFI procurement were written by KPMG, who then advise the PFI companies on how to avoid contributing though the tax system, which represents a clear conflict of interest.
4. PFI is not sustainable. For example, Norfolk and Norwich Hospital would have cost £229 million to build on public procurement but will cost £1.16 billion over the 35 year PFI contract.
5. It is unacceptable for these PFI consortia to loot the public purse in this fashion and to damage health care provision in the pursuit of their extortionate profits.
6. We therefore call for the union to campaign for nationalisation of all PFI schemes without compensation.

**BRISTOL HEALTH SERVICE BRANCH**

**120 YVONNE HOSSACK CAMPAIGNER AGAINST CARE HOME CLOSURES**

This Conference calls upon the GEC to support and raise the profile of Yvonne Hossack, the Solicitor and Campaigner against Care Home Closures and support her in any practical way to continue representing the most vulnerable/disabled people in our society.

Therefore, we ask that correspondence be forwarded to all branches of the Union seeking their support, thereby making members aware of her campaigns. Also highlighting Yvonne's work and campaigns through the Unite Journals, Magazines and Website.

To support the Northampton based Campaign Group Residents 4 Residents who have set up a fighting fund to enable Yvonne Hossack to continue representing Care Home Residents when their homes are facing closure.

To assist Yvonne Hossack in any practical ways in her application for the re-instatement of Legal Aid status.

**LAND ROVER 909 WEST MIDLANDS BRANCH**

## **TRADE UNION & EMPLOYMENT RIGHTS**

### **121 TRADE UNION FREEDOMS**

UNITE The Union demands that trade unions must have their freedoms and rights restored in line with ILO Conventions 86 and 97. These are basic human rights in a civilized democratic society.

Workers need the right to organise in the workplace to secure justice and respect, remedy wrongs and hold employers to account. Above all, workers need to have the ability to bargain for better wages and conditions, and have the right to collectively withdraw their labour in protest.

Before trade unions were fettered by Thatcher's anti-union laws, which were subsequently endorsed by 13 years of New Labour, collective bargaining covered over 80% of the workforce. Free trade union power ensured that wealth was more fairly distributed and working people not only enjoyed a better share of the nation's wealth, but also enjoyed enhanced political power too. Indeed in 1979 when Thatcher first came to power it is no coincidence that Britain was the most equal society in Europe with some of the most progressive social policies in the developed world.

Central to this is the issue of facilities time which is crucial in order for trade unionists to effectively carry out their duties: this is being increasingly attacked. Recent Labour Research Department findings have shown that trade union activists make the best employees and add value to the British economy: in general, trade unions are a force for good in society, promoting justice and equality, promoting social progress, redistributing wealth and achieving gains for working people.

However, thirty years of attacks on trade unions have resulted in less than 30% of the workforce covered by collective bargaining. Weaker trade unions, facing massive legal obstacles to stage legal strike action, are much less effective at regulating wages today. Working people's share of the nation's wealth has shrunk as a direct result and over the past few years is now actually falling in real terms.

Meanwhile the wealthy are enjoying a bonanza at our expense. Top directors' pay is increasing at almost 50% per year and top bankers are again enjoying multi-million pound bonuses. In contrast to 1979, Britain is now by far the most unequal society in Europe and the gap between rich and poor is accelerating at an alarming rate. It is also true that as trade union influence has declined, working people have less political power than before and the political consensus has shifted far to the right. Indeed all three political parties swung behind a neo-liberal agenda

Strong trade unions with a fighting back agenda can make a difference industrially and politically as UNITE is now demonstrating. We are actively organising the unorganised once more, building power in the workplace and supporting our members to fight for better wages and conditions. We are forging ahead with a bold political strategy to reclaim the Labour Party for working class values.

But our task will be made much easier if we have the freedom to withdraw our labour and the right to regulate wages in the economy once more. We therefore resolve to intensify our campaign to create a new legal framework for trade union freedoms in the interests of civilized society, equality and justice and for the promotion of basic human rights and democracy.

**REGIONAL COMMITTEE – NORTH EAST YORKSHIRE & HUMBER**

## **122 ANTI TRADE UNION LAW & ATTACKS ON TERMS AND CONDITIONS**

This conference congratulates the electricians and others in the construction industry in their ongoing battle against the attempts by some major employers to break up the JIB and reduce the terms and conditions of workers in the industry.

Conference also notes that works in the construction industry are facing the same attacks on their terms and conditions as other workers in the private and public sectors, all of which is making workers pay for the financial crisis caused by the bankers.

Conference further notes with concern that legal interference in the conduct of industrial action ballots is creating a situation in which it becomes increasingly difficult to take legitimate industrial action by workers in defence of their terms and conditions, and in the case of the construction industry maintaining a proper level of skills training.

The record of Unite over the past two years in supporting workers who have seen an unprecedented level of attacks on their terms and conditions has been outstanding and an inspiration to all.

Conference calls on the Executive Council to redouble its efforts to create the conditions in which the anti union laws are made a dead letter and calls on all members to deliver appropriate support to workers in the construction industry in their ongoing fight against the bosses offensive.

### **CONSTRUCTION RISC – EAST MIDLANDS**

#### **AMENDMENT TO MOTION 122:**

Add new paragraph after paragraph 4:

"Conference welcomes the efforts of UNITE's legal department to avoid repudiating members action, despite employers increasingly looking to using the law to undermine our ability to take action legally. In the recent dispute, the interplay between official and unofficial action was key to building the confidence of construction workers and defeating the employers. Official demonstrations often developed into site occupations or unofficial picket lines shutting down key sites. Unofficial activities built and sustained the campaign and helped deliver large majorities for official action. Conference acknowledges the significance of this interplay between official and unofficial tactics and calls on the Executive Council to encourage members to deliver effective action despite the anti trade union laws."

### **BEDFORDSHIRE & CAMBRIDGESHIRE AREA ACTIVISTS COMMITTEE**

## **123 REPEAL OF ANTI UNION LAWS; FIGHTING FOR EMPLOYMENT RIGHTS**

This Policy Conference recognises the role of Unite, the GPM and former unions in campaigning against the pernicious Anti Trade Union Laws and for employment rights since the early 1980s.

We welcome the decisions on these vital issues at the 1<sup>st</sup> Unite Policy last year, 2010.

This Conference reiterates its policy of repealing the anti-trade union laws and on the reintroduction of laws to prevent any trade union taking industrial action.

Conference notes that over the last 15 years very little has been done to give working people a real voice either locally/nationally or in the courts, to pursue just terms and conditions.

We have seen workers continue to face the many legal injustices including: News International, Seamen, Miners Strike, Dockers, First Bus, Stagecoach, Prison Officers, MMP, BA and the NUJ journalists at Johnstone Press etc

Unions are prevented from taking solidarity action whilst Companies/Groups can transfer work round to counteract disputes.

Courts are unfairly treating working people by bullying them back to work after legitimate calls for industrial action.

Conference notes that the 2005 Labour Party Conference voted 70:30 in favour of a motion that would, amongst other things, give unions the right to take solidarity action,

- Without the threat of legal proceedings by employers.
- Protection against dismissal for workers who go on strike.
- The barring of replacement workers being drafted in by companies during disputes.

We condemn the further threats made to trade unions and the organisation of working people by this Conservative-led government in circumventing the statutory rights and protections for workers through the publication of the Employers' Charter and reviewing employment law in order to enable employers to sack workers with impunity.

We will not be deterred by threats to make the laws on ballots even more restrictive if our members take lawful industrial action.

British workers already suffer from a raft of anti-union legislation, which makes it one of the most repressive countries in the EU for working people to organise and defend themselves.

The UK's anti-strike legislation is in breach of international law and binding international treaties ratified by the United Kingdom and binding upon it, confirmed by judgments of the ILO and the Committees of the European Social Charter.

This Conference fully supports the terms of the 2005 TUC Composite Resolution 1: Fairness at work.

The motion calls for the repeal of the anti-union laws and their replacement with a framework of positive rights in accordance with minimum ILO standards:

1. Unions right to organise industrial action, including solidarity action, without the threat of legal proceedings by employers and
2. Workers taking lawful industrial action to be protected from dismissal;
3. Employment rights from day one of employment;
4. Allowing every worker to be represented individually and collectively by a trade union on any issue;
5. Extending paid time off for all family - friendly leave provided by statute;
6. Allowing unions to trigger statutory equal pay audits and appoint equality reps with statutory rights on a par with these for workplace, safety and learning reps;
7. Allowing unions to choose to conduct workplace ballots;
8. Abolition of restrictive balloting and industrial action notice procedures;

9. The right to strike and the right to automatic reinstatement for taking lawful industrial action;
10. Freedom to take solidarity action for workers who are in dispute
11. strengthening unfair dismissal legislation, ensuring an enforceable right to reinstatement
12. Improving time off and facilities for union reps and lay officials;
13. Strengthening protection against exploitation and discrimination of migrant, agency, temporary workers, women, black, disabled, young and LGBT workers and those in smaller firms;
14. Ensuring workers receive proper compensation when their employer is declared bankrupt;

This Conference also resolves to campaign against any further proposed anti-union laws, such as those being suggested by some Tory politicians:

1. Limiting trade union facility time
2. Introduce no strike regulations in some sectors of the economy,
3. Restrict the maintenance and operation of trade union political funds
4. Reduce funding support for trade union projects such as around lifelong learning.

It's not enough to keep passing this perennial policy and be put back in the cupboard.

- It must be actioned and delivered in the interests of our movement & membership.

This Conference calls on our EC Congress to:

1. Oppose vigorously any government attempts to attack current trade union rights and freedoms using both industrial legal and political strategies.
2. Ensuring we fight to have the rights to organise, the rights to free collective bargaining
3. and the right to strike.
4. Campaign to repeal all current anti-union legislation
5. Campaign to keep, safeguard & enhance employment tribunals as a forum of justice
6. Campaign with unions internationally for the right to strike to be protected.
7. We endorse the campaign for a change in the law that currently allows an employee in the UK to be dismissed because an employer has grounds to believe that they may have committed a criminal offence, even though under criminal law they would be treated as innocent until proven guilty.

Conference instructs the Executive Council to:

1. Lobby the Government to overturn the laws on secondary picketing.
  - Increase protection for workers taking industrial action
  - Re-introduce the statutory closed shop legislation.
2. Actively campaign for the simplification of the industrial action ballot procedure.
3. Conference accepts that under current circumstances the EC may have to act to avoid possible sequestration of funds as a result of unofficial industrial action, but notes that members in dispute have the right to refuse to work collectively with no legal action being taken against them.
4. Prioritise the equalities agenda. This must begin with a strong campaign to secure statutory legislation and rights for trade union equality representatives. Only by ensuring these rights and legislation, will the full potential of the equality representative be utilised.
5. Raise forcefully with TULO, Unite & Trade Unions Parliamentary Groups and the PLP.
6. Lobby MPs to introduce legislation to make these decisions legally binding;

7. In similar circumstances instruct the appropriate National Sector to call an Emergency meeting of reps on the National Sector Committee to agree a strategy for defending our union;
8. Campaign to change the current employment law regarding employers only having to have a reasonable belief, in order to undertake discipline or dismissal of an employee;
9. Employers should have to produce evidence to justify and substantiate their decisions in the use of discipline up to and including dismissal;
10. Campaign for the rights for workers not to be unfairly dismissed from their employment after they have completed 13 weeks service as opposed to the current situation where, with the exception of discrimination cases, employees are required to have worked 52 weeks before having the right to be treated fairly and reasonably by their employer.
11. Campaign to remove the exemption for small workplaces employing less than 21 employees from securing recognition through the CAC procedures that penalises most of the GPM sector.
12. To fight for the principles & values of the Peoples charter that we committed to.
13. To stop the abuses & exploitation of temporary & agency labour
14. Campaign that unions, and NOT Lawyers or Government, are free to decide their own rule books, including policy on industrial action, membership admission and expulsion and union election arrangements.

This Policy Conference calls for Unite to be at the forefront of a campaign for the repeal of the anti union laws & their replacement by a framework of positive employment & trade union rights.

#### **GPM RISC – NORTH EAST YORKSHIRE & YORKSHIRE**

#### **124 TRADE UNION FREEDOMS**

This Conference demands that trade unions must have their freedoms and rights restored in line with ILO Conventions 86 and 97. These are basic human rights in a civilized democratic society.

Workers need the right to organise in the workplace to secure justice and respect, remedy wrongs and hold employers to account. Above all, workers need to have the ability to bargain for better wages and conditions, and have the right to collectively withdraw their labour in protest.

Trade unions are a force for good in society, promoting justice and equality, promoting social progress, redistributing wealth and achieving gains for working people.

Trade Unions' primary role is to regulate wages through collective bargaining. Before trade unions were fettered by Thatcher's anti-union laws, subsequently endorsed by 13 years of New Labour rule, collective bargaining covered over 80% of the workforce. Free trade union power ensured that wealth was more fairly distributed and working people not only enjoyed a better share of the nation's wealth, but also enjoyed enhanced political power too. Indeed in 1979 when Thatcher first came to power it is no coincidence that Britain was the most equal society in Europe with some of the most progressive social policies in the developed world.



Thirty years of attacks on trade unions have resulted in less than 30% of the workforce covered by collective bargaining today. Weaker trade unions, facing massive legal obstacles to stage legal strike action, are much less effective at regulating wages today. Working people's share of the nation's wealth has shrunk as a direct result and over the past few years is now actually falling in real terms. Meanwhile the wealthy are enjoying a bonanza at our expense. Top directors' pay is increasing at almost 50% per year and top bankers are again enjoying multi-million pound bonuses. In contrast to 1979, Britain is now by far the most unequal society in Europe and the gap between rich and poor is accelerating at an alarming rate. It is also true that as trade union influence has declined, working people have less political power than before and the political consensus has shifted far to the right. Indeed all three political parties swung behind a neo-liberal agenda (although through our political work we hope to ensure Labour Party increasingly distances itself from that path).

Strong trade unions with a fighting back agenda can make a difference industrially and politically as UNITE is now demonstrating. We are actively organising the unorganised once more, building power in the workplace and supporting our members to fight for better wages and conditions. We are forging ahead with a bold political strategy to reclaim the Labour Party for working class values.

But our task will be made much easier if we have the freedom to withdraw our labour and the right to regulate wages in the economy once more. We therefore resolve to intensify our campaign to create a new legal framework for trade union freedoms in the interests of civilized society, equality and justice and for the promotion of basic human rights and democracy.

**LE/356 BRANCH**

## **125 EMPLOYMENT LAWS**

Conference recognises that current employment laws are both restrictive and that are undermining the working rights of employees and will continue so to do, for as long as we have a tory Government. In the absence of any meaningful support from the current labour leadership, and given their recent statement expressing support for the cuts being implemented by the tories, it appears that they too will resist attempts to improve labour laws. Conference therefore calls for significant improvements in the existing anti-union legislation, as a pre-condition before any future meetings with the Labour Party.

**ST HELENS 6/546 BRANCH -NORTH WEST**

## **126 TRADE UNION RIGHTS**

Conference recognises that the existing laws hampering and undermining Trade Union rights must come to an end. It is clear that the Tories intentions are to regulate the Unions into ineffectiveness. Conference notes that the Labour leadership has remained aloof from any assistance in this. Clearly more needs to be done to save trade unionism from legal suffocation.

Conference therefore insists that either a bill of workers' rights or a repeal of anti-union legislation be an absolute priority in any discussions with the Labour Party.

Conference also calls for this to be prioritised at all levels of the labour movement.

**NW/765 BRANCH**

## 127 TRADE UNION RIGHTS

This union notes:

1. The woeful effect that anti union legislation and anti-union court rulings have had on the trade union movement over the last 30 years. This has in turn affected our class's conditions at work and living standards.

2. The fundamental right to strike has been so severely curtailed that effective strike action is often nearly impossible and democratically decided strike action can be stopped by judges such as during the BA dispute.

3. The coalition is now threatening to change the law to make legal strikes almost impossible by setting a 50% threshold in turnout for postal ballots. They are also threatening the rights of workers to political representation by threatening union funding of the Labour Party.

4. The removal of these legal bars to action and the rights of working class people to political representation are of paramount importance to our union and our movement. To do this we as a union need to go on the offensive against the government and assert the rights as we see as vital to working class self organisation.

5. This union resolves:

1. To draw up a charter of trade union rights that we want enshrined in legislation. That will include:

- The right to strike. This includes so called political strikes, solidarity and sympathy strikes
- The right of trade unions to act politically including funding political parties and campaigning
- The right to legally protected facilities time for reps in all workplaces
- The right to effectively picket workplaces and related establishments.
- Much improved rights in terms of recognition,

1. To submit a motion on this issue to this year's Labour Party conference.

2. To ensure our parliamentary group sign up to this charter and introduce it as soon as possible as a parliamentary bill.

3. To use all Labour party structures to ensure these freedoms are official Labour Party policy and put pressure to ensure this charter is implemented as law by the next Labour government.

4. To go on the offensive industrially and politically against any attacks on our rights by the current government and in demanding a future Labour Government introduces the above charter.

**NW/522**

## **128 TRADE UNION RIGHTS**

This supreme policy making body of the union instructs the Executive Council to use all its means at its disposal to ensure that the Labour Party, both adopts as policy, and is committed to legislate, to restore Trade Union rights and immunities to those existing immediately prior to the establishment of the Donovan commission in 1965: including the legal definition of a Trade Union at that time.

### **EAST SCOTLAND TECHNOLOGY BRANCH 0349**

## **129 CASUAL AND AGENCY LABOUR**

This conference believes the use of non permanent labour within all sectors has been recognised as directly leading to serious injury and death for many years. Through concerted pressure of the trade union movement the use of casual labour had started to diminish, but today's employers are using new methods of employment which is no better than casualisation; today they are called zero hour contracts, temporary agency workers and volunteers.

The economic pressures have led to dramatic cuts in funding for the HSE, which has allowed employers the freedom to abuse the use of casual workers. These workers often have little or no training and virtually no knowledge of health and safety.

Many temporary workers are employed in the very same manner as casual workers, there may have been a change in their name but there has been no real change in their employment status. The long hours worked continue to be virtually unregulated and the lack of health and safety equipment and training being almost non existent, we applaud the efforts to introduce minimum standards for dockworkers, but we recognise that many company's within our sector will continue to ignore health and safety standards.

Volunteers are a new concept in some of our sector's workplaces and we believe are being exploited by unscrupulous employers. Many volunteers believe that they are doing charitable or socially responsible work for the good of their communities, whereas in fact they are often being used to undermine permanently employed workers. These volunteers are often untrained and like all other workers they have a right to health and safety training and a safe environment in which to work.

We call upon the Executive Council to assist in developing a strategy which will expose and highlight these unscrupulous and dangerous employers who continue to expose workers to danger, and to develop safety passports systems through the Union's education department which will lead to safety accreditation for all workers across all the Unite sector's.

### **DOCKS, RAIL AND FERRIES NISC**

## **130 SWEDISH DEROGATION**

That this Conference -

Call on the union to take all necessary steps to protect and defend the interests of all workers both core and agency from the continued attacks made by employers and those agencies they employ and use to supplement their business needs.

The conference recognise that since the introduction of the Agency Workers Directive (AWD) in October 2011 that employers anticipated the effects of the AWD and the obligations that the law would then place on employers in recognising that agency labour could no longer be treated as the “cheap option” and that proper employment standards would be recognised as a right. The use of the “Swedish Derogation” has provided employers to use a cheat to avoid their obligations that the AWD demanded.

The conference recognise that unless there is a clear determination on behalf of our membership to resist in an industrial sense then employers will continue to dodge their responsibilities.

We call on our union to exercise all options both industrially and in the courts to support our membership to organise all workers “agency or self-employed” that have been obliged at best; bullied at worse to sign contracts that deliberately then put those workers at a disadvantage and undermine those agreements established by our union in the never ending drive by all employers “in a race to the bottom” for all workers.

**RTC NISC**

## **131 AGENCY LABOUR**

Conference recognises that the use of Agency Labour in our workplaces is increasing however it must be the policy of this Union to resist the casualisation of the workforce in our Sector.

Conference also recognises that the policy of this union as agreed at the Unite Policy Conference in 2010 that we as a Union will only accept into our workplaces workers from Agencies where we have a recognition agreement containing minimum standards. As from 1 October 2011 the Agency Workers Regulations came into effect in this country and to resist employers techniques to get around these Regulations and to use agency workers to undermine the Terms and Conditions we have managed to achieve over the years in our workplaces, this union must:-

- All national and local agreements have included in them a clause that reflects the new Agency Workers Regulations and that the clause includes rates of pay and other Terms and Conditions for Agency workers that match those of the core workforce.
- That only agency workers covered by a minimum standards agreement between a representative trade union and the agency that employs them are able to work in our workplaces.
- Oppose the use of contractors and third party hauliers in our workplaces who use agency labour on Terms and Conditions that do not/ meet the requirements of the Agency Workers Regulations and the Agreement with this Union in that workplace.

**RTC RISC – SOUTH EAST**

### **132 AGENCY WORKERS**

Conference recognises that Agency Workers are exploited, and that they are used by employers to sow division in the workplace, and to undermine the employment and social conditions of all workers.

Conference therefore resolves to campaign for:

1. Equal rights for Agency Workers from Day One of Employment
2. An end to the “Swedish Derogation” from the Agency Worker Regulations
3. Effective regulation of Gangmasters and other labour providers
4. The organisation of all Agency Workers in every Unite workplace
5. Education of our members on the principles of Solidarity and Internationals

**WILTSHIRE AREA ACTIVISTS COMMITTEE**

### **133 AGENCY WORKERS REGULATIONS TO REMAIN STATUS QUO**

Conference, we need the movement to be made aware of the employers vicious attempts to stifle the process and aspirations of our new legislation The Agency Workers Regulations.

The vehicle they are using as a lobby to dismantle our long awaited legislation, they named it the “Swedish Derogation”.

We must stop this happening and respond immediately. We call on the auspices of the Trade Union Congress and the Unite Executive to initiate a campaign to stop this employers lobby being a operational success for them.

**MANCHESTER CRAFT 2814M BRANCH**

### **134 AGENCY LABOUR**

Conference recognises that Agency Labour poses both a problem and an opportunity. A problem because of a) the low density of trade union membership and b) the traditional hostility of the employers c) the mobility of workers in that industry.

Conference applauds those members of Unite who have shown the way by taking direct action to defend their agreements and so demonstrating the opportunities of bring to the attention many unorganised workers in the industry the need for Trade Union membership

Conference calls on the Executive to continue to provide support to those prepared to stand and fight, and take all steps to ensure they are given full support.

**VAUXHALL MOTORS BRANCH NW/763**

## 135 AGENCY WORKERS REGULATIONS

Conference welcomes the addition of the agency workers regulations on to the statute books and believes that this is a positive step .

However, conference is becoming increasingly alarmed at the number of employers up and down the country who are using the swedish derogation provision to avoid giving agency workers parity of pay and terms and conditions of there fulltime counterparts

Not only does this provision fall outside the scope of the legislation it is also excluded from the anti-avoidance measures contained within the legislation. In addition it also serves to drive down the terms and conditions of full time employees and in some cases threatens the prospects of gaining direct full time employment

Conference therefore calls upon the Executive Council to:

- Work with the Political and Legal departments to lobby government with a view to amending the regulations in particular the repeal of regulation 10 relating to permanent contracts providing pay between assignments.
- To work with the International and Political departments to lobby at a European level to close legislative loopholes that are not compatible with the intended objectives of the overriding European Legislation.

**HARPER COLLINS WAREHOUSE – SCOTLAND**

## 136 NO TO EMPLOYMENT AGENCIES IN TRYING TO ATTACK OUR MEMBERS.

This Conference requests that Executive Council implements and strictly adheres to the following policy in relation to Employment Agencies and National Agreements that cover our members.

1. All workers, working for signatory companies to National Agreements are employed under the relevant agreements' terms and conditions with **no exceptions**. This means no parasitic employment agencies, no umbrella companies, no bogus self-employment, etc,-  
**no exceptions**.

If we cannot work under the agreements' terms and conditions, what is the point of having national agreements.

2. This policy should be immediately rolled out across all sectors where Unite members are employed, **no exceptions**.

3. This policy must be fought on the industrial front, but also more importantly be fought and implemented on a political front, through our party, the **Labour Party**.

We have had over 20 years of these parasites [ employment agencies] living off our backs, it is getting worse, we have had enough it has got to stop.

**PORTSMOUTH & DISTRICT 0750 BRANCH**

### **AMENDMENT TO MOTION 136:**

Portsmouth & District 0750 Branch wish to place an amendment to our motion 136, at the end of the motion after stop, add the paragraphs below to the body of the motion.

In light of the recent tribunal case concerning blacklisted worker, David Smith, against Carillion and their subsidiaries, **Judge Snelson said that "we reached our conclusion with great reluctance"**, in ruling against David Smith - who raised safety concerns as an accredited union safety rep - because he was an employment agency worker and not an employee of Carillion or their subsidiaries, even though the company admitted their managers supplied false and damaging information to the blacklist. **Judge Snelson later went on to say, "It seems to us that he has suffered a genuine injustice and we greatly regret that the law provides him with no remedy."**

As the law stands at present, there is no protection for employment agency workers, so therefore Unite cannot have any further dealings with employment agencies across all of our sectors, workers must be directly employed (PAYE), under a National/company/local agreement if there is one in place, with the original company/local authority which has the work. Anything else would result, by de-facto, in there being a two tier Unite membership, with discrimination and a lack of equality which would come about, as in the aforementioned case, depending on whether the Unite member was employed directly for the company or through an employment agency. Non discrimination and equality are the bedrock of Unite the Union and the wider trade union movement, we cannot not allow this to continue."

**PORTSMOUTH & DISTRICT 0750 BRANCH**

## AMENDMENT TO MOTION 136:

Line 5 after self-employment, and before ect,- insert "which undermines trade union recognition and organisation, terms and conditions, and undermining skilled labour",

Line12 after labour party insert new paragraph "4 this policy has to be inforced across all sectors to realise or aim to have directly employed labour only."

**EPIU GLASGOW BRANCH.**

## **137 EMPLOYMENT RIGHTS**

This conference deplores the attacks on the rights of working people by the Coalition Government.

Conference is concerned that employment rights including maternity and maternity rights are under attack.

Conference opposes all plans to reduce the period of maternity leave to 18 weeks. Conference believes this would lead to an attack on contractual maternity pay and result in women being forced to return to work early for financial reasons. "Flexible parental leave" may be considered more "optional" and pressure placed on families to delay taking their "flexible parental leave"

Conference notes the Beecroft report which states that the government is considering a change to the law to permit "no fault" dismissal which would render protection under the Equality Act ineffective.

Conference condemns the introduction of fees for access to employment tribunals, extending the qualifying period for unfair dismissal cases and cutting the powers of statutory enforcement agencies.

Conference condemns the sustained attacks by the Government on Trade Union Facility Time. We believe Unite the Union should campaign vigorously to ensure that Trade Unions are able to fully represent their members at their respected places of work.

The Trade Unions in Britain have a good industrial relations track record and this can only be maintained through good communication between the employer and the recognised Trade Union representatives at the workplace.

Conference is concerned that the strategy to develop Union Equality Reps should not falter due to the current attack on reps facility time

Conference Condemns the Government's decision to include equality legislation in the "red tape challenge" – suggesting that equality law is an unnecessary bureaucracy.

Conference believes that these changes will make it easier for employers to sack workers and reduce their pay and conditions and will have a disproportionate affect on women workers.

Conference is deeply concerned that many more women face a future lifetime of poverty as a result of the assault on employment rights, working conditions, pension rights and the race to the bottom on pay.



In addition to the thousands of job losses of those directly involved, there is a largely unspoken, indirect impact on women. Whilst women lose their jobs those behind are finding that they have to frequently work longer hours, manage an ever-increasing workload and even take additional responsibilities without remuneration.

We call upon the Policy Conference to support this motion to ensure that women who work in the Public and Private sector continue to have effective Trade Union representation.

Conference calls on Unite to ensure that the gender impact of stripping away employment rights is a main feature of our campaign to defend employment rights.

## **WOMEN'S NATIONAL COMMITTEE**

### **138 EMPLOYMENT RIGHTS**

This Conference deplors the attacks on the rights of working people by the Coalition Government.

Conference is concerned that employment rights including Maternity and Paternity rights are under attack.

Conference notes the Beecroft Report which states that the government is considering a change to the law to permit "no fault" dismissal which would render protection under the Equality Act ineffective.

## **REGIONAL WOMEN'S CTTE – NORTH WEST**

## **139 EMPLOYMENT RIGHTS - EQUALITIES**

This conference deplores the attacks on the rights of working people by the Coalition Government. Conference is concerned that employment rights including Maternity and Paternity rights are under attack.

Conference notes the Beecroft Report which states that the Government is considering a change to the law to permit “no fault” dismissal which would render protection under the Equality Act ineffective.

Conference condemns the introduction of fees for access to tribunal, extending the qualifying period for unfair dismissal cases and cutting the powers of statutory enforcement agencies.

Conference condemns the Government’s decision to include equality legislation in the “red tape challenge” – suggesting that Equality Law is an unnecessary bureaucracy.

Conference calls upon Unite to ensure impact on equalities in stripping away employment rights is a main feature of our campaign to defend employment rights.

**NW/598B BRANCH**

## **140 FACILITY TIME**

The Tory led Coalition government and its allies in the media, right wing think tanks and organisations have been conducting a campaign to discredit and undermine trade union facility time for workplace representatives and stewards as part of their wider attack on collective trade union and employment rights.

Unite representatives in local government and across the public sector have experienced a series of Freedom of Information requests and have been the subject to media coverage and briefings from the Taxpayers Alliance. Ministers Francis Maude and Eric Pickles stated at the Conservative Party Conference in 2011 that they would be targeting the facility time of trade unions in the public sector. Unite has had trade union representatives targeted in a number of local authorities. This national, hostile environment towards trade union facility will also make it harder for trade union reps in the private and not-for-profit sectors.

This is despite the many positives that trade union reps create, which according to BERR research includes;

- Savings to employers and the exchequer of between £22m - £43m as a result of reducing the number of Employment Tribunal cases;
- benefits to society worth between £136m - £371m as a result of reducing working days lost due to workplace injury and;
- benefits to society worth between £45m - £207m as a result of reducing work related illness.

We believe that workplace activists and representatives are the foundations of the trade union – that is why the government is targeting them and why we must defend them.

We believe that the union in conjunction with the TUC and other Unions should ----

1. Work with the TUC and other Trade Unions at all levels to actively promote the many positives that trade union representatives bring to the economy and wider workplace and where attacks are being made to campaign Politically Industrially and Legally to resist such attacks.
2. Ensure that regionally and nationally the seriousness of the threat to trade union facility time is recognised by all and the steps everyone must take to defend trade union reps are known and clear
3. Ensure that we work with the Councillors network and Unite MPs to take forward the battle on this issue politically and make sure they understand that attacking Trade Union reps in this way is unacceptable.

#### **LOCAL AUTHORITIES NISC**

##### **141 TIME OFF FOR UNION REPS**

This conference deplores the Con Dem Government attack on Trade Union support for ordinary working people. The government proposals would adversely affect some of our most vulnerable members in the work place.

Conference calls on the executive to do everything in its power to halt the Con Dem proposals.

#### **ENERGY & UTILITIES RISC – EAST MIDLANDS**

##### **142 FACILITY TIME**

This conference notes the increasing attacks by employers on trade union facility time. This severely impacts our ability to protect jobs and the terms and conditions of our membership.

We therefore call on Unite to implement the following steps:

Full protection of any representative who is victimised because of TU activity.

1. Policy and legal guidance on facility time and how to maintain it
2. Full support from the Unite hierarchy
3. Co-ordinated response where appropriate
4. Political response via the Unite Parliamentary group

#### **CPPT SECTOR COMMITTEE – NORTH WEST**

##### **143 ATTACK ON FACILITY TIME & REPRESENTATIVES**

The Tory led Government continues to increase its anti-Trade Union rhetoric at every opportunity, often using union resistance as a diversion from their indiscriminate cuts and an opportunity to vilify Trade Union Representatives and Activists.

This Conference believes that Unite, along with the TUC and The Labour Party, needs to develop a Strategy to resist the continued attacks on the Union Movement and the dedicated colleagues who work day to day in the Workplace to protect the members of this Union. The strategy should set out a broad framework which recognises the invaluable contribution Representatives make for Workers across all Sectors of Unite.

Conference calls on the Executive Council and the General Secretary to lead the debate and develop a strategy that will enable Workplace Representatives to continue to have protection, access and influence when working on behalf of their Members.

## **CYW&NFP RISC – SOUTH EAST**

### **144 ACTIVE SUPPORT FOR FULL TIME LAY REPRESENTATIVES WITHIN THE PUBLIC SECTOR**

It is very clear that this coalition government is now actively advising employers within the Public Sector to change arrangements in order to stop or reduce the numbers of Trade Union activists working on 100% facility time. Currently, these activists are providing a service to Unite's members, within the Public Sector, that could never be achieved or replicated by Full Time Officers, or any other Unite employees.

These 100% Lay Representatives also play a key role in workplace Policy development, membership representation, up to and in some cases including ET's, and often lead on behalf of Unite in negotiations on Pay, Terms and Conditions. We know that this level of commitment is very much appreciated and acknowledged by Government Departments, Unite and our members alike and we now feel that Unite's rules must also recognise these representatives by actively supporting them via rule.

It has now become essential that Unite fully recognise the achievements of these representatives and act in supporting them and the members within these areas.

The failure of Policy Conference to act on this motion would certainly result in poorer representation for Unite members and loss of members in the longer term.

This conference actively supports 100% Lay representatives by committing to full negotiation with Public Sector Employers with a view of protecting the position and role of these representatives where they are at risk, arming the Unite negotiator with the ability to offer part or full funding, of the role, where necessary, in the effort of fully supporting and retaining the role being negotiated.

## **L&E/MOD & GOVERNMENT DEPARTMENTS RISC**

## **145 OPPOSITION TO TURC**

This Conference is insisting that the TUC counteract and fully appose any revised legislation introduced by the Governing body TURC, which may have a detrimental affect on a union representative's right to paid time off, and to further assist in this, as of now, our organisation UNITE, should make it a priority to replace the word "reasonable" with "adequate" in relation to time off for union duties when negotiating workplace agreements"

Benefits

- 1/ More Union activists' will create Growth through a functional Organisation
- 2/ Assist lay members who are suffering financial hardship

Our Union UNITE should not tolerate this Governments stance in setting up a body namely the Trade Union Reform Campaign which, only serves to quicken the demise of all trade unions in this Country

**NORTHWEST, 6/364 BRANCH**

## **146 TRADE UNION REFORM**

This conference calls upon unite to lobby the government asap to condemn the actions of Cannock MP Aiden Burley in his position as Chairman of the `Trade Union Reform Campaign`.

This is an unelected and unaccountable group who are looking to curb union activity in the workplace.

These are mutual agreements negotiated and earned over a long period.

Rather than opposing working people we should expect our Cannock MP to support them. By his actions that is something which Mr Burley fails to do.

**CANNOCK 5/189 BRANCH**

## **147 HOME WORKING**

At the Unite 2010 policy conference a motion was passed about home-working and since then there has been little progress on this matter. Whilst accepting that these are difficult times, the East Midlands Finance and Legal Sector committee request that a steering committee be set up to look at all aspects of home-working and the effects that this can have on the individual and their family.

Home-working is widespread within the Finance Sector, where our employers have sought to reduce costs by placing workers at home. It also has wider implications throughout all of the other industrial sectors.

As a Union we should be ensuring that there are adequate safeguards in place with regard to equipment provided and proper consideration given to individuals before requesting people to work from home. A best practice home-working policy should be formulated which should form the basis of all discussions that may arise when home-working is being considered. This should include the Display Screen Regulations (DSE) and the Portable Appliance Testing Regulations (PAT) together with any other relevant regulations that would apply to working in the home. This should be

accompanied by a proper risk based assessment as to the suitability of home-working within the home environment.

It should also ensure that employees are not subject to outward pressure to work extended hours. Employers should have a proper home-working policy in place before any employees are subject to this.

Employees should be able to seek financial compensation for working from home. This would cover for the loss of amenity space in providing employers with free office space, together with the associated heating and lighting costs. For too long employers have got away with this whilst saving huge amounts on costly office space.

The environmental benefits of home-working cannot be under stated. Fewer cars on the roads mean less congestion and less pollution. Home working does and can in the future greatly improve our carbon footprints.

## **FINANCE & LEGAL RISC EAST MIDLANDS**

### **148 THE RIGHT TO COLLECTIVE BARGAINING**

This conference reaffirms its support for the 2010 policy motion titled The Right to Collective Bargaining.

We now call upon the Executive Council to adopt a strategic approach to the identification of all potential CAC cases across the industrial sectors that could assist in the furtherance of these aims by taking a class action approach to all legal challenges to the European Court Human Rights in the following four areas.

1. the ban on statutory collective bargaining rights for workers in companies employing less than 21
2. the opportunity for employers to enter into voluntary recognition agreements with a non-independent trade union thereby preventing an independent trade union from using the statutory procedure as exemplified by the News International Staff Association's agreement with Murdoch
3. the requirement that a trade union must have majority support in the bargaining unit as determined by an external agency before it can secure recognition
4. the limited scope of the protection against unfair labour practices during the period of when workers are organising themselves for recognition as exemplified that they are only applicable during the balloting process.

This conference further call on the Executive Council to commission some research to further support our aspiration to expand the coverage of collective bargaining and to include within this study the economic and social impact of sector bargaining of UK working people.

## **GPM RISC – LONDON & EASTERN**

## 149 WORKS COUNCILS

This conference should consider that over recent years we have seen more and more employers embrace works councils as their preferred choice for negotiating terms and conditions that directly affect workers rights, and not only their but other workers standards of living.

Many of these works councils operate under a cloud of secrecy (not always of their own making) and even if they wanted to, do not have any rights to gauge workers support for any of the decisions that they make, due to the employer controlling any communication routes, in other words, these works councils are open to pressure from employers to agree to any proposal put forward.

Our belief is that these works councils are having a direct impact on our strategy of growth as well as driving down any workers ability to protest legally against measures pushed through by unscrupulous employers.

We call upon conference to challenge the legislation that allows these bodies to operate in this way. While our union is forced to jump through hoops and are challenged in the courts by employers, these 'workers' bodies have no such problem; we will never see a works council in court.

We propose that works councils have to adhere to the same legislation that unions have to, by forcing consensus, by forcing secret ballots, even by protecting works council members (many of which are already union members), and in doing so forcing accountability – which every union has to do.

We believe that by our union adopting this strategy, works councils will no longer be the employers friend especially with the extra funding that would be imposed on the employer, after all these negotiations bodies were created by employers for employers, and why do we think they did that – to attack union membership!

### VEHICLE BUILDING & AUTOMOTIVE RISC, NORTH EAST YORKSHIRE & HUMBERSIDE

#### AMENDMENT TO MOTION 149

*This conference should consider that over recent years we have seen more and more employers embrace ~~works councils~~ **staff/ employee forums** as their preferred choice for negotiating terms and conditions that directly affect worker rights, and not only their but other workers standards of living.*

*Many of these ~~works councils~~ **staff/employee forums** operate under a cloud of secrecy (not always of their own making) and even if they wanted to, do not have any rights to gauge workers support for any decisions that they make, due to the employer controlling any communication routes, in other words, these ~~works councils~~ **staff/ employee forums** are open to pressure from employers to agree to any proposal put forward*

*Our belief is that these ~~works councils~~ **staff/ employee forums** are having a direct impact on our strategy of growth as well as driving down any workers ability to protest legally against measures pushed through by unscrupulous employers.*

*We call upon conference to challenge the legislation that allows these bodies to operate in this way. While our union is forced to jump through hoops and are challenged in the courts by employers, these ~~workers~~ **employee** bodies have no such problem; we will never see a ~~works council~~ **staff/ employee forums** in court.*

*We propose that ~~works councils~~ **staff/employee forums** have to adhere to the same legislation that unions have to, by forcing consensus, by forcing secret ballots, even by protecting ~~works councils~~ **staff/employee forums** members (many of which are already union members), and in doing so forcing accountability- which every union has to do*

*We believe that by our union adopting this strategy, ~~works councils~~ **staff/employee forums** will no longer be the employers friend especially with the extra funding that would be imposed on the employer, after all these negotiations bodies were created by employers for employers, and why do we think they did that – to attack union membership!*

**BARNOLDSWICK 0062 BRANCH**

## **150 REDUNDANCY PAY**

This Conference calls upon the Executive Council to initiate a major debate within the TUC to develop improvements to our members' severance payments upon redundancy. It specifically asks that UK based companies should continue to have on-going social responsibility towards its employees even after the date of redundancy.

To that end it believes that legislation should be enacted as soon as possible to give UK workers the same benefits received by workers in some European Countries, namely that a percentage of the previous salary would continue to be paid to the employee for an agreed period after their redundancy.

This we believe will assist our members in minimising the number of redundancies and assist our members' on retraining and re-skilling whilst maintaining a reasonable standard of living.

**AEROSPACE & SHIPBUILDING RISC – WEST MIDLANDS**

## **151 CLOSURES AND REDUNDANCIES**

This Conference calls on our Union to vigorously campaign politically and through our supported MP's to change the laws and regulations in the UK which allow companies to be closed resulting in redundancies.

The regulations in our colleague European countries, France and Germany in particular do not allow closures and redundancies without certain laws being complied with, furthermore, because of legal requirements on payments, training and re-employment having to be complied with it becomes far more complicated for employers to close the gates.

**5/688 BRANCH**



## 152 EMPLOYMENT LAW

This Conference understands that the Government has recently proposed a series of changes to Employment Legislation. These changes have been recognised and described by many as; a "bonfire of Employment Rights" that will take the UK back at least 20 years with respect to employment protection.

Conference therefore calls upon the Executive Council to:

- Launch a Unite campaign against these changes;
- Work with the TUC and other unions to instigate a national campaign against these changes;
- To totally oppose any insertion fees, which only serve to limit access to justice to those people who have the financial status and ability to pay;
- Work with the Employment Tribunal National Members Association to determine areas where Unite can work with them to fight these changes;
- Work with the Unite Political Department to hold a series of events in the UK Parliament to oppose these changes.

**DERBY UNITED CRAFT BRANCH 3/D.**

## 153 BLACKLISTING

This Conference notes that in March 2009 it was revealed that the Consulting Association was operating a blacklist in the construction industry. Over 40 major construction companies were using the blacklist, which contained the names of over 3,000 construction workers. It is recognised that workers in many other professions and sectors of the economy have also experienced the destructive effects of victimisation and blacklisting.

Conference welcomes the Unite sponsorship of the 2011 Blacklist Support Group AGM and the Blacklist Report of September 2011. Conference however, believes that we must do more both politically and industrially to expose and fight back against those companies who attack union activists, shop stewards and other workplace representatives who volunteer to stand up in the fight to advance the interests of our members.

Conference asks the Executive Officers and Executive Council to put in place a properly resourced strategy to defend members facing such attacks including;

- Publicising a full list of companies that victimise trade unionists
- Campaigning politically and industrially for clear contract procurement and tendering policies that prohibit work being placed with companies found guilty of blacklisting workers or victimisation on the grounds of trade union activities
- Initiating training throughout the Union involving; Shop Stewards, National and Regional Committees and Officers of the union, aimed at identifying and defeating employer strategies to attack union activists and effective union organisation at work.

- Promoting and organising industrial action(s) supported by our members in the workplace to defend those blacklisted or victimised for their trade union activities.

## **BELFAST SHORTS 0303M BRANCH**

### **AMENDMENT MOTION 153:**

Add at end:

Conference notes with concern recent reports that the police and security services supplied information to this illegal blacklist of trade unionists in the construction industry. Conference notes that the Consulting Association blacklist was used by multi-national contractors to repeatedly dismiss and deny work to thousands of building workers who raised concerns about safety issues, unpaid wages or participated in union activity.

Conference supports the call made by John McDonnell MP and Michael Meacher MP for a full Public Inquiry into the police and security services collusion with the Consulting Association.

Conference instructs the Unite leadership and the Executive Council to raise the issue of a Public Inquiry with our sponsored MPs and the TUC.

The union agrees to organise a day of action campaigning against the worst blacklisting companies.

## **CLERKENWELL & ST PANCRAS**

### **153a BLACKLISTING**

This Conference is called upon to support our call for Unite to initiate a campaign to abolish the blacklisting of trade unionists such as revealed in construction in March 2009 by ICO. The action taken so far in support of individual cases pursuant to legal redress is insufficient to the severity of such human rights abuse, that we feel should command our unions attention as equally as all other forms of discriminatory victimisation which continues in the absence of real union involvement.

## **NORTH WEST 1400 BRANCH**

### **AMENDMENT TO MOTION 153a**

Additional Paragraph to be added:-

Following on from "... absence of real union involvement".

"Conference notes with concern the reports in the Observer newspaper (4th March 2012) that the police and the security services supplied information to an illegal blacklist of trade unionists in the construction industry.

Conference notes that the Consulting Association blacklist was used by multi-national contractors to repeatedly dismiss and deny work to thousands of building workers who raised concerns about safety issues, unpaid wages or participated in union activity.

Conference supports the call by John McDonnell MP and Michael Meacher MP for a full Public Inquiry into the police and security services collusion with the Consulting Association.

Conference instructs the National Executive Committee to raise the issue of a Public Enquiry with our sponsored MPs and the TUC".

**LIVERPOOL CONSTRUCTION BRANCH  
BUILDING AND CONSTRUCTION CENTRAL LIVERPOOL BRANCH NE/533)**

LiverpoOL Construction Branch would again like to emphasize that the amendment in as additional paragraphs to Motion 152, "BLACKLISTING", submitted by North West 1400 Branch.

**AMENDMENT TO MOTION 153A:**

Additional Paragraph:

“Conference also notes with concern the reports in The Observer newspaper (4th March 2012) that the police and security services supplied information to an illegal blacklist of trade unionists in the construction industry, and that the Consulting Association blacklist was used by multi-national contractors to repeatedly dismiss and deny work to thousands of building workers who raised concerns about safety issues, unpaid wages or participated in union activity. Conference therefore supports the call made by John McDonnell MP and Michael Meacher MP for a full Public Inquiry into the police and security services collusion with the Consulting Association, and instructs the National Executive Committee to raise the issue of a Public Inquiry with our sponsored MPs and the TUC.”

**GLASGOW BRANCH 0390**

**AMENDMENT TO MOTION 153A:**

**To be deleted:** such as revealed in construction in March 2009 by ICO.

**To be inserted:** and to give our support to the Early Day Motion 2838 tabled by John McDonnell M P calling for a Public Inquiry into blacklisting.

**NORTH WEST 1400/5 BRANCH.**

**AMENDMENT TO MOTION 153A:**

Conference instructs the National Executive Committee to raise the issue of a Public Inquiry with our sponsored MPs and the TUC into the actions of the Police and Security Services colluding with the Consultancy Association.

**CONSTRUCTION NISC**

### **153b INFORMATION AND CONSULTATION REGULATIONS – MAKING THE BEST OF AN OPPORTUNITY**

Conference notes with alarm and anger the latest attacks on employment rights that the CON-DEM Government is undertaking on employment tribunals, consultation periods in collective redundancies, unfair dismissal rights, and possibly on strike action. Conference pledges to resist all such changes.

Conference recognises however, that the rights contained in the Information and Consultation Regulations and the European Works Councils regulations derive from European legislation and are much more difficult for the government to either dilute or discard. Conference also notes that until now UNITE has not made maximum use of the rights and opportunities that these pieces of legislation create, which includes;

- Accessing information regarding employment numbers and locations in a company;
- Gaining access to non-organised workplaces;
- Gaining access to in-depth information on the financial and economic situation of companies via independent experts;
- Gaining information concerning proposed changes to production and employment;
- Insisting on consultation with a view to reaching an agreement prior to any decisions affecting employment being made;

Conference therefore calls on the Executive Council to set out a coherent strategy through which best use of these regulations can be made going forwards. That strategy shall include;

- A proper assessment of the benefits that the effective use of such legislation can bring;
- An overview of number of companies where UNITE has members that are covered by such legislation;
- A short list of potential target companies;
- An assessment of the organising potential offered by making use of the legislation;
- Reference to the links between the EWC and national I&C regulations, and the potential for International Framework Agreements;

***BARNOLDSWICK BRANCH 0062***

### **154 TIME OFF FOR LIFELONG LEARNING COURSES**

This Conference calls on the Union to campaign for all employees to be given reasonable time off work in pursuit of lifelong learning courses in addition to courses for continuous professional development.

***ABERDEEN EDUCATIONAL BRANCH 0300M***

## **155 PROTECTION OF SELF EMPLOYED WORKERS 2012**

Conference should note that as a result of Regulation 10 of the Agency Workers Regulations (AWR) that came into effect in October 2011, agencies are misusing this Regulation 10 (The Swedish Derogation) to undermine current agreements relating to agency workers.

Conference further notes that Regulation 10, which is an opt-out clause, allows for agency staff to be employed directly by the agency which would then allow the latter to pay an agreed wage which can be lower than the rate of permanent workers. However, this “minimum amount” is less than the national minimum wage, as well as being offered few hours’ work per week.

The aim of the AWR is to protect vulnerable workers from exploitation and ensure them, after 12 weeks of service, the same basic employment conditions as if they had been hired directly by the end client – mainly the right to the same pay, working hours and holidays.

Trade union self-employed members are being severely affected by this Regulation 10 (Swedish Derogation). This unionised working force feels undervalued, and it is still not getting enough help from the union to convey its needs and fight for causes that affect them all. Self-employed workers are easy to be exploited by unethical practices from commercial agencies.

This Policy Conference instructs the Executive Council to redirect policy and resources into immediate support for self-employed members campaigning and taking action for their right to work and regain control of their working lives.

**NUPIT BRANCH**

## **156 WORKING TIME**

This conference believes that a reduction in working hours is an essential part of both the union’s industrial and political strategy.

Trade unions exist to better the position of workers, and increasing rest and leisure time while maintaining a decent standard of living is a practical way of improving workers’ position. It is also an important part of the fight to reduce unemployment.

Conference therefore reaffirms it’s commitment to the People’s Charter, and specifically the commitment to reduce Working Hours as part of the Charter’s “More and Better Jobs” strategy.

Conference also calls for the “Drive for 35” campaign to be revived as part of the union’s industrial strategy, and developed through sectoral campaigns, and company level bargaining. To this end, conference welcomes the establishment of a Fighting Fund for disputes, and calls for the money collected for the last 35 hour week campaign to be re-invested in the new campaign.

**CEREAL PARTNERS SW/717 BRANCH**

**AMENDMENT TO MOTION 156:**

*In first line add after 'working week': **with no loss in pay, benefits or conditions***

*New sentence reads*

*This conference believes that a shorter working week with no loss in pay, benefits or conditions is an essential part of both the union's industrial and political strategy.*

**LONDON UNITED CRAFT BRANCH 3321**

**AMENDMENT TO MOTION 156:**

*This conference believes that a reduction in working hours is an essential part of both the union's industrial and political strategy.*

*Trade unions exist to better the positions of workers, and increasing rest and leisure time while maintaining a decent standard of living is a practical way of improving workers position. It is also an important part of the fight to reduce unemployment.*

*Conference also calls for the "Drive for 35" campaign to be revived as part of the union's industrial strategy, and developed through sectoral campaigns, and company level bargaining. To this end, conference welcomes the establishment of a fighting fund for disputes, and calls on the Unite Executive to continue the fight for the release of the funds from the previous 35 hour week campaign.*

**ROLLS ROYCE 7/267 BRANCH**

**157 PROTECTING UK STANDARDS AND QUALIFICATIONS.**

Conference notes that the EU Commission, at the behest of employers, has proposed a new version of the Professional Qualifications Directive 2005/36/EC, on the grounds that there has been insufficient take-up of opportunities for working abroad offered by the mutual recognition of qualifications contained in the Directive.

New proposals to encourage and speed up mobility include:

- introducing a European Professional Card
- online recognition procedures
- partial access to a profession
- changes to minimum training requirements
- facilitating temporary mobility for professionals accompanying consumers
- requiring member states to justify existing regulation of professions

Conference opposes the new Directive on the following grounds:

- By the Commission's own admission, workers have successfully defended their standards. Conference therefore considers that there is no call to tamper with what has been achieved.

- The European Card and online recognition procedures are open to abuse.
- The balance of control is shifted away from the host country, including monitoring language qualifications.
- Partial access to a profession, trade, or industry may override national standards. Conference notes, furthermore, that refusing access can be justified if there are 'overriding reasons based on the general interest'.
- Minimum training requirements are to be reduced even further as 'disproportionate or unnecessary'. See p.7 para 2.4 EC Green Paper.
- 'Accompanying' professionals would no longer have to demonstrate 2 years of professional experience or regulated education and training.
- Area-specific qualifications (pertaining to a particular country, region, city) are treated as non-existent.
- Requiring member states to better justify regulation, including language and other aptitude tests, is a prelude to sweeping away such controls.

Unite therefore calls on the UK government to defend its current position, and the position of professionals within its borders.

**APTG BRANCH**

## **UNION ADMINISTRATION & MEMBERSHIP SERVICES**

### **158 NO MORE “GOLDEN GOODBYES”**

Conference notes that in July 2011 the General Secretary issued a statement concerning Derek's Simpson Severance payment of £361,000, stating 'there will be no repetition of such inappropriate payments in the future'.

But lay activists and members require more than 'good intent'. Conference therefore instructs the Executive Council to govern this great union in such a way as to prevent this malpractice, hypocrisy and deceit, and to put in place standard and transparent severance provisions applicable to all employees of the union, up to and including the General Secretary. The contents of those provisions will clearly state:

- No ex-gratis payments will be made to any employee up to and including the General Secretary over and above the standard severance terms;
- No severance terms to be available for 'known leavers' - i.e. those staff / officers giving notice of retirement or resignation up to and including the General Secretary.
- 'Known leavers' information to be provided to the Executive Council on a quarterly basis;
- The Executive Council to monitor severance packages on a quarterly basis in line with the Executive Council budgetary process.
- No employee of the union up to and including the General Secretary, after receiving a severance package, will be employed on a 'consultative' basis unless approved by the Executive Council;
- All 'Compromise Agreements' are to be negotiated within agreed guidelines produced by the Executive Council. In addition a sub-committee of the Executive Council (recognising the confidentiality of such agreements and data protection) shall oversee and regulate all compromise agreements before payment to ensure they are within the agreed guidelines.

Conference instructs the Executive Council to implement the points above as soon as possible and no later than October 1<sup>st</sup> 2012.

No more repetition, no more malpractice, hypocrisy and deceit.

## **AEROSPACE & SHIPBUILDING NISC**

### **159 INAPPROPRIATE SEVERANCE PAYMENTS**

Conference notes that in July 2011 the General Secretary issued a Statement concerning Derek's Simpsons Severance payment of £361,000, stating 'there will be no repetition of such inappropriate payments in the future'.

But lay activists and members require more than 'good intent'. Conference therefore instructs the Executive Council to govern this great union in such a way as to prevent this malpractice, hypocrisy and deceit, and to put in place standard and transparent severance provisions applicable to all employees of the union, up to and including the General Secretary. The contents of those provisions will clearly state:



- No ex-gratia payments will be made to any employee up to and including the General Secretary over and above the standard severance terms;
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- All 'Compromised Agreements' are to be negotiated within agreed guidelines produced by the Executive Council. In addition a sub-committee of the Executive Council (recognising the confidentiality of such agreements and data protection) shall oversee and regulate all compromised agreements before payments to ensure they are within the agreed guidelines.

Conference instructs the Executive Council to implement the points above as soon as possible and no late than October 1<sup>st</sup> 2012.

There should be no repetition, we need to bury that's happened in the past by having a policy and procedure put in place for the future.

#### **CPPT RISC – EAST MIDLANDS**

#### **160 SEVERANCE PAYMENTS**

Conference notes that in July 2011 the General Secretary issued a statement concerning Derek's Simpson Severance payment of £361,000, stating 'there will be no repetition of such inappropriate payments in the future'.

But lay activists and members require more than 'good intent'. Conference therefore instructs the Executive Council to govern this great union in such a way as to prevent this malpractice, hypocrisy and deceit, and to put in place standard and transparent severance provisions applicable to all employees of the union, up to and including the General Secretary. The contents of those provisions will clearly state:

- No ex-gratis payments will be made to any employee up to and including the General Secretary over and above the standard severance terms;
- No severance terms to be available for 'known leavers' - i.e. those staff / officers giving notice of retirement or resignation up to and including the General Secretary.
- 'Known leavers' information to be provided to the Executive Council on a quarterly basis;
- The Executive Council to monitor severance packages on a quarterly basis in line with the Executive Council budgetary process.
- No employee of the union up to and including the General Secretary, after receiving a severance package, will be employed on a 'consultative' basis unless approved by the Executive Council;
- All 'Compromise Agreements' are to be negotiated within agreed guidelines produced by the Executive Council. In addition a sub-committee of the Executive Council (recognising the confidentiality of such agreements and data protection) shall oversee and regulate all compromise agreements before payment to ensure they are within the agreed guidelines.

Conference instructs the Executive Council to implement the points above as soon as possible and no later than October 1<sup>st</sup> 2012.

No more repetition, no more malpractice, hypocrisy and deceit.

**LIVERPOOL NW 225**

## **161 INDUSTRIAL REPRESENTATION AND ACCOUNTABILITY**

This conference believes that the current practice of some Regions of allocation of work to regional industrial officers only on the basis of strict geographical areas is not conducive to a coordinated industrial strategy.

This conference believes that Regions must take into account, as per Rule 7.2, industrial servicing to the membership on the basis of sectors and within reason allocate work to regional industrial officers on the basis of industrial sector as well as geographical areas, but in any event, any regional industrial officer must have a responsibility to give written industrial reports to the appropriate Regional Industrial Sector Committee at the appropriate RISC meetings. This conference believes this is the only way there will be industrial accountability from regional officers who service those sectors.

This conference believes that such a policy will serve to add more cohesion to the overall industrial strategy of Unite and will have the additional benefit of giving regional officers more knowledge of the specific sectors they service. It will also empower the RISCs to take a more pro-active approach in the specific interests and aspirations of its members giving more momentum to the 100% campaign and to its fundamental duty to serve the best interest of its members at every level of the Union.

**GPM NISC**

### **AMENDMENT TO MOTION 161**

*Insert new first paragraph:*

Conference applauds the “fightingback union” strategy of UNITE which has put resources behind our members engaged in struggle with their employers i.e.

- £30 per day dispute benefit from day one
- £25M national dispute fund
- Dispute Unit to provide real practical assistance to members taking industrial action to help ensure success

*After second para ending “who service those sectors” insert the following:*

In addition Conference recognises the importance of the Unite Organising Strategy through:

- Strategic sectoral organising creating organisation and power for workers previously without a Union
- 100 percent Unite strengthening organisation where we already have existing agreements.

But much more can be done to make such strategies increasingly effective. All too often UNITE members employed in one part of a multinational are on widely different terms to UNITE members employed elsewhere by the same multinational, or workers are organised in one part and not in others. There is far too little coordination of collective bargaining demands and growth strategies across companies and across industrial sectors.

To this end, UNITE resolves to ensure that National Industrial Sector Conferences are tasked with formulating collective bargaining strategies and proposals for growth for the companies and industries they represent. This will require coordination across a number of NISC where different industrial sectors are represented in the same company. Conference resolves to ensure that:

- industrial mapping of all unite sectors containing all relevant information is compiled
- collective bargaining agreements are submitted and compiled centrally for analysis
- and that an annual audit of collective agreements is carried out

UNITE should strive to compile a comprehensive analysis of lay member-led bargaining strategies across all companies in which we have members to achieve framework agreements that provide:

- The best minimum standards of pay and conditions for all workers
- Trade Union facilities agreements at all locations
- Full coverage of agency and temporary workers on terms no less than for full time workers
- Comprehensive agreements covering redundancy; maternity, paternity and adoption leave; medical severance; occupational pension schemes etc.

Assistance should be given as appropriate to those UNITE branches that are not delivering on the collective bargaining objectives agreed by their NISC e.g. confidence building and education for the UNITE reps; branch development and organisation work by either the Organising Dept or through 100% Unite.

NISCs should be tasked with monitoring progress on the agreed collective bargaining objectives for their sector and seek to raise up the standards of the weakest through using the bargaining power of the strongest. To this end NISC reports to the Executive Council should contain a dedicated section to this objective on an annual basis.

*Insert new final para after “at every level of the union”:*

Conference recognises this is a long-term strategy to drive up standards for working people. But significant short-term progress is expected. Therefore conference mandates that a full session of the next policy conference be dedicated to both a detailed report back and the ongoing development of a fighting back industrial strategy. By showing that UNITE the Union’s fightingback union strategy works for our members, many more working people will wish to join us. Together we can build real working class strength to ensure workers receive the best possible share of the nation’s wealth and respect and justice in the workplace.

**PASSENGER NISC**

## **162 ADDRESSING THE NEGATIVE RIGHT WING MEDIA IMAGE OF UNITE**

This Conference should commit Unite the Union to run a publicity campaign in the media in conjunction with the 'Ten good reasons to join Unite' poster campaign.

The union has now come under attack from 'ambulance chasing solicitors' who are after industrial accident claims and their attempts to provide bogus union officials to represent non-union members at disciplinary and grievance hearings.

The non-union members of the public in general need to know that the union can represent them on these matters and others if they join the union.

We need to convince the public that the unions do not have a policy of causing industrial action, which is how the press portrays us. The public's perception of the union movement will not change unless we preach the word.

### **SERVICING AND GENERAL INDUSTRIES RISC – EAST MIDLAND**

## **163 OUTSIDE AGENCIES**

Unite the Union often works with a diverse range of partners from outside agencies such as firms of Solicitors as our legal partners.

Conference seeks to ensure that whenever Unite the Union enters into a formal arrangement with an outside agency or, conversely, decides to end a formal arrangement with an outside agency that decision will not be the sole responsibility of the General Secretary or Regional Secretary but only after consultation and approval of the Executive Council or Regional Committee as appropriate.

We are, after all, a lay member democracy and it is only right that the lay constitutional committees have the final approval and no employee of the Union, whatever their status should be able to take that decision unilaterally.

### **EAST MIDLANDS REGIONAL COMMITTEE**

## **164 UPDATING OF CONTACT DETAILS**

“This Conference calls on the Executive Council that all branches under the new Unite Structure must be informed of changes within the union, at the earliest possibly date following a known decision. Even where the date of implementation has not occurred, and that such notification of changes to the reporting structure, following restructuring and reorganisation of branches; retirements, long-term sickness, changes of placements, branch allocations and/or re-allocations, redeployment of union officials within Unite, or any other changes that may impact on the reporting of issues, or facilitating the ability of paying members, to report to the relevant Unite Officials at Regional District Offices.

We further call upon the Executive Council as part of this motion that names and contact details are issued to enable the relevant Regional Industrial Sector Committees and Branch Secretaries to ensure suitable dissemination of information to unite members who may require it”.

### **SERVICING AND GENERAL INDUSTRIES RISC – LONDON & EASTERN**

## **165 OWNERSHIP OF MOTIONS**

This conference calls upon the EC to develop a robust process, to track a motion which is agreed as Unite policy at either Regional, Executive Council or Policy/Sector Conferences.

From the point of acceptance into Unite policy a designated Full Time Officer or member of Staff should be appointed as motion holder. The motion holder should, progress the aims of the motion and provide regular feedback to the EC, relevant NISC and Regional Committees, on the progress.

### **CHEMICALS, PHARMACEUTICALS, TEXTILES & PROCESS RISC – NEY&H**

## **166 MEMBERSHIP OVERHAUL**

This Conference calls on the Executive Council to demand a complete overhaul of the Membership system. Retaining members is difficult enough without members being allocated at random to Sectors that bear no relation to their workplace or profession. It is not acceptable that just because you work in a specific industry you are automatically put into the sector of that industry. We must maintain our identity no matter what Sector we are in and we must not be swallowed up by the large Industrial Sectors or we will end up losing more members.

### **VBA RISC – SCOTLAND**

## **167 EDUCATION**

Conference recognises the fundamental importance of education for all its' activists, representatives and members. In today's society many of our members' political views and opinions are influenced and shaped by a media and a press, which is predominantly right-wing, biased and has its own political agenda.

Educational courses provide the best opportunity for UNITE to counteract this rhetoric and to educate and politicise our members with an alternative political perspective. This alternative perspective can fire the enthusiasm of our members as reps and activists in the workplace and wider society.

In order to ensure that UNITE maximises this opportunity it is imperative that a consistent message is delivered in all its courses, and for this a more coherent set of materials needs to be developed. Conference recognises the requirement to ensure that training materials should continue to reflect core areas such as Shop Stewards training, Equalities, Pensions, Health & Safety, etc., but Conference also believes that courses should also include a more dynamic and strategic element which focuses on politics, ideologies, economics and the core policies and objectives of UNITE.

Conference also notes with concern the increased use of outside organisations and tutors to deliver education to its members. While these organisations and tutors may be appropriate training providers in certain circumstances, it is imperative that we also have a dedicated in-house team of tutors who have a greater understanding and knowledge of the fundamental principles and policy areas of the union.

While conference recognises the financial implications of the use of in-house tutors, conference also believes there is a fundamental need to develop a more dynamic, vibrant and effective educational strategy that can revitalise the political outlook of our membership.

Therefore conference calls for UNITE Executive to:

- Re-evaluate its current education programmes and ensure that these programmes are streamlined and updated to reflect the main aims and objectives of the union;
- Develop generic materials for all courses to ensure a consistent and coherent message is delivered to all UNITE representatives;
- Re-evaluate its use of tutors and ensure that a healthy balance is developed between the use of 'in-house' and external tutors;
- Ensure that all 'in-house' and external tutors are evaluated on a regular basis to ensure that they are sufficiently competent and capable.

#### **LOCAL AUTHORITIES RISC – SOUTH EAST**

### **168 MEMBER EDUCATION**

Conference recognises that a vibrant and democratically active union depends upon a politically aware and conscious lay membership. That the union involvement in the wider movement is enhanced by lay members that can articulate clearly and forcibly the union's policies.

Conference recognises that a vibrant and democratically active union depends upon a politically aware and conscious lay membership. That the union involvement in the wider movement is enhanced by lay members that can articulate clearly and forcibly the union's policies. Furthermore conference recognises that such a politically aware lay membership provides the future full time official force

Conference therefore calls on the Executive to support and encourage four weekend schools a year in all regions that have the sole purpose of raising social and political awareness.

#### **NW 764 BRANCH**

### **169 EDUCATION**

Conference recognises the fundamental importance of education for all its' activists, representatives and members. In today's society many of our members' political views and opinions are influenced and shaped by a media and a press, which is predominantly right-wing, biased and has its own political agenda.

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- Ensure that all 'in-house' and external tutors are evaluated on a regular basis to ensure that they are sufficiently competent and capable.

#### **WALES/CHESAPEAKE WREXHAM**

### **170 AFFINITY PARTNERSHIPS**

This conference agrees that the provision of membership benefits and Unite affinity services should be sourced through companies and employers that recognise for the purposes of collective bargaining, a TUC affiliated Trade Union.

Through the provision of affinity benefits, Unite members should be supporting and supported by trade union members in other employers and sectors safeguarding trade union jobs.

The Union's Executive Council is instructed to formulate a policy that:

1. Requires existing providers have a current recognition and procedural agreement with a TUC affiliated Trade Union.
2. Ensures that any existing providers that do not have a Trade Union recognition and procedural agreement with a TUC affiliated Trade Union are approached with a view to developing a recognition and procedural agreement. Failure of the provider to agree within a reasonable timescale would result in notice being provided to end the affinity partnership.
3. Ensures that all new and prospective providers have a current recognition and procedural agreement with a TUC affiliated Trade Union.

The policy should be formulated by the end of 2012 and implemented in 2013 whilst recognising that some affinity relationships will be subject to an existing contract.

#### **FINANCE & LEGAL RISC – SOUTH WEST**

## **171 GOLD BADGE AWARD**

This conference believes that the current criteria for the awarding of merit badges to members, particularly the Gold Badge is in need of adjustment. Currently a member must show particular merit in service on behalf of the union in both Representative and Political areas. We believe that if a member has shown long and distinguished service on behalf of members in either category they should be considered accordingly and not barred from consideration. Furthermore this conference believes that constitutional committees should be able to recommend not only the recipient but the level of merit award.

### **PASSENGER RISC – SOUTH WEST**

## **172 DEDICATED LOCAL GOVERNMENT OFFICERS**

That given the specialist nature of Local Government Employers, i.e. the finances, democratic/cabinet structures, legislation surrounding the operation of Local Government etc, it is unrealistic that all servicing Officers of Local Government will have the depth of knowledge required due to their cross sector composite responsibilities, and therefore, similar to Unison and the GMB, Unite should provide, in Regions were the Local Government RISC request it, a dedicated Officers servicing Local Authorities to ensure a 'joined up' regional approach to employment issues, organisational and recruitment issues and various community campaigns across all Local Councils in the Region. This should be organised in the Region from the existing Officer core to ensure it remains cost neutral.

### **West Midlands Local Authorities RISC**

## **173 STANDING ORDERS COMMITTEE ADVICE ON MOTIONS EFFECTS.**

This Conference calls on the Unite Executive Council to ensure that at future Rules Conferences the Standing Orders Committee (SOC) will give consideration to the consequential effects of rule change motions and provide advice to Delegates on which motions will fall as a result of earlier motions being carried or defeated. Advice of this nature should also be supplied in relation to motions and amendments submitted to policy conference.

### **MOTOR COMPONENTS RISC - WEST MIDLANDS**

## **174 ADMINISTRATION**

This Conference should ensure going forward that all Motions or Remits, proposed by lay members through the structures of Unite, may not be composited or composited out without full and proper consultation with lay members responsible for the Motion or Remit, no matter what body or organisation they are intended for.

### **RTC LOGISTICS & RETAIL DISTRIBUTION RISC – NORTH WEST**



## **175 ACCOUNTABILITY OF FULL TIME OFFICERS**

This Conference recognise the dedication of the many Full Time Officers who spend considerable time and effort to represent members of Unite in their time of need and do so to the to the best of their ability.

This Conference is also concerned that there are some Full Time Officers who are not giving members the service that members rightfully expect from their Trade Union, UNITE, and this has a damaging impact on the retention and recruitment of members.

This Conference proposes that to improve the effectiveness of Full Time Officers that a Policy of assessment is adopted throughout Unite. This Committee proposes that a pro forma that would identify an Officers effectiveness, punctuality in dealing with an issue, etc. should be left with a member/branch or stewards committee when an Officer has represented/supported a member or members.

This would provide constructive feedback to Officers and assist them in representing members more effectively.

This Conference also believes that there would be much positive feedback, with Officers getting the “written” thanks that they deserve.

This Conference expects that these Assessment forms would not just be viewed by the Regional Secretary but also by the Regional Committee where requested.

## **LANCASHIRE AREA ACTIVISTS COMMITTEE**

### **176 SERVICING OF MEMBERS**

This conference believes that according to the union rule book there is nothing in place that furthers the servicing of members in cases of long term sickness of union staff. (i was aware of the government, making cuts but not my union).

This causes problems within the various union equalities committees and our experience this committee in particular by not having a full time officer, or officers in place to provide the services, support and advice we require, when it's needed by the members & equality reps. This causes a negative image and breakdown within the union's equalities committees.

We are asking unite to put in a panel to manage these circumstances when the union has been made aware of long-term sickness or absence. Just replacing an officer for say one day meeting is not good enough and better more in depth planning is essential if we're to provide the kind of continuous service our members and activists needs.

Please, please support this motion.

## **DISABLED MEMBERS' COMMITTEE – NORTH WEST**

## AMENDMENT TO MOTION 176

This conference believes that according to the union rule book there is nothing in place that furthers the servicing of members in cases of long term sickness of union staff. (i was aware of the government, making cuts but not my union).

This causes problems within the various union equalities committees and our experience this committee in particular by not having a full time officer, or officers in place to provide the services, support and advice we require, when it's needed by the members & equality reps. This causes a negative image and breakdown within the union's equalities committees.

~~We are asking~~ This conference calls upon unite to put into place national and regional panels to appoint stand down officers to manage these circumstances when the union has been made aware of long-term sickness or absence. Just replacing an officer for say one day meeting is not good enough and better more in depth planning is essential if we're to provide the kind of continuous service our members and activists needs.

Conference instructs the Executive Council to implement this as soon as possible an no later than October 1<sup>st</sup> 2012

Please, please support this motion.  
Disabled Members' Committee – North West

(Delete) everything in blue  
(Insert) everything in red

**Chesapeake Leicester Branch**

## 177 UNITE CONFERENCE PREPARATION TRAINING

This Conference believes that attending Conferences builds capacity in our Lay Representatives, involving them in the Legislative and Constitutional debates that make Unite function.

New Representatives are given the opportunity to attend and experience these Conferences, however sometimes they are left feeling like passengers unable to influence because they have not had the training that would help them to:-

- Write Effective Motions.
- Move or Second Motions.
- Speak on Motions.
- Understand Standing Orders.
- Interpret Citrine.

Conference asks the Executive Council and the Education Department to develop a training package for Conference Attendance and Participation before the end of 2012.

**ROLLS ROYCE NUCLEAR POWER BRANCH**

## **178 FUTURE MERGERS**

Conference recognises that the history of UNITE is one of a series of mergers that culminated in the merger of Amicus and the T&G in May 2007 to create this great organisation. Despite the initial integration difficulties UNITE has emerged a strong, united and progressive union that is at the forefront of the UK and Irish labour movements.

Future mergers or transfers of engagements, along with the organising campaign, constitute our unions' 'Strategy for Growth' that is aimed at creating a UNITE with the necessary size, resources, and power to effectively represent and fight for our members interests.

While future mergers or transfers of engagement may be essential and must never be ruled out, with the current difficult financial situation UNITE faces, it is essential that future mergers or transfers of engagements do not further jeopardise the union's financial stability.

Conference therefore calls on the UNITE Executive to;

- Ensure any future mergers or transfers of engagement do not damage the financial stability of UNITE;
- Establish a sub-committee of the Executive Council charged only with examining and reporting back on the financial liabilities of any future mergers or transfers of engagements, should such possibilities arise;
- Ensure that the report to the full Executive should give particular, though not exclusive, attention to the pension's liabilities of any potential merger or transfer of engagements partner;
- Ensure that any future merger or transfer of engagements does not include a period of Joint General Secretaries;
- Ensure that in any future merger or transfer of engagements the incoming partner conform to the newly established UNITE pay structure

**EM/ROLLS ROYCE DERBY NO 2 BRANCH**

## **179 ETHICAL SUPPLIERS**

This conference calls for Unite the Union to ethically source "Promotional Identity Products" that take into consideration human and environmental issues. To use workplaces that meet international conventions on worker's rights verified by free trade unions and to only deal with similarly responsible suppliers.

These products are used to advertise ourselves and hopefully leave a lasting impression on those who see or use them. It is how others will recognise and remember us so it is important that they view us as not only opposing but refusing to use unsustainable or sweatshop garments and merchandise.

We also call upon Unite the Union to recognise and source all its supplies from organised workplaces.

We further call for transparency and accountability to our members as to the source of all products used in the promotion of or use within Unite the Union. That a list of all suppliers engaged by Unite the Union to be kept and made available to its members on request.

**AMENDMENT TO MOTION 179:**

Add at the end of Paragraph 3

Unite should carry out disability access audits as an intrinsic part of its procurement policy. Conference calls on the EC to consult with the National Disabled Members Committee in developing disability access audits in relation to procurement policy.

Remploy, a union organised company, employ mostly a disabled workforce is one such company. Unite should source a number of goods and services such as furniture and printing from Remploy factories, and other local authority supported work schemes and union organised disabled led social enterprises.

**NATIONAL DISABLED MEMBERS COMMITTEE**

**180 TRADES COUNCILS**

This Conference believes that Unite should play a leading role in ensuring that the whole of Britain and Ireland is represented by active Trades Councils.

To this end all Unite branches should affiliate to appropriate Trades Councils.

In areas where there are no Trades Councils, Unite should take the initiative in setting them up.

**LE/CLERKENWELL & ST PANCRAS BRANCH**

**AMENDMENT TO MOTION 180:**

3rd line after full stop add: In areas where no Trades Union Council exists, branches should affiliate to the nearest one.

4th line inserts "such" between "In" & "areas" to read "In such areas"

**180 Trades Councils - amended**

This Conference believes that Unite should play a leading role in ensuring that the whole of Britain and Ireland is represented by active Trades Councils.

To this end all Unite branches should affiliate to appropriate Trades Councils. In areas where no Trades Union Council exists, branches should affiliate to the nearest one.

In such areas where there are no Trades Councils, Unite should take the initiative in setting them up.

**COVENTRY CITY TOM MANN 9120 BRANCH**

**181 IMPROVED USE OF IT**

This Conference notes that our current use of IT requires significant improvements to enable efficient and effective communication with members and potential members.

This Conference calls upon the Executive Council to work with the IT and Communications departments to implement the following changes:

- Improve the external website significantly, keep it regularly updated, remove out of date materials and update the materials and advice available to representatives. Improve the search engine on the site, in order for it to search for relevant, up to date information. Carry out maintenance regularly on the 'My Unite' area so that it is accessible more often than it is down. Within this area, allow representatives to register the positions they hold, this will further improve communications within the union as a whole.
- More frequent and relevant use of Twitter. Use at the moment is sporadic and generally tends to consist of links to press releases; better use could be made of this social network. When @unitetheunion is tweeted with questions, responses could be tweeted, important tweets from others should be retweeted to followers, details of when NISC and RISC meetings being held could also be tweeted to raise awareness of the lay structures of the union and encourage participation.
- Introduce the use of smart phone apps. An app could be developed to let members know what is happening in their region and/or their sector, update users on the most recent news from Unite, policies could be uploaded and also the rule book. Further functions could be added and updated at later dates.
- Representatives should have access to Unite email addresses in order to communicate with members. This would ensure confidentiality when communicating with members as employers have access to emails sent from their network and, in some cases, emails sent to members may be subject to Freedom of Information requests. Use of hotmail and yahoo etc are not considered to be secure enough to send confidential emails to members. Email messages should be sent from a Unite email address and be marked 'Personal'.

**NEY&H/Big Lottery Branch**

#### **AMENDMENT TO MOTION 181:**

After the fourth bullet point, in the main body of the motion – following the last word in the sentence "Personal" insert;

The NW Disabled Members Committee commends the Big Lottery branch for their foresight and insightfulness in drawing conference attention to the possible benefits to members.

Improving the lives of disabled through IT and new technologies is only possible if the disabled members have access to the appropriate form of communication

#### **COMMUNICATION**

- Employers and service providers have a duty not to discriminate. Therefore, communication (whether printed, in house intranet, web sites or electronic form) must anticipate disabled peoples' needs and be made available by alternative means. Alternative formats include different size font, audio, British Sign Language, Easy Read, plain English, text-only versions, unformatted, phone or text phone, face-to-face.

- Local authorities have a positive duty to involve disabled people. They can only do so if communication is accessible.

One of the long-term forms of digital exclusion is access to the employers' in-house intranet and in house E-mail address.

Access to broadcast UNITE E-mails would assist with recruitment of non-members. UNITE should consider the call for all public buildings to be WI-FI enabled.

UNITE the union should support members who wish to partner with bona-fide trade union unionists who wish to make presentation and open discussion on the merits of IT, surveillance at work and the emerging new technologies. There are conferences such as the Association for Learning Technologies and national and city regions sciences fairs at which UNITE could participate with the support of the unions region, internal committees and branches. These public discussions of IT culture would be especially helpful for disabled workers. It is clear that IT improvements that benefit disabled workers may provide a boon to the wider community.

#### NORTH WEST DISABLED MEMBERS COMMITTEE

### 182 SOCIAL NETWORKING SITES

To improve communication between members using twitter and facebook type sites, through the Unite website, will give members chance to communicate with each other. It should have access to offices and officers to avoid the queuing when phoning when contact the offices/officers.

This is what young people do. Could "I have a grievance" on google be put through to the Union website, therefore attracting new members. The costs would be minimal especially if advertising were found for this website.

#### SE-1274 BRANCH

### 183 LAY DEMOCRACY

This conference recognises that a modern Trade Union needs to be properly serviced by skilled and specialist administrators as well as committed and strongly motivated Full time officer force.

However it is also important that the democratic structures are robust and accessible to the lay membership. So that staff and officers at all levels operate with a clear understanding and acceptance that the union and its policies are determined by and are the exclusive property of the lay membership.

As a result of a series of mergers over the years and the consequential embedding of many different interests and structures, conference believes it is time to review our democratic practises to ensure the principles of lay democracy are improved. Conference believes the following principles should be constructively but critically examined.

1. Branches should remain the bedrock of union democracy, embedded in the community and linked to community interests, as well as that of the union. Where workplace branches are appropriate, the same principle of engaging with the community should be encouraged.

2. A clear and unambiguous line of accountability for all Full Time Officers. Lay member committees should be efficiently serviced by named officials.
3. Regional Secretaries should have clear and defined duties servicing the Regional Committee and also providing support for all committees on the regional committee, either directly or through a nominated deputy.
4. Conference believes the practise of bigger multi- officiated offices has proven over the years, not to have served the best interest of the members. Members constantly complain that officials are remote and not assessable. Officers operate more effectively when integrated into local communities; when connected with local social and political structures. Conference calls on the Executive to re-examine the policy of multi-manning and consider the re-establishment of local offices, placing our union firmly back into the community.
5. Conference instructs the Executive to fight vigorously to protect lay member rights from Tory intervention.

#### **NW/BAMBER BRIDGE AND LEYLAND BRANCH**

#### **AMENDMENT TO MOTION 183**

It has become apparent that Area Activists Meetings are not being convened to rule. To ensure a continuing commitment to lay democracy Regional Secretaries will ensure that the RULE 8.5 will be acted on and that up to four Area Activists Meetings shall be convened at a time and place that will allow working area activists to attend, thereby encouraging the diverse representation these important meetings make possible between sectors, branches and full time officers.

#### **LOWESTOFT BRANCH 1877**

#### **184 MEMBERSHIP**

This conference needs to reiterate/support issues surrounding membership problems. Branches need to be kept more up to date by the membership department and informed regularly on any changes to their lists.

This is urgently needed so that Branches can make more of a proactive effort to retain members. This would also be beneficial when doing recruitment campaigns and when voting is required. This would in effect benefit the union as a whole and keep member numbers.

#### **AEGON UKS NW24 BRANCH**

#### **185 CONFERENCE ADMINISTRATION**

This Conference notes that the EC issues guidance on dates for receipt of motions and amendments. Sometimes these are received late by the Lay Committees who do not then have adequate time to submit responses. This conference calls on the EC to issue a rolling 6 year timetable that lays out administration dates for all Unite Conferences as a matter of urgency and no later than 1<sup>st</sup> October 2012.

#### **CHESAPEAKE HEALTHCARE PACKAGING**