



UNITE 3RD POLICY CONFERENCE
30TH JUNE – 4TH JULY 2014

Preliminary Agenda

**Arena and Convention Centre (ACC) Liverpool, Kings Dock,
Liverpool Waterfront, L3 4FP**

Amendments to motions on the conference agenda must be forwarded to reach the Conference Office, by e-mail to conference@unitetheunion.org and (for verification purposes) on the form provided **not later than Friday 23rd May 2014**. Further details including guidance on writing an amendment are contained in the accompanying letter. The form for verification purposes can be found at the back of this book – please copy, scan or tear it out of the book.

**AMENDMENTS RECEIVED AFTER THE CLOSING DATE
WILL NOT BE ACCEPTED**

This is the Preliminary Agenda.
Motion numbers may change in the Final Agenda.

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UNITE 3rd POLICY CONFERENCE 2014

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B ECONOMY

B1 Apprentices and Upskilling

This conference believes that the UK government must focus on the continuing need for highly skilled apprentices and apprenticeship schemes across the manufacturing sector. At a time when there is an ageing workforce, continuing skills shortages and substantial investment into manufacturing the need for new highly skilled people in the industry cannot be underestimated.

Apprenticeships form a vital part of the solution to the UK's employment and skills challenges for the future. They provide practical and business orientated training that offers apprentices the skills required to become a success in their chosen industry. They also provide the UK economy with a key requirement to improve productivity – a highly skilled workforce.

However, there are still young people who are unable to access good quality apprentice training programmes for a number of reasons, one of which is that some employers still do not – or will not – offer apprenticeships.

Conference, there is clearly a roll for unite members to encourage their companies to recruit apprentices.

Conference also believes that the ultimate aspiration for the manufacturing sector is when each workplace can offer apprentices a full time job commensurate with their training and qualifications.

Conference therefore calls on the Executive Council to ensure that a sufficiently resourced strategy is in place to:

1. Lobby government to ensure there are enough high quality sustainable apprentice places in the sector.
2. Work with employers in the sector to ensure as many as possible offer apprenticeships
3. Facilitate model agreements for apprentices and work towards having in a negotiated agreement in every workplace in the sector.

Automotive NISC

B2 Return to Proper Apprenticeships

We believe that this needs to be both Government and employer backed with the Government providing financial support and the employer providing the training in conjunction with outside bodies that not just train the apprentice to a particular companies needs but with transferrable skills that will stand them in good stead for the world of work.

This will not only help get some of the one million under 25s into employment with a bright future but would help to bridge the skills gap that currently exists within manufacturing.

With apprenticeships part funded by Government it would make it not only affordable to employers but attractive to young people as an alternative to the higher education route. We urge Unite to lobby Government to adopt this initiative.

Ireland/General Engineering, Manufacturing & Servicing (NI) RISC

B3 Youth Training

Conference seeks and requests the EC to demand that action take place over the issue of there being statutory requirements that all employers in all industries have a moral duty to train through the City & Guilds and other apprentice scheme as, to date, not many employers have deemed fit to train young and new workers to be able to take on the jobs of the future industry's growth, especially due to the high unemployment of our youth in this country.

South East/6241 Weybridge Branch

B4 Public Ownership

This Conference pledges itself to conducting a massive campaign to bring (gas, electricity, and water) back into public ownership. Conference believes that such a policy would command the support of the population of the UK.

Building, Construction & Allied Trades NISC

B5 Nationally Owned Utilities

This conference pledges itself to conducting a massive campaign to bring utilities, (gas, electricity and water) back into public ownership. Conference believes that such a policy would command the support of the majority of the population of the UK.

East Midlands/Nottinghamshire AAC

B6 Re-Nationalisation of Energy and Utility Companies

This Conference calls on the unions Executive Council to work with the next Labour Government to try and ensure that Britain's energy and utilities industry should be returned to public ownership; considers that the privatised energy companies, now over 50 per cent foreign-owned, have not served the national interest or consumers well, such that the country now faces a potential energy crisis with a looming energy gap; further believes that the major energy companies have exercised a powerful and malign influence over Government energy policy focusing on large-scale energy production and energy sales to maximise profits rather than investment in energy conservation and renewables; notes the high and rising prices of energy, with increasing fuel poverty for millions of consumers; and is convinced that a publicly-owned and publicly accountable national energy corporation incorporating the grid as an integral component would be best placed to plan for and serve Britain's vital long-term energy needs both in national economic and social terms, with cross-subsidies where necessary and appropriate and any financial surpluses returned to the public purse and providing secure and well paid employment for all energy sector workers.

West Midlands/Energy & Utilities RISC

B7 Public Ownership of Utilities

This Conference notes with alarm the rising cost of household utility bills (gas, electricity and water and sewage) and the effect this is having on ordinary working class families. We therefore call on this conference to make it union policy to demand that the Labour Party pledge in its next General Election manifesto to take the afore mentioned utilities into public ownership, in return for this union's generous financial support at the next General Election.

The Labour Government in 1945 took these utilities into public ownership because they believed these utilities are key players in the cost of living in working class households. After twenty years in private ownership we have been returned to a situation where the ordinary working class family can't afford to heat their homes and with the introduction of water meters will not be able to afford even that most basic of human needs - water.

South East/6144 Surrey & Sussex Rural & Agricultural Branch

B8 Re-nationalisation

The conference calls on the next Labour Government to re-nationalise all major energy companies plus railways and the rest of the transport sector, which was privatised by successive Tory Government.

South West/8168 WSP Textiles Branch

B9 Neo-liberalism and Privatisation

Unite stands opposed to the neoliberal drive by Governments both here in the UK and across Europe, including the European Union itself, to privatise our publicly owned assets, whether they be public services such as education and health; transport; energy; utilities; government departments; local authority services or nationalised industries. Whilst it is clear George Osborne is using privatisation as a deliberate means to shrink the size of the state for ideological reasons, Unite stands full square behind the defence of publicly owned public services run for public need and not private greed.

Public ownership and control plays a vital role in our economy by ensuring that important social enterprises are run for public need rather than private profit. Publicly owned industries and services are accountable to the community rather than to the interests of private shareholders and can be directed to deliver important social objectives in a way that cannot easily be achieved when in private ownership and control. This includes not only the quality of the goods or services provided by that public entity, but also equal opportunities for employment, decent jobs, apprentices, environmental impact and health and safety etc.

Having a healthy public sector and a genuinely mixed economy brings other important benefits e.g. as a bulwark against the instability of global markets which can cause huge crises in private sector businesses at times within the global economic cycle.

After more than 30 years of experience of privatisation in Britain, it can now evidently be shown that privatisation has not "worked" in terms of delivering better services at lower cost to the taxpayer.

For example:

- Buses - privatisation and deregulation has delivered high fares, cuts in services, severe attacks on working conditions and a massive transfer of patronage from the bus to the private car. The taxpayer still provides over one third of bus operators' total income yet billions of pounds are siphoned off to line shareholders pockets.
- Rail - such was the scale of irresponsible underinvestment and cuts in maintenance under privately owned Railtrack that the rail infrastructure had to be taken back into public control under Network Rail, renationalisation by any other name. Overcrowding, the highest fares in Europe (if not the world) and ongoing reliability problems, not to mention the failure to electrify any significant rail corridor in 20 years of private ownership are all made even worse by the fact that the public cost of running a private railway has proved to be four times as high as it was under public ownership
- Water - there has been a history of chronic failure to invest in infrastructure to combat scandalous levels of water leakage and replace our sewage infrastructure, combined with huge increase in prices to the consumer and windfall profits for the private owners.
- Energy - scandalous rigging of the energy "market" has delivered crippling price hikes to domestic users pushing millions into fuel poverty. The abandonment of any strategic energy planning and the reliance on "the market to provide" has led to the irresponsible "dash for gas", depleting our resources of this premium fuel on base electricity generation. Important but expensive investment in clean coal technology and renewable energy production has lagged behind nearly every other European nation (for example Denmark which plans to be carbon neutral by 2020).
- National Health Service - the scandalous decision to dismantle our NHS and tender out its constituent parts to the private sector has already seen less than 20% of contracts kept in house. We know this will come at a huge cost to the taxpayer because Tony Blair's ill-fated "reforms" to the NHS were a financial disaster e.g. hip replacements outsourced to the private sector cost up to 700% more than keeping it in house and the contracting out of hospital cleaning brought us deaths and disease on such a scale it had to be reversed. NHS terms and conditions of our membership are also put at severe risk. The NHS cannot survive as a universal free service if it is fragmented into competing units run for profit.
- Education - the ideological obsession to introduce private capital into our education has seen academy schools set up at huge public expense only to be run outside of the control of the local education authority, mostly by dubious investors with often questionable religious, ethical or political objectives for our children. The fact that a disproportionate number of them have turned out to be failing schools and put into "special measures" serves only to prove the irresponsible folly of this policy.
- Care Homes - privately run care homes for our elderly citizens have been a national scandal with constant stories of criminal neglect and abuse and some of the most appalling working conditions in the country (minimum wages, zero hours contracts, no sick pay or pensions, agency labour, bullying management etc). Many are run by hugely profitable corporations who scoop up local authority contracts.

- Prisons and the Probation Service - privatisation of our prisons and the planned privatisation of our probation services entrusts the huge public responsibility of looking after dangerous and/or highly vulnerable individuals to private companies for profit, something which should be regarded as morally repugnant and plain wrong. Several private prisons and private security firms entrusted with the delivery of prisoners have shocking records of violent abuse and/or neglect. Recently SERCO and G4S were caught red-handed overcharging the taxpayer for prisoners they had not tagged/transported on a systematic basis.
- Royal Mail - the hugely unpopular decision to privatise Royal Mail delivered barely £3B to the Exchequer yet lost us £400M annual revenue to the public purse. It was sold off at half its true value and will put at risk the principle of the universal delivery – a single low price to deliver a letter to anywhere in the country no matter how remote. The benefit of massive public investment has now been handed over to the new private owners for a song and service quality is widely expected to deteriorate.

Unite the union will publicly oppose the privatisation of public services and other public assets and campaign to extend public ownership and control over important areas of the economy for the greater benefit of working people.

East Midlands /NG58 Nottinghamshire Central Branch

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London & Eastern/9708 North West London #2 Branch

B11 Public Ownership

This Policy Conference is committed to public ownership and calls on the Labour Party to pledge in its Election Manifesto to take back into public ownership rail and bus transport, the energy utilities and the Royal Mail.

Conference calls on the Executive to campaign for this policy in all structures of the Labour Party right up to this year's Party Conference. Such a policy can be a vote winner as austerity bites while the privateers rake in millions.

Conference believes that extending public ownership throughout the rail and bus industry can create the conditions to begin to develop an integrated, accountable transport system. Conference strongly opposes any attempts to privatise public transport further, in particular, the London underground.

Conference totally rejects the argument that no government can afford to take these industries back into public ownership. Any government could, as did Labour governments in the past, issue government stocks to corporate and individual shareholders based on the sale price at the time of privatisation. Furthermore, in this way the long-term viability of pension funds could be sustained as stable financial return for the funds could be ensured.

Conference further believes that should an incoming Labour government make financial subsidies to companies, as during the bank bail out, these should be immediately exchanged for shares.

London & Eastern/7059 London Underground Branch

B12 Railway Industry

Conference calls on Unite the Union to campaign for the Labour Party to include in its manifesto for the 2015 General Election commitments to:

- bring the railway industry back into public ownership
- reverse the funding cut to the Department for Transport and Transport for London.

London & Eastern/0694 Clerkenwell & St Pancras Branch

B13 Utilities to be brought back into public ownership

This conference demands that all utilities within 2 years including; energy, gas, electric and all the associated distribution and generating network, water including everything needed for the supply network cleaning and storage, the railway transport network, the postal system, are brought back into full public ownership with full state control. Any board to be made of at least 50% of its employees elected by the employees and the board and senior management can receive no more than 6 times the pay of the lowest paid employee. Any bonus to be shared equally between all of its employees and to be no more than 5% of the income with all remaining profit to be re-invested in that industry. For a good quality service and the wellbeing of the people to be its top priority.

That all buses to be brought back under local authority control with adequate funds to be run as a service for its people.

At present most utilities are owned by overseas companies or people and any profit they make goes to their home country with only a limited amount being re-invested into improving the infrastructure or improving the service provided to the local population.

That no political party can be in a majority position on any board or senior management structure.

London & Eastern/2218 South Cambridgeshire Rural & Food Workers Branch

B14 Make Rail and Buses Public Again

Conference calls for the immediate lobbying of the Government for the need of trains and buses to be brought back into the public domain.

As the name suggests Public transport, should be a not for profit, inexpensive service, facilitating access to work, education, care, commerce and leisure.

Rural areas such as Dorset have a very restrictive services, and we feel that providing a more comprehensive service over the 24 hour period will bring more jobs, easier movement in the area, decrease co2 emissions and congestion in rural areas at peak times.

We need more services not cuts, jobs are at stake, we call on the executive council to take this motion forward and would want to see a change by spring 2015.

South West/049101 Tolpuddle Branch

B15 Transatlantic Trade and Investment Partnership

1. The Transatlantic Trade and Investment Partnership (TTIP) between the EU and US is currently under negotiation. The objective of the agreement is to liberalise trade and remove trade tariffs between these trade blocks. However, deregulation is also an objective of the multinational companies who are to benefit from TTIP.
2. TTIP currently advocates an Investors State Dispute Settlement (ISDS) procedure which enables companies to bring claims against domestic parliaments for the loss of opportunity to trade, for example, should a future government determine to renationalise a public industry, challenge could be brought for financial loss and future financial loss. This would deter domestic governments from pursuing a renationalisation agenda on financial grounds.
3. Domestic parliament control over public services, including the future renationalisation of the NHS and social services, postal service, transport, utility or energy services, would be seriously diminished and privatisation could become irreversible. Unite's objectives to achieve renationalisation in key sectors of economy will not be possible without clear exclusion of public services from TTIP. Further Unite would argue that services, like the pharmaceutical industry, that impact on the NHS, would also need careful consideration, to enable clinical decision making over which drugs are procured, rather than be told that due to contractual arrangements that evidence-based decision making is secondary.
4. The Health and Social Care Act (2012) for England opened up the NHS to full scale privatisation. TTIP will cement these reforms, and prevent them being reversed. This will not only lead to a fully marketised NHS, but will be the final step on the journey to a full insurance-based NHS.
5. Due to the different approaches to labour rights in the US, including the non-ratification of ILO treaties on freedom of association and right to collective bargaining, there is real threat of a diminution of UK and Ireland and EU labour law, which could threaten the rights of Unite members. Our ambition is to improve employment rights in the UK and Ireland and across Europe.

6. Similarly, Health and Safety rights in the EU are built on the premise of a precautionary principle to protect us from risk, rather than the limited approach in the US, built on stringent scientific proof.
7. Social dumping, a cause for industrial concern, is a further threat that could impact on the supply of jobs in the UK and Ireland, as has already been experienced from other trade agreements.
8. Wider environmental and sustainability objectives would be put at serious risk, should the US approach to these sections of the negotiations be adopted, including an acceptance of GM foods and other such approaches to food and agricultural industries.

Conference believes:

1. The rights of workers must be put before the profit interests of multinational companies
2. TTIP could create opportunity and risk to our economy, our employment and political ambitions and our place in the global economy
3. Any increase in powers to multinational companies is detrimental to our members interests
4. Any removal of powers of domestic parliaments, will be detrimental to our democracy and political objectives
5. All public services must remain under the control of national governments.
6. TTIP could create an opportunity for improved labour and health and safety rights, particularly in the US, and could enhance social clauses in procurement if negotiated in the interests of workers.

Conference calls on the Executive Council:

1. to campaign to ensure that the NHS explicitly, and all public services, are removed from the scope of TTIP
2. to ensure that there is no reduction of employment rights, health and safety rights and other environmental and sustainable considerations
3. to assess the effect TTIP will have on Unite members across all sectors
4. to work with unions across the UK and Ireland, Europe and US to ensure that there is a levelling up of all beneficial rights for workers.
5. to run a campaign and raise the awareness and importance of the TTIP negotiations to all Unite members and actively engage them in campaigning at a UK, European and trans-atlantic level to persuade negotiators and decision makers of the importance of workers' rights, domestic control over public services, and jobs.

Health NISC

B16 Industrial Democracy & Common Ownership

Conference notes that the Scottish Government's White Paper "Scotland's Future" proposes the establishment of a National Convention on Employment & Labour Relations and suggests that moves should be made in Scotland to ensure greater employee involvement in industrial decisions, including a role for employee representatives on industry/company forums and boards.

Conference notes that the union's which merged to form Unite had a proud history of advocating workers involvement and control and believes that such moves present an opportunity to reinvigorate discussions, in Scotland and beyond, on increasing industrial democracy. Congress, however, recognises that the current proposals in Scotland could present challenges and dangers, particularly if the focus is on employee representation rather than trade union representation and employee involvement schemes are used by some employers to bypass and weaken trade union involvement in consultation and negotiation structures.

Conference believes that the position of Unite and the wider trade union movement on this issue should be based on the need for:

- An extension of trade union involvement in collective bargaining, including the promotion of recognition and sectoral bargaining
- Full access by trade union representatives to all relevant company information, including financial information
- The election of trade union representatives, elected by and accountable to workers in the workplace, to company/industry forums and boards
- The recognition that an extension of accountable forms of public and common ownership is linked to advancing industrial democracy.

Conference recognises that Unite Scotland has taken the initiative in presenting motions to the STUC Congress and the Scottish Government covering the above principles and objectives.

Conference calls upon the Executive Council to ensure that meetings and educational courses are convened, involving workplace reps in all sectors and areas of our union, to consider the further development of strategy on industrial democracy and common ownership.

Scotland/Regional Committee

B17 UK and Irish Manufacturing

This Conference remains committed to continue to lobby the Westminster Parliament, the Irish Parliament and all devolved administrations and raise continued awareness amongst our members on the continued threat to UK and Irish manufacturing jobs.

It is well proven and documented that 'financial exclusion' is nothing but a path to poverty.

Therefore, 'financial inclusion' to all, must remain paramount to the objectives of this Union, protecting manufacturing jobs and all the niche support functions, nationwide and in the various guises associated with them, are vital to achieving and sustaining this scenario and thus protecting the health and 'wellbeing' of our members and their families.

Failure to ensure this protection will force our members into deeper financial hardships and will continue to threaten the very basic concepts fabrics of society as we know it today.

Conference calls on the National Executive Council of Unite to carry this policy forward and to continue to report quarterly to the various National Committees, copied to all the Regional Committees on progress and further development of this issue.

Ireland/Food, Drink & Tobacco (NI) RISC

B18 Living Wage

This Conference calls on all members, workplace representatives, officers, committees and the Executive to lobby the government to raise the minimum wage to the level of the living wage, and to commit to seeking a pay rise to at least the living wage for all workers when submitting pay claims and entering pay negotiations.

Due to soaring gas, electric, council tax, fuel, food and travel costs our members are sinking deeper into financial hardship and should not be asked to face another winter of "Heat or Eat"

Our Union has staff working in all sectors who cannot afford their own company's financial products, members building cars they can only but dream of owning and members relying on food banks and payday lenders simply to keep up with the basics.

Our members are not taking out payday loans to pay for the latest games console, the trendiest clothes or newest mobile phone; they are using payday loans simply because there is too much month left at the end of their money.

We ask the Executive to lobby government to improve the finances of the poorest in our society and to stop the United Kingdom being host to a country of working class citizens living in third world poverty, in a first world society where the gap between rich and poor gets wider on a weekly, rather than monthly basis.

We ask that the Executive, with urgent and immediate effect, put the Living Wage on the agenda and keep it there until the minimum wage IS a living wage. This is the only fair outcome in country where the majority work in order to make the minority rich.

North West/Finance & Legal RISC

B19 Low Pay

Our members have continued to support our Union's stance on challenging offensive high pay awards and bonus to bosses in all sectors. However, while this has received support from the public and media, the low paid in our society continue to be attacked, marginalised and in some cases vilified. With this in mind, this Conference demands an immediate increase to the minimum wage to £12.00 per hour in the UK and the equivalent in the Republic of Ireland for workers aged 18 & above, and £10.00 per hour in the UK and the equivalent in the Republic of Ireland for 16-18 year olds. The EC must press for a commitment from the Labour Leadership in the UK and political partners in the Republic of Ireland for this, and campaign for support among the general public.

It is time to give the low paid something back!

West Midlands/Finance and Legal RISC

B20 Pay the Living Wage

Conference recognises the effects of the minimum wage preventing low paid workers to be lifted out of poverty and subsequently fall into the teeth of Payday Loan sharks. Contrary to popular belief the minimum wage does not lift workers out of poverty and the gap between the rich and the poor has increased.

Conference notes the shocking figure of the 76% rise in foodbanks since April 2012 in the UK. It is with regret that a first world country such as the UK has foodbanks which provided 346,992 people a minimum of three days emergency food in 2012-13.

A research report carried out by Queen Mary, University of London in October 2012 showed that paying the Living Wage has big benefits for businesses, workers and the Treasury. It also showed that the Living Wage increases the happiness of workers, companies attract new business and customers, government could save almost £1bn a year and a two person household could get up to an extra £5000 a year.

Conference believes that Unite should lobby for a Living Wage to be adopted nationally and with a further view to carrying out an urgent campaign to highlight the benefits of the Living Wage.

North East, Yorkshire & Humber/100/10 Nestle Halifax Branch

B21 Campaign for General Wage Increases

This Conference calls upon the EC to campaign immediately for all wage increases to be re-allowed with RPI on the basis of what has been lost over the years, therefore no less than RPI + 4%.

North East, Yorkshire & Humber/GEO/24 Doncaster Branch

B22 Living Wage

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North West/122 Central Lancashire Clearing Banks Branch

B23 Ending Poverty

Conference notes that the UK living wage, the Minimum Income Standard for the United Kingdom, is £14,900 a year/ £287 per week / £7.64 per hour while the current minimum wage is £6.56 per hour.

Conference also notes that maximum UK State Pensions is £5,720 a year (38% of Minimum Income Standard) and Unemployment Benefit (Job Seekers Allowance) is £3,728 a year (25% of Minimum Income Standard).

Conference also notes that people with income above the "upper limit" of £41,000 pay reduced contribution rates of National Insurance!!

Conference calls on the NEC and the Unite Parliamentary committee to campaign for:

1. The National Minimum Wage to be increased to the UK Minimum Income Standard and for UK State Pensions and Unemployment Benefit (JSA) to be increased to the UK Minimum Income Standard.
2. The National Insurance Contribution "upper limit" to be abolished.

North West/0515M Manchester and Salford Branch

B24 Continuing Detrimental Effect of the Minimum Wage

This conference calls upon Unite the Union to lobby government to reconsider the effects of the minimum wage on the British workforce.

The introduction of the minimum wage may have brought half a million workers a pay increase when it was first introduced but the unforeseen knock on effect has been that ordinary workers, and in some cases skilled workers, have been forced to take employment based on minimum wage. In the past these jobs would have been advertised at the proper rates of pay.

The position is now that some workers are left with no choice but to undertake employment that puts them at risk of falling behind on mortgages because of the systematic attacks on benefits, forcing the worker to take employment on slave wages.

We call upon Unite to lead the fight to make the living wage the replacement for the minimum wage. The living wage should be based on an average income for a family man not based on what a young worker can get by on.

South East/Aerospace & Shipbuilding RISC

B25 Implementation of Collective Bargaining

Conference welcomes the excellent work carried out by the Institute of Employment Rights (IER) exposing the dramatic decline in collective bargaining in this country. Collective bargaining now covers only 23% of all workers, the second lowest level in Europe after Lithuania.

It is a disgrace that Great Britain fails to honour its obligations under ILO Conventions 87 and 98 to promote collective bargaining. The huge and growing gap in income between rich and poor in Britain is at least in part due to the collapse in collective bargaining and the ease with which wealthy employers and rich corporations can maximise profits on the basis of shocking wage exploitation.

If collective bargaining was actively promoted as Government policy (as was once the case) then the scandal of zero hours contracts, appallingly low pay, tax credits and other welfare benefits paid to subsidise poverty pay and the exploitation of agency workers could be made a thing of the past.

This Branch welcomes Ed Miliband's conference speech committing Labour Party to uprating the Minimum Wage and extending the principle of the Living Wage, but this will only deal with very worst cases at the bottom of the labour market. We urge and encourage the Trade Union Movement to continue to campaign for Labour policy to include the active promotion of collective bargaining as the best and most effective means of regulating wages in the economy, ensuring fairness and respect at work and helping to narrow the unacceptable gap in wealth between rich and poor.

South East/6250 BMW Branch

B26 Employment in the Economy

Conference believes that following the Chancellor's Autumn Budget Statement on bogus self-employment, that it is important to have direct labour in all our work places as otherwise this reflects the instability of our National Agreements plus the effects it has on the economy through the lack of tax and national insurance contributions.

We request that the National Executive look into all these issues and come back with a plan for Unite the move forward on this issue and report back to Unite members in all industries. Workers in this country have suffered an ‘unprecedented’ fall in real-term wages over the last 4 years.

A study by the Office of National Statistics has found that real wages have fallen constantly since 2010, the longest period for 50 years. This impact is having an effect on today’s employed and unemployed due to the fact that the coalition’s mindset and political philosophy is opposed to, in real terms, moving our country forward.

South East/Construction RISC

B27 Support British Workers by buying British Goods

Conference calls on the union to lobby the government of the day to push and encourage and if necessary legislate, Multi Nationals Companies, Government & Public Departments to buy British goods to support British workers.

South West/Rural & Agricultural RISC

B28 Limited Liability

Conference notes that the law allowing limited liability companies is a licence for non-accountability that:

- explicitly allows limited companies and their shareholders to evade responsibilities for their debts to workers, suppliers and customers;
- implicitly encourages reckless behaviour by limited companies and their directors, including behaviour that puts their workers at economic risk;
- renders ineffective much of the legal protection afforded to workers, particularly on redundancy.

It notes that recent changes in the law, such as that allowing “pre-pack” administration, further encourage recklessness and evasion of debt, and responsibilities to workers, by limited companies.

It notes that a significant effect of limited liability has been the control of much of the economy by entities that are effectively answerable to no-one, because they are not personally owned nor accountable and, in particular, their shares may be held by other limited companies and organisations.

It notes that the current law requires limited companies to maximize financial returns to shareholders, preventing them pursuing more important goals such as the good of their employees or the protection of the ecological system that supports human life.

It believes that radical reform of the law allowing limited liability is needed.

It agrees to initiate a debate across the Trade Union movement on the question of limited liability, its implications for Trade Unionists, and the movement’s strategy with regard to it.

North East, Yorkshire & Humber/GEO/12 Leeds Branch

D ENVIRONMENT

D1 Campaign Against Fracking

This conference recognises that Unite's policy is to oppose fracking, but we feel that it is time for Unite to mount a campaign involving members and the community to oppose the Government's new strategy to provide financial bribes to local councils in return for the destruction of the environment and communities.

The fracking process is mainly going to be carried out in the North West and North East regions, not the prosperous South. One of the ironies is that a French company Total Oil is moving into the fracking industry in Britain, however, France has a total ban on fracking.

The purpose of this motion is to turn an excellent policy into an action plan to prevent fracking destroying the North of our country's environment and communities.

North West/Merseyside AAC

D2 Shale Gas Extraction

Conference is concerned about developments at the Cuadrilla drilling site at Balcombe in West Sussex, last year, and recognises the strength of feeling amongst members of the local community, many of whom are members of Unite.

Conference is aware however, that amongst many misconceptions, hydraulic fracturing is not a new process in the UK. At Elswick, in the North West there is a long established operation which produces gas from hydraulic fracturing from a well that was first sunk in 1993. The local community report no adverse consequences.

Conference recognises the rigorous investigation by the Department of Energy & Climate Change and the subsequent control measures which were introduced by the Department as a direct result of the seismic activity that occurred on the North West coast in 2011 and the relevance of such measures for the motion on hydraulic fracking, carried at the Unite Policy Conference in 2012.

As a result, when an operator wishes to drill an exploration well they must:

- obtain a licence from the DECC.
- negotiate access with land owners and where appropriate, from the Coal Authority.
- seek planning permission from the Minerals Planning Authority.
- engage with local communities, the planning authority and other regulators.
- obtain the appropriate environmental authorisation/permits from the Environment Agency (EA) in England, Natural Resources Wales in Wales, or the Scottish Environment Protection Agency (SEPA) in Scotland, to protect the local communities, land, water and air quality.
- notify the Health & Safety Executive, at least 21 days before drilling is planned.

Conference notes that fracking is now high on the Government's agenda and that some local Councils and communities are encouraging the development of fracking in their areas and it is likely to happen.

Conference recognises the experience gained in other areas of energy production, namely health and safety environmental protection, which are served best by strong trade union organisation. The extensive experience of delegates in all forms of potentially hazardous energy production leans them to assert the effectiveness of our own union health and safety representatives in this process, ensuring rigorous application of environmental obligation and enforcement of safe working procedures.

Whilst there is undoubted opposition to 'fracking', the scientific evidence and reports will lead the Government to licence the drilling and production of shale gas.

With workers 'on site', in the near future and with requests for trade union membership, Unite clearly have a role in recruiting and negotiating with employers and Government to enforce rigorous safety.

Accordingly, Conference therefore calls on the Executive to:

1. Facilitate an informed debate on the extraction of shale gas, specifically on its value to the UK economy and possible implications for Unite membership.
2. Ensure that members in the sector engaged in the extraction of shale gas, now or in the future, are afforded the democratic right of Trade Union membership and representation.
3. Charge the energy sector with the task of negotiating with potential employers to gain recognition and be advocates for the rigorous regulation of this industry.

South East/Energy & Utilities RISC

D3 Fracking

Fracking is a process that allows the exploitation of shale gas and oil for energy use. The government sees this as a quick fix to shore up immediate energy supplies and improve Britain's energy security. However, experts and environmental organisations such as Friends of the Earth, Greenpeace, WWF, and the Co-ops oppose such moves. Fracking has caused earthquakes. In the UK operations near Blackpool were suspended after earthquakes which were believed to be caused by a nearby fracking operation. Elsewhere in the world the correlation between earthquakes and fracking is compelling. Fracking is also blamed for the contamination of ground water which feeds into the human drinking water supplies. This ranges from chemical contamination to radioactive contamination. The most spectacular of which is methane contamination which in parts of the USA has allowed consumers to actually burn their tap water. The exploitation of shale gas is not a green energy and will not reduce greenhouse gas emissions. It is also speculated that the possible accidental release of methane gas would substantially increase the effects of global warming and climate change.

Despite this the Chancellor George Osborne has announced tax breaks for fracking operations in the government's budget. The aim of which is promoting this technology and the exploitation of shale gas and oil regardless of the consequences for the environment, Unite members and our communities.

Conference therefore calls for Unite to make all members aware of the dangers of fracking, actively oppose fracking, to use its influence to prevent fracking operations, advise members not to work on fracking sites nor deliver materials to such operations.

North East, Yorkshire & Humber/300/22 Wm Morrison Distribution Stockton Branch

D4 Hydraulic Fracturing

Notes that the government continues to aggressively pursue a policy designed to promote hydraulic fracturing ('fracking'). This has been re-affirmed by Cameron's announcement that local authorities in England would receive all the business rates collected from shale gas schemes- rather than the usual 50%.

There is growing in growing international opposition to Hydraulic fracturing from both local communities and unions.

Hydraulic fracturing has the potential to cause earth tremors, water contamination and environmental damage.

Workers in the industry can be potentially exposed to high levels of crystalline silica - a chemical used in fracking - leading to silicosis, lung cancer and other debilitating diseases.

Hydraulic fracturing will have a long term negative impact on the vast majority of working people and their communities.

In re-affirming the decision of the 2012 Unite policy conference to oppose the practice of Hydraulic fracturing, conference resolves to:

- support and lobby for a moratorium on all 'fracking' activities across the United Kingdom.
- encourage the Labour Party and Labour controlled councils to take actions formally opposing the application of Hydraulic Fracturing technology within the United Kingdom.
- request Unite Regional Committees support local anti-fracking groups' activities, including help with funding.
- encourage members at all levels of the union to support campaigns against 'fracking' and to link up with local campaigners.
- support calls for taking profit out of energy production and distribution and favour the public ownership and democratic control of the energy industry with the direct input of local communities and trade unions in decisions on creating a balanced and sustainable energy policy.

South West/001401 Bristol Finance & Legal Sector Branch

D5 Climate Emergency – Green Jobs Now!

This Conference notes:

1. The increased prevalence of extreme weather events across Britain and Ireland through the winter of 2013-14;
2. The threat from climate change to billions of people around the globe, with more extreme weather, sea level rise, ocean acidification, floods, storms, famine and droughts where the poorest suffer the most;

3. The Intergovernmental Panel on Climate Change report identifying a continuing increase in global greenhouse gas emissions predicted for the next few decades leading to further and accelerating climate change, with most aspects of climate change set to persist even if CO2 emissions are stopped now;
4. The ideological denial of climate change by the UK Government including extensive spending cuts to environmental projects, and deregulatory policies including privatisation of our woods and forests;
5. The re-launch of the “1 Million Climate Jobs” pamphlet 2014 by the Campaign against Climate Change Trade Union Group.

This Conference believes:

1. There is no time to lose - we face a climate crisis and an economic crisis in Britain and across the world;
2. The impact of climate change will adversely impact working people and those reliant on benefits the most, as food and fuel prices rise and roads, railways and housing stock become more expensive to maintain;
3. Combating climate change requires governmental and inter-governmental co-operation and major investment in public works, and an emergency emission reductions scheme including a responsible strategy for transforming and developing clean industries, empowering workers to access jobs created in them;
4. We have people who need jobs and can undertake the urgent work that needs to be done to shift to a low-carbon economy: insulating buildings, constructing and installing wind and wave turbines, solar panels and solar farms, and expanding affordable integrate public transport systems.

This Conference resolves to:

1. Join with, consider affiliation to, support and publicise the work of the Campaign against Climate Change Trade Union group (CaCCTU UK);
2. Co-fund and distribute the “1 Million Climate Jobs” campaign pamphlet, including distribution to all Unite Branches as an informative basis for consultation by Unite representatives with local employers as part of initiatives for greening the workplace;
3. Work more closely and as a priority with the International Trade Union Confederation including sending a Unite delegation to the IPCC Conference (IPCC 40) in Copenhagen 27-31 October 2014;
4. Join, support and publicise the trade union contingent on the Carbon Cuts not Job Cuts international protest on Saturday 6th December 2014 in London.

South West/Local Authorities RISC

D6 Campaign Against Climate Change

Conference notes with deep concern the increasing evidence that human-induced climate change is already affecting the world’s weather patterns, which in turn is pushing up the price of food and increasing the likelihood of extreme weather events. The recent flooding in Britain is an example of this.

We are especially concerned at statements by climate scientists and organisations like the International Energy Agency that without urgent remedial action by governments the world is on course for a rise in global temperatures of around six degrees centigrade before the end of the century. Such an increase would have a devastating effect on the stability of the planet for future generations.

Conference is also concerned by extreme energy extraction methods such as hydraulic fracturing or 'fracking' and the extraction of unconventional gas, such as coal bed methane and shale gas.

Conference believes that tackling climate change, especially through the creation of climate jobs, is of immediate relevance for trade union members and their families.

It therefore calls on the Executive Council to:

1. Affiliate to the Campaign against Climate Change, and encourage branches to send delegates to its Trade union group.
2. Campaign against climate change and highlight the devastation that it causes.
3. Campaign against fracking and the extraction of unconventional gas, such as coal bed methane and shale gas.
4. Give the union's endorsement to the campaign for One million Climate Jobs.

Wales/B1025 Cardiff & Vale University Local Health Board Branch

D7 Global Warming

Conference notes the recent floods that have deluged Britain causing misery and damage to thousands of people. This has been only one of a number of climatic disasters which have hit the world in the last year. Typhoon Hyain struck the Philippines with wind speeds of over 195mph, the USA has been struck by extreme snow falls and Australia has seen more heat waves, bushfires and droughts than ever before. The Intergovernmental Panel on Climate Change warn it's 95% likely that most of the temperature rise since 1950 is due to greenhouse gases and deforestation, the risk of a global temperature rise tipping above 1.5–2C is likely be catastrophic for humanity. The evidence is indisputable that humans are responsible for the release of the greenhouse gases responsible for climate change.

Yet the Tories are climate change deniers. Owen Paterson, the Environment Secretary, has said "we should just accept that the climate has been changing for centuries". He has slashed his department's budget for adaptation to global warming by 40%, after David Cameron said "get rid of all the green crap." The Tories have been joined by right-wing governments in Australia, Canada and the US Republicans in openly challenging the scientific consensus that global warming is causing our climate to heat up.

It is clear that market forces cannot stop global warming and take the necessary action to de-carbonise our society. Big business and the energy companies are continuing to explore and exploit new sources of fossil fuels and to continue to use these increasingly scarce resources. They are cutting back on renewable energy investment using the argument that renewables are expensive and inefficient. Only government intervention can ensure that big business and the energy companies provide the investment necessary to deliver a sustainable renewable energy programme that moves away from the current reliance on fossil fuels and move towards a low carbon economy.

In order to deliver a low carbon economy based on the use of renewable energy, this conference resolves to campaign for:

1. An immediate annual windfall tax on energy companies, with the money raised invested in renewable energy.
2. All profits from energy companies to be re-invested in renewable energy with target dates set for the energy produced from renewables, with an aim to produce 75 percent of energy from renewables by 2030.
3. If energy companies are unwilling to meet these demands then they be nationalised to ensure a sustainable energy policy.
4. All new build homes to be fully energy efficient with built-in solar panels, or other means of renewable energy, capable of maximising energy production.
5. 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.
6. Ensuring business's audit their energy use to be as efficient as possible.
7. Campaigning internationally for a global move to sustainable renewable energy and a reduction of fossil fuel use.

London & Eastern/300 Heathrow Taxi Branch

E EQUALITIES

E1 Migrant Workers

Unite policy recognises the contribution made by migrant workers and their families to the economy and society in Britain. Unite is opposed to the exploitation of vulnerable migrant workers to undercut local labour and supports positive actions to address concerns which create unity rather than division among working people.

Conference calls on the EC to direct the Union departments and the Labour Party to strengthen the rights of migrant workers in the UK and to ensure that, in the light of the AWB abolition, Companies do not undermine the local employment market.

Conference calls on the EC to direct the Union departments and the Labour Party to bring forward legislation that a Company employing migrant workers will provide Employment Policies and Health & Safety policies in their own languages.

Adequate funding for educational initiatives designed to integrate migrant workers and their families into our society while respecting and valuing their own cultural identity.

Trade unions to seek agreements with agencies to guarantee equal terms and conditions for temporary workers.

An end to pay and employment discrimination against migrant workers by employer and agencies which undermines terms and conditions for all workers

Full and equal employment rights from day one for all, including through mandatory pay audits and strict enforcement of the national minimum wage.

Rural and Agricultural NISC

E2 Attacks on migrants

This Union condemns the right wing media frenzy designed to whip up fear about an influx of immigration, especially in the light of relaxation of controls on migration from Romania and Bulgaria to other EU member states from 1st January 2014. Although these claims of mass migration to UK were always exaggerated, they have continued a pattern of right wing propaganda designed to divert the British electorate from the real causes of the economic crisis and place the blame on immigrants, benefit scroungers etc. The only real beneficiaries from this are UKIP and the far right racist parties like the EDL.

UNITE condemns the Coalition Government for capitalising on this fear with new raft of legislation aimed to make life even worse for migrants to the UK e.g. stop migrants from claiming benefits in the first three months of living in the UK with the prospect of unemployed migrants being permanently denied housing benefits. These measures have been set up in what the government have described as targeting those who will attempt to exploit the benefits system.

This is yet another unjust measure taken against migrants in an attempt to scare people from coming to the UK and making us seem like an unwelcoming country.

In this highly charged atmosphere of racism and anti-immigration hysteria it is appalling that the government is deliberately misinforming the country regarding migrants. A recent YouGov survey showed that most people thought that 500,000 immigrants were coming into the UK and claiming benefits. In reality, 60,000 come into the UK and, only 3% of those 60,000 claim benefits. This may explain an ICM poll that was conducted on 13 January 2014, showing that 54% of people admitted that they thought that EU migrants would have a negative effect on the economy, despite being told beforehand that citizens born in the UK draw more from the welfare state.

UNITE demands the Government stop pedalling misinformation when official statistics, and even an independent fiscal watchdog who is an advisor to the government, show that immigration would be beneficial to the UK. This is because most immigrants who arrive into the UK are of working age and will consequentially contribute to taxes; thus contributing to giving a well needed boost to Britain's economy.

UNITE also calls on leading politicians of all parties not to whip up racial tensions by pandering to anti-immigration sentiment in the false hope of winning support of voters away from UKIP. Much of the cause of this fear is the direct result of the neo-liberal drive in this country to deregulate our labour markets by attacking trade unions and diminishing the role of collective bargaining. Employers now set the rate of pay and have been on a relentless drive to reduce wage rates to the bottom – and import low cost labour to fill the jobs local people cannot afford to take.

UNITE therefore resolves to campaign amongst our own members, the community and in the media to make the link between racism, fear of immigration and the deregulation of our labour markets. UNITE reinforces the call for collective bargaining to be accepted once more as the best means of regulating pay, distributing income and stopping the race to the bottom which is the real reason why employers are encouraging low cost labour to migrate to this country.

London & Eastern/356 Essex & East Anglia Taxi Branch

E3 Single Assessment for Disability Benefits, Services and Schemes

This conference calls on a future Labour government to stop the endless round of assessments that currently confront disabled people and to introduce a single assessment that is transparent, fair, portable and covers all aspects of disability needs from employment through to social care and support.

Claiming disability benefits and services in the UK can be both challenging and frustrating for those faced with what amounts to a barrage of tests and assessment in order to access benefits and services.

The discredited Work Capability Assessment (WCA) for Employment Support Allowance is probably the most notorious of these assessments. However, the new testing for the Personal Independence Payment (replacement for Disability Living Allowance (DLA)), Personal Independence Payment (PIP), has all the hallmarks for a test designed to fail rather than provide a fair assessment.

Then there are further assessments for local authority social care packages and Access to Work; and when you then add assessments for social housing provision the Blue Badge, concessionary Freedom Passes, and Taxi Card schemes, the size of the problem becomes self-evident.

At the moment most of these benefits, services and schemes operate different qualifying criteria.

Conference is calling for is:

1. A fair and transparent assessment that operates within the social model of disability;
2. A single assessment for all available state and local authority benefits, services and schemes; and
3. Portability of said benefits, services and schemes without the worry of constant reassessment and drawn out appeals.

Disabled Members National Committee

E4 UK Equal Rights Framework

Conference condemns the ConDem Government for repealing sections of the Equality Act 2010 aimed at protecting workers from discrimination and harassment and attacking institutions such as the Equality and Human Rights Commission (EHRC). Alongside many other attacks on employment rights, widespread use of zero hours contracts, attacks on collective bargaining, reducing access to justice by implementing fees for employment tribunals, conference believes the current Government is systematically dismantling the equal rights framework within the UK.

Conference believes charging a fee for registering a claim at a tribunal undoubtedly deters the lowest paid workers and those who are unemployed as a consequence of dismissal from registering a claim. To charge people for exercising a statutory right is an attack on equality, is unacceptable and is, in reality a denial of access to justice.

The questionnaire procedure has played a key role in enabling union members to evaluate whether they should bring a claim of discrimination, and has ensured employers disclose important information relating to company procedures and policies.

Conference welcomes the development of Union equality reps within Unite. Our union has a network of 1500 union equality reps across our union and more are being elected in workplaces across all industrial sectors of the union. Conference believes that Unite Union equality reps need a framework of support to ensure that they are supported in the work that they do. We should work hard to develop regional networks of Union Equality Reps as well as a national network.

Conference believes that we must work hard to achieve statutory recognition for Union Equality Representatives. We must continue to press the case with the current Government as well as ensure statutory recognition is a manifesto commitment for a future labour government.

Conference calls on the EC to campaign for employment rights from day one, continue to oppose the use of Zero hour contract by employers, abolition of fees for employment tribunals and for collective rights to organise and negotiate through a trade union for better pay, terms and conditions and lobby the Labour Party to include making them unlawful in their next manifesto.

Conference resolves to develop a Unite manifesto for equal rights, employment rights and collective bargaining in order to rebuild our machinery for equality.

National Women's Committee

E5 Hate Crime: Not Just One Target

Conference notes that hate crime continues to blight the lives of too many people, affecting them at work, in their homes and as they go about their lives. Conference acknowledges the work done by Unite, by individual activists and by our community groups to highlight the extent and effect of hate crime, the limitations of the law, the failures of the police and judicial system to identify, record, prosecute and prevent hate crime and also to highlight good practice.

Unite places equality at its heart and calls for consistency across different types of hate crime, providing both enhanced sentencing provisions and the extension of aggravated offences to include disability, sexual orientation and broad transgender identity.

Conference notes that there can be many different targets for hate crime and that individuals who are targeted are often subject to more than one type of hatred.

Conference is appalled at the case of Steven Simpson who was attacked in his home in 2012, at his own 18th birthday party. Steven, a gay student with learning disabilities, was subjected to homophobic abuse by a gate-crasher, Jordan Sheard, who over a number of hours intimidated him into stripping to his boxer shorts, sprayed tanning oil on his genitals and set it alight. Steven sustained 60% burns and died the next day in hospital.

Conference notes that when the crime came to court, it was dismissed as “good natured horseplay” that went “too far”, sentencing Sheard to three and half years detention. Conference is concerned at this failure to acknowledge a dual hate crime and the failure of the judge to make use of the enhanced sentencing provisions (under section 146 of Criminal Justice Act) for offences demonstrating hostility based on sexual orientation or disability.

Conference regrets that the attack on Steven was not an isolated incident: disability hate crime is on the increase, with the Tories’ portrayal of disabled people as scroungers and skivers adding to the poisonous mix.

Conference calls on our executive council to working with all the self-organised committees to:

1. Continue to address hate crime, including hate based on multiple protected characteristics that our members face in both in and outside the workplace
2. Publicise the story of Steven Simpson and others experiencing hate crime, to raise awareness about the importance of identifying, reporting and prosecuting hate crime
3. Encourage regions and branches to highlight the issues around hate crime, including the impact of dual/multiple protected characteristics; local support and third-party reporting agencies; and support given to reps, organisers and officers to tackle and prevent it
4. Develop training programmes and educational materials (for use at National, Regional and Local levels) to foster social inclusion of groups who identify with one or more protected characteristics and challenge cultures of discrimination and violence in our communities
5. Though the motion makes reference to legislation in the UK, Unite will apply the principles contained herein to all areas of its activity where practical and appropriate to do so.

East Midlands/Regional Committee

E6 Black Youth Unemployment

Half UK's young Black men are out of work. This was the headline on the front page of the Guardian Saturday 10 March 2012. If you are White you have more chance of becoming employed, if you are Black you have less chance of being employed. For those who fight for justice and equality this comes as no surprise. It is obviously a problem as authorities and organisations don't talk about it because if they did they would have to act. The Government fails to recognise this as a national crisis even though all data, facts and statistics available clearly show that Black young people are more than twice as likely to be unemployed than their white counterparts.

There is almost 1 million young people unemployed in the UK. It is time to act. We cannot stand by and watch the potential of thousands condemned to the scrap heap. Shame on this Government if it is prepared to watch young black people languish in misery and no hope ... a generation condemned to a future of worklessness!

We must take action now to stop the indefensible levels of unemployment of young black people. We call on Unite the Union in partnership with the National BAEM committee to:

- To demand that the Government urgently sets up a Taskforce made up of Community Representatives, Trade Union Leaders, Faith Leaders, to consult with young black people, voluntary sector, community and faith organisations, etc to produce recommendations to address the alarmingly high unemployment rates.
- Urge the Trade Union Congress (TUC) to organise a National Conference, made up of young people, Politicians, Police, Public Sector Leaders, Youth Forums, Business Leaders, etc, to urgently consider and develop strategies to create employment opportunities for all young people.
- Lobby MP's and Local Councillors to develop local strategies with the private and public sectors to urgently address the problem of high unemployment rates of all young people with a particular focus on tackling the disproportionate impact of unemployment of Black and Asian young people.

North West/BAEM Committee

E7 Older Women and Employment

Unite Regional Women's Committee is concerned that very little discussion has taken place regarding the role of older women in the workplace and the barriers and discrimination that they face on a daily basis from employers.

Older Women in Employment are being targeted and managed out of employment, in both the public and private sectors, through Performance and/or Attendance Management Programmes. Older Women are being overlooked by their Employers when it comes to training and promotion in the Workplace.

Unite Regional Women's Committee would like to congratulate the Scottish Women's Convention in highlighting this key issue by hosting an Older Women and Employment Conference in Glasgow on 6th April 2013. This event was organised to gain a wider understanding of the issue in Scotland. Outcomes were fed directly into the Commission on Older Women which was set up in September 2012 by Harriet Harman MP.

Conference calls on Unite to:

- support one day workshop across Unite on this issue to educate activists and older women on their rights at work
- continue to have an input into the Commission on Older Women to highlight older women's employment experiences are taken into consideration
- continue to support and have input into all future events that are organised in relation to older women.

Scotland/Women's Committee

E8 Employment Rights and Equality Issues in the Workplace

With the current Governments attempt to erode and dismantle employment rights and undermine all equality issues, we call for action to equip our Representatives with the knowledge required to deal effectively with equality issues in the workplace by providing support through local courses on equality law and related issues. Giving all Representatives the confidence to challenge improper working practices. Austerity measures are having a disproportional effect on the most vulnerable in society, such as people with disabilities, women and ethnic minorities. They are facing detrimental consequences in the workplace from employers.

We, therefore, call for action to raise awareness of the impact these policies are having on the most vulnerable of society and to call for Government action in providing opportunities through job creation and through apprenticeships for all workplaces.

West Midlands/BAEM Committee

E9 Equality Proofing Education Courses

This conference notes that some of the educational courses do not fully abide with the unions stance on equality.

At present much of the educational material for the health and safety courses especially uses stereotypical case studies for example female officer workers and male drivers.

We believe that these case studies should be up-dated and include other health related issues such as stress and depression which is particularly relevant in today's current climate.

Conference instructs Unite to ensure that all educational courses are equality proofed. They must also promote the importance of equality within our Union. This will help engage our members who will be better able to relate to the case studies / examples provided.

East Midlands/ Women's Committee

E10 Equalities Education

Conference believes that education is essential, key to providing and dealing with discrimination and prejudice against disabled members.

We would like the Education Dept to carry out and provide accredited training courses to ensure all disabled members' issues are mainstreamed and to ensure a positive representation.

We would like these courses to be implemented in the 2015 Education Programme.

North West/Disabled Members Committee

E11 Equality Impact Assessment Training

Conference welcomes the campaigning and awareness raising that has been carried out by Unite since the UK Government began their devastating cuts agenda that has had such a detrimental impact on Unite members at work and in their communities.

These cuts have been disproportionately harmed Women, the Disabled, BAEM and the LGBT Communities; the Government blatantly disregards deepening inequality in society.

The increasing demand for trade union support and intervention in the workplace adds to the work of reps. Unite must ensure that shop stewards are equipped with the appropriate training to understand the impact on equalities. UNITE reps should be supported to argue effectively against all cuts but especially those that increase inequality in the workplace. .

Conference calls on Unite to support Equality Impact Assessment Training to be included as part of the Regional Training program.

Scotland/BAEM Committee

E12 Equality of Opportunity and Diversity in Unite the Union

Conference believes that the staffing of Unite the Union should reflect the diversity of the membership that it represents.

As an employer, it needs to show that it values the diversity of its employees and ensures diversity and equality of opportunity throughout the hierarchy of the union with a commitment to address imbalances.

To progress this aim, Conference calls on the Union to:

1. Carry out an Equality Audit, ready for April 2015, covering all employees. It will address a minimum of the protected characteristics in National Equalities Legislation.

From April 2015 onwards, commence annual reporting that will include starters and leavers, plus internal movement of staff in the same manner.

2. Develop and promote a recruitment and career development strategy that enshrines the principles of equality and diversity in recruitment and career progression.

Where there is an imbalance in terms of diversity, the Union will instigate constructive and practical measures that encourage and enable applicants and employees from under represented groups to progress.

3. Monitoring should be ongoing with an appropriate system that enables the Union to produce an Annual Equality and Diversity Audit Report for the Executive and National Committees.

4. There will be a suitable mechanism for the National Committees, Equalities and Industrial, to feedback to the Executive, ensuring all sectors of the Union are included in an active union Equality and Diversity Strategy.

East Midlands/NG45 Nottingham Community Housing Association Branch

E13 Increasing Equality Monitoring of Membership

Conference fully supports the aim of our union to ensure that the diversity of our membership is reflected in our representation across the union. Equality monitoring is therefore vital to provide us with accurate information particularly in relation to minimum proportionality.

Equality monitoring of membership should cover all areas of equality including race, ethnic origin, gender, disability, sexual orientation, gender identity and age.

The National Black, Asian and Ethnic Minorities Committee is determined to improve ethnic monitoring of our members to ensure full BAEM representation and involvement throughout our structures.

Conference calls on the union to develop a targeted ethnic monitoring campaign at branch, workplace, regional and national levels and for a report to be produced for the Executive Council by June 2015. Working with regional BAEM Committees, this will include the following actions:

- Branch Officers to be tasked with ensuring that all their members have completed the equality monitoring form, particularly ethnic monitoring and that this is an integral part of their role
- Organisers to include full equality monitoring in mapping exercises as part of the 100% campaign
- Workplaces with low numbers of declared BAEM members to take action to increase the response rate
- Regions to make equality monitoring, particularly ethnic monitoring a key priority
- At a national level, for the union to use every opportunity to ensure equality monitoring is fully completed.

This should be an ongoing campaign for our union to continually update equality monitoring information.

BAEM National Committee

E14 Membership Monitoring

Conferenced welcomes the work that has been carried out to date to ensure that membership details are as up to date as possible; however more can be done to ensure that the recording of LGBT, Disabled and BAEM statistics are as accurate as possible.

Conference therefore calls on Unite to actively look at various methods to communicate with members on how to update their records.

Scotland/LGBT Committee

F GLOBAL SOLIDARITY & PEACE

F1 Cuba: End the US blockade, free the Miami 5, support the Voices for the Five campaign

Conference notes that Cuba has suffered the under the effects of an illegal and inhumane economic blockade for over 50 years.

The blockade, imposed and maintained by the United States since 1960, has severely impaired Cuba's ability to develop economically and has cost \$96 billion in lost trade revenues. It causes suffering, shortages and restricted access to food, medicines, education and medical equipment. It has been condemned by overwhelming vote in the United Nations General Assembly every year since 1992 – last year the vote was 188 to just two against.

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.

Conference expresses support for the right of Cuba to choose its own economic, social and political path and opposes the US's illegal economic blockade, EU Common Position and policies to isolate the island.

Conference recognises that the Miami Five – five Cubans jailed in the US for fighting terrorism directed against their homeland – have been in prison for over 15 years. Despite the release of Rene Gonzalez last year, the other four remain in US jails.

Conference acknowledges the work of the Cuba Solidarity Campaign (CSC) against the blockade of Cuba and in its defence of the Miami Five, including participation in the broad-based international campaign for their release – the Voices for the Five campaign, which organised a major International Commission into the Case of the Miami Five in London on 7 and 8 March 2014. Conference therefore agrees to:

- i) Affiliate to the Cuba Solidarity Campaign (CSC) and encourage regions, branches and individual members to affiliate to/join CSC;
- ii) Support, publicise and participate in campaign events organised by CSC – in particular to support the ongoing Voices for the Five campaign coming out of the International Commission in March and to support and publicise its initiatives;

Explore and work to promote this policy in relevant wider labour movement bodies in which the union is represented, especially to encourage sister unions globally also to campaign for an end to the blockade and for freedom for the Miami Five.

Food, Drink & Tobacco NISC

F2 Workers Uniting

This conference welcomes the continuing development of our global union with the USW, Workers Uniting.

Over the past two years we have seen further and practical solidarity and support between Unite and USW members in a number of companies including Rio Tinto, Alcoa, Siemens, Thyssen Krupp, Graphics Packaging, Cooper Tires, Crown Holdings etc and in sectors such as oil, engineering, steel, glass, chemicals, paper, packaging and further education.

Conference welcomes the initiatives to bring together lay union reps and officials from Unite & USW and campaigns on trade union rights, equalities, union organizing and the EU-US Free Trade Agreement.

In order to strengthen the bonds between our two unions and strengthen Workers Uniting, conference calls upon the EC to increase the wider involvement of our memberships through more regular and updated information on Workers Uniting being published in union publications and social media; for regular exchanges of lay union reps in companies and sectors where both unions have representation and involvement; to develop a common response and approach to multi-national companies and to pursue a policy of establishing joint collective bargaining in companies where our unions have members and representation.

GPM & IT NISC

F3 Solidarity with the Egyptian Revolution

1. Conference has grave concerns at the far-reaching assault on human rights currently underway in Egypt, three years after the uprising which toppled Mubarak. According to Amnesty International the Egyptian military and security forces have killed around 1,400 people and detained thousands since July 2013. The Muslim Brotherhood has faced the sharpest repression, with over 1000 of the organisation's supporters killed by the military during the forced dispersal of protest camps in Cairo in August 2013. However, other activists, including many leading figures from the 2011 Revolution, have been arrested and given long jail sentences for defying new laws which restrict freedom of assembly. Journalists, detainees' legal representatives, human rights activists, academics, students and workers exercising their right to strike and organise are all under threat.
2. Conference calls for:
 - a) immediate and unconditional release of those imprisoned for exercising rights to freedom of expression and of assembly;
 - b) repeal of Law 107 of 2013, restricting rights to public assembly;
 - c) independent investigation into state violence and criminality, including assaults on those exercising any of the rights and freedoms above;
 - d) an immediate end to trials of civilians in military and State Security courts.
3. This union resolves to work with MENA Solidarity Network and other genuine solidarity bodies to establish a broad-based solidarity defence campaign to defend Egyptians under threat from the military regime by:

- a) requesting a donation towards a defence campaign expenses;
- b) inviting MENA Solidarity to propose a speaker on Egypt for our next executive;
- c) circulating solidarity appeals and information about the defence campaign to our members and encouraging them to participate in solidarity action;
- d) writing to the Egyptian authorities condemning the military repression;
- e) writing to the UK government calling for the immediate suspension of all financial, military or other support to the Egyptian authorities which may be used to violate the rights of Egyptian citizens. In particular, we demand immediate cessation of all sales and transfers to the Egyptian government of weapons, ammunition, vehicles, cyber-surveillance technology and other materials for use against those who exercise their right to protest.

4. Conference resolves to urge support for a defence campaign at each Regional Committee.

London & Eastern/Aerospace & Shipbuilding RISC

F4 European Union

Conference reiterates its support for the position on Europe overwhelmingly supported and carried at the Unite 2012 Policy conference. Conference continues to deplore, condemn and fully oppose the current austerity and neo-liberal policy direction of the European Commission and many national governments. The economic and social destruction wrought on countries such as Greece, Spain, Portugal and Ireland risks the unity of the continent and is utterly wrong and must continue to be resisted.

Conference supports the European TUC's position that 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, the end of tax havens and the rebuilding of the European Social Model. UNITE will continue to call for the ETUC to mobilise its members in opposition to the current policies and in pursuit of our agenda.

Conference is however deeply concerned at the growing euro-scepticism led by a xenophobic right wing media who attempt to blame Europe and foreigners for the disaster of this government's austerity programmes. Conference fully recognises that our future lies within the European Union and that our task is to reshape the EU and to rebuild the Social Model. Conference will therefore fully oppose any attempts to leave the European Union. Despite its 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;
- oppose and resist attempts to call an early referendum by making our view clear to the Labour Party that an early referendum is a diversion from the real issues of restoring growth and social equality and would further jeopardise some of the last remaining social rights we have that come from the EU;
- 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.

East Midlands/Leicestershire & Rutland AAC

F5 European Union

Conference notes the European Union's continued drive towards neo-liberal austerity, its erosion of workers' rights and its increased use of unemployment as its main economic regulator.

Conference also notes the opposition of organised labour across Europe to these recent developments in the EU, and believes that the time has come to fundamentally change the character of international economic cooperation across Europe and beyond.

Conference seeks a progressive alternative that will advance the interests of working people by regaining powers from the EU, which in turn will allow government investment in the productive economy, and the state provision of services in transport, energy, communications, health, education and local government.

The renegotiation of recent EU trade agreements shows that Britain could regain powers that would permit the implementation of the TUC's alternative economic strategy, the public ownership of utilities, an active industrial policy and a non-deflationary monetary policy.

Conference therefore resolves to campaign for Britain's withdrawal from the EU.

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 Executive Council to submit this motion to the 2014 TUC Congress.

South West/MoD & Government Departments RISC

F6 European Community

Conference expresses grave concern at the consequences of the recent EU legislation for workplace rights, employment levels and the integrity of the public sector. The 2012 Treaty for Stability and Governance and the 2013 completion of the Banking Union entail the imposition of austerity policies across the Eurozone, with consequences beyond, while the pro-market terms of the Lisbon treaty have been used by the EU Court of Justice-most recently in the Alemo-Herron case (July 2013)- to challenge TUPE and the right to collective bargaining more generally.

Conference extends its solidarity to trade unionists across the EU in their resistance to EU-enforced privatisations, reductions in contractual rights and pension entitlements.

Conference affirms its support for the (non-EU) European Court of Human Rights in its defence of equalities.

Conference calls on the Labour Party to oppose the Free Trade Agreement currently being negotiated by the EU with the US and the inclusion of the Investor State Dispute Settlement Clause that will give companies legal rights to compel governments to open all parts of the public sector to competition.

Conference notes the growth of public concern at the anti-democratic consequences of EU membership and its exploitation for right-wing purposes by UKIP, and affirms the urgent need for the trade union and labour movement to advance progressive alternatives to EU membership that can defend the principles of working class democracy and international solidarity.

Conference urges the EC to consider taking a motion along these lines to the 2014 TUC Congress.

London and Eastern/3321 Mech Construction Branch

F7 EU Referendum

This conference instructs the Unite Executive Council to immediately start a campaign for a National Referendum on the UK's continued membership of the EU and to continue that campaign until the Government of the day allows the British people to vote on this issue.

North East, Yorkshire & Humber/GEO/1 Sheffield East Branch

F8 EU Withdrawal

Conference believes the EU and its anti-democratic institutions such as the Commission, The European Central Bank and the European Court of Justice are enthusiastic champions of austerity, privatisation and erosion of workers' rights.

The EU Stability and Growth Pact outlaws Keynesian – style reflationary policies and competition policy, prevents state aid to strategic industries.

The EU Services Directive forces privatisation of what remains of the public sector and E.U. rules prevent control over Capital Movements.

The European Court of Justice's legal judgements undermine collective bargaining and workers wage levels.

The EU in effect, blocks any progressive political advancement.

Militarily, with its involvement in Iraq, Afghanistan, Libya, Mali, etc, the EU is transforming into a NATO style military force.

The complete package of this un-democratic organisation is completely against the policies of our Union.

This conference calls on Unite the union to campaign along with other unions and organisations like RMT and NO 2 EU/YES to DEMOCRACY for workers' rights and for Britain's withdrawal.

North West/1400/5 Wigan X EPIU Branch

F9 End Israeli Apartheid and Ethnic Cleansing in Palestine

Conference believes:

- Israel is continually and systematically acting in defiance of international law, with its on-going illegal occupation of Palestinian territories
- the siege on Gaza, which imprisons 1.6 million Palestinians in horrific conditions must be lifted. The Palestinian people trapped in Gaza must be able to travel and interact freely with neighbouring states.

Conference notes the continuing state sponsored policy of ethnic cleansing and apartheid, inside the West Bank, in Jerusalem and in Israel and the systematic undermining of any viable Palestinian state by increased expansion of illegal settlements on stolen Palestinian land, despite widespread international condemnation.

Conference further notes that Israel military continues to arrest, detain and torture Palestinian children (aged 12 to 17 years) in contravention of international law and human rights treaties.

Conference believes this is part of a deliberate policy to criminalise and intimidate the general Palestinian population. Conference welcomes the reports from the 2 Unite delegations to Palestine in 2013, organised by PSC, which are helping to strengthen Unite's solidarity with Palestinian workers and civil society.

Conference resolves to:

- raise awareness, build support, campaign and lobby for a free and independent Palestine
- continue to campaign on BDS, notably against complicit companies involved in the occupation, the apartheid wall and the illegal settlements (such as Veolia, G4S and Sainsbury's) through workforce pressure, contracts and pension funds; and encourage members to call on supermarkets and retailers to stop using companies which export goods from illegal settlements
- continue to support and offer practical help to the Palestine Solidarity Campaign, and encourage all branches to affiliate to PSC. Encourage branches and regions to send representatives on delegations to Palestine, to further strengthen the solidarity with Palestinian workers
- highlight the suffering, and support the Palestinian population in Gaza living under siege; Palestinians living in the West Bank who are seeing their land illegally seized by Israeli settlements and are forced to navigate checkpoints to go to work, school and hospital; and in Israel, where they are treated as second class citizens and subject to racist laws.

London & Eastern/230 Central London Taxi Branch

F10 Israel the Apartheid state

Conference notes that the Israeli government continues to govern as an apartheid state and is guilty of the crime of apartheid. The oppression faced by ordinary Palestinians at the hands of their colonial oppressors and the way in which their plight is used as a political bargaining chip cannot be allowed to continue as it has done for so many decades. Israel continues to build colonies (settlements) ignoring international law and all world opinion. The Israeli state carries out crimes of persecution against the Palestinian people on a daily basis with out any fear of being held to account or punished. Palestinian children are arrested, tortured and killed on a regular basis yet the world's power brokers choose to ignore International law and basic human rights when it comes to the Palestinians, choosing instead to support of the colonisers Israel.

Conference notes the work done so far by Unite and its members in supporting the cause of Palestine liberation both at a regional, national and international level. The time has now come to stop the Israeli ethnic cleansing of the Palestinian people and for Unite to take a lead in taking bolder steps like those that were taken against the South African apartheid regime.

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 Council to:

1. Establish within the next 12 months a dedicated Palestine National coordinating committee made up of representatives from across all regions in Unite and provide them with all the necessary resources and support to educate, campaign and raise the profile of the Palestinian cause & BDS with UNITE members, political parties and the wider society
2. Work with other NGOs and all other supportive bodies in the UK and around the world and develop a Unite campaigning and leverage strategy around BDS within the next 12 months.
3. Organise and facilitate with other union bodies and campaigning groups, a national speaking tour to include lawyers and child prisoners/families in the next 12 months;
4. Raise the issue and table motions for support of the BDS campaign in the European and Global Federations;
5. Organise and facilitate national or regional delegations to be sent to Palestine at least twice a year
6. Establish the issue as a standing item on the agenda of the EC and all other constitutional committee
7. Deliver a full report to the 2016 policy conference on the activities of the union

East Midlands/LE119 GPM Leicester City Branch

F11 Yarmouk Refugee Camp

This Conference takes note of the urgent humanitarian crisis in Syria, in particular, the situation in Yarmouk refugee camp where approximately 250,000 Palestinian refugees have lived since the Nakba and from where many thousands have recently fled the siege. The remaining civilian population of around 18,000 have suffered inhuman conditions of siege resulting in hundreds of deaths including estimated deaths in excess of 50 from malnutrition in addition to military attacks’.

This conference takes note that the majority of suffering in the camp are women and children and call on all parties to withdraw and allow humanitarian aid to reach them without further delay.

This conference take note that the situation in Yarmouk is a direct result of the ethnic cleansing of Palestinian from Palestine since 1948 and the failure of the world to address the rights and demands of Palestinian people.

This conference condemn the failure of the UN member countries to implement Resolution 194 which asserts the Palestinians’ Right to Return and should long ago have been part of a settlement for people expelled from their lands. This has resulted in generations of Palestinians living without citizenship or rights and has them at the mercy of policies and actions in which they have no say.

This conference calls for:

1. For the EC to utilise all Unite the Union campaign resources in conjunction with Palestine Solidarity Campaign to bring the plight of Yarmouk Refugee Camp to members and the wider Labour movement.
2. To Lobby MP’s and Government offices to campaign for protection of Humanitarian Aid Agencies and access to access to the Yarmouk Refugee Camp.
3. To demand the UN enforces its commitment to Resolution 194 which asserts the rights of Palestinians to return to their land.

WM/6050 Coventry & Warwickshire Local Branch

F12 Israeli-Palestinian Co-operation

Conference notes that Unite has a long and proud tradition of international solidarity, supporting workers’ rights, political freedom, human rights and peace throughout the world.

Conference further notes Unite remains a strong supporter of the Palestinians in their quest for a just resolution to the conflict and their desire to live in dignity and peace in a Palestinian state free of occupation and Israeli control.

Conference hopes the on-going peace talks will be a success and lead to a better suture based on mutual respect and co-existence.

Conference notes that Israel and Palestine both having thriving, free trade unions.

Conference calls on Unite to lead our support for engaging with the Israeli Histadrut and Palestinian General Federation of Trade Unions (PGFTU), and encourage both unions to maintain their strong bilateral relationship as an important aspect of bridge building for the peace process.

Conference further commits our Union to continue its solidarity work with Israeli and Palestinian workers' and workers organisations, helping to play a positive role in building a better future for both people.

London & Eastern/LS50 Bank of England Branch

F13 Campaigning Against LGBT Discrimination Internationally

This conference is appalled that over 40 Commonwealth nations still criminalise homosexuality. They account for more than half of the world's countries where same-sex relations are illegal. Six of these Commonwealth countries stipulate life imprisonment: Sierra Leone, Tanzania, Pakistan, Uganda, Bangladesh and Guyana.

This massive scale of anti-LGBTI persecution makes a mockery of the Commonwealth Charter that was agreed earlier this year. It supposedly commits the member states to respect universal human rights, including the human rights of millions of LGBTI Commonwealth citizens. Despite most members having failed to meet this commitment, the Commonwealth says and does nothing. More than half of all the countries in the world that still make being gay a crime are in the Commonwealth.

In addition, many countries do not recognise Trans people, not allowing them to change their documentation, or legally allow surgery, as well as not providing any protection against discrimination or attack.

Also, this conference recognises that these attacks on LGBT people occur in countries other than the Commonwealth as well. The recent Winter Olympics in Sochi has highlighted the widespread abuse of LGBT people in Russia, which has resulted in international outrage and campaigning.

However, this conference is concerned that after the Winter Olympics is over, that campaigning will end, effectively leaving those who are suffering unsupported.

Conference is also aware that LGBT people who seek asylum in this country as a result of persecution are subjected to degrading treatment by UK authorities to verify their claim, further adding to their distress. Many are sent back to countries where they will risk being murdered.

Therefore, this conference calls on the United EC and the International Department to work with the National LGBT Committee and appropriate sister unions internationally, where appropriate, to campaign for:

- Member states to honour the principles of the Commonwealth Charter to decriminalise homosexuality;
- International Laws prohibiting discrimination based on sexual orientation and gender identity;
- Enforcement of legislation against threats and violence, and to protect LGBTI people from hate crimes;
- Government consultation and dialogue with LGBTI organisations;
- The Equal Rights of LGBT people in Russia and Qatar, which will be future hosts of the football World Cup.

- The government to treat LGBT people who seek asylum in this country with dignity and respect and not force them back to countries where they will suffer persecution or death.

LGBT National Committee

F14 Internationalism

Conference urges Union to conduct a vigorous campaign to Government and the European Union and the various awarding bodies regarding the granting of any major events (such as the Olympics and the World Cup) and in terms of awarding major Government contracts and European contracts for any projects in Countries who actively discriminate, punish and even kill LGBT people. As is very well known, some African Countries have the Death Sentence for the so called "crime" of being homosexual/lesbian/bi-sexual or transgendered and they are not being discouraged enough to change their views, this conference believes they must be penalised financially for their criminal acts, ignorance and belief as was the original intention of the EU's Cotonou agreement.

West Midlands/LGBT Committee

F15 Justice for Colombia

Unite condemns the persecution of Colombian Trade Unionists, and political activists. 15% more trade unionists were killed in 2013 than in 2012. Congress deplores that 26 members of Union backed Patriotic march, Colombia's largest opposition movement, were killed in 2013 and many imprisoned, including two of its leaders, National Organiser Huber Ballesteros, who is also Vice President of Unite's sister union FENSUAGRO, who was detained in August 2013, followed by the January 2014 arrest of Francisco Toloza, of the Patriotic March International Department. Unite condemns the smear tactics of Government representatives.

Unite congratulates the Colombian movement on the mass strikes in July and August 2013, and condemns the brutal state response, killing 16 activists and detaining hundreds more.

Unite supports the courageous work of the Patriotic March, to promote peace and social justice in Colombia.

Unite celebrates the peace process taking place between the Colombian Government and the FARC, and supports civil society's demands for inclusion, a bilateral ceasefire and security guarantees.

Unite congratulates the excellent work of "Justice for Colombia" on its campaigning on Trade Union and human rights, and for its groundbreaking peace campaign. Unite congratulates JFC on getting over 60 MPs to vote against the Free Trade Agreement.

Unite commits to:

1. Continue to lobby at party political, parliamentary and government levels.
2. Continue to support the Workers Uniting/FENSUAGRO partnership agreement and it's human rights project.
3. Support JFC politically and economically, particularly it's peace campaign, and political prisoner campaign.
4. Write to all Regions and Branches encouraging them to affiliate to JFC.

London & Eastern/7031L London Print Branch

F16 Solidarity with Colombian Trade Unionists

Conference condemns the persecution of Colombian trade unionists and political activists and deplores the fact that 26 members of the Patriotic March, Colombia's largest opposition movement, were killed in 2013, and many were also imprisoned, including 2 of its leaders; National Organiser Huber Ballesteros (Vice President of Unite's sister union, Fensuagro) detained as he was about to leave for UK as guest of TUC, and then in January 2014, Francisco Toloza of Patriotic March's International Department.

Conference congratulates the Colombian movement on the mass strikes of July/August 2013, and condemns the brutal state response in which 16 activists were killed and hundreds detained.

Conference supports the courageous work of the Patriotic March to promote peace and social justice in Colombia. We also celebrate the peace process taking place between the Colombian Government and the FARC, and supports civil society's demands for inclusion, a bilateral ceasefire and security guarantees.

Conference congratulates the excellent work of Justice For Colombia (JFC) in campaigning on trade union and human rights, and for its groundbreaking peace campaign.

Conference commits to:

1. continued lobbying at party political, parliamentary and government levels
2. continued support for the Workers Uniting/Fensuagro Partnership Agreement, including its' human rights project
3. political and economic support for JFC, particularly its' campaigns on Peace and Political Prisoners

Finally, Conference calls for an all branch mailing, encouraging affiliation to JFC and active participation in campaigns.

Wales/B7004 Agricultural Branch

F17 Support National Union of Metalworkers of South Africa campaign for justice for the Marikana miners

Conference calls upon Unite to fully support the motion passed by the National Union of Metalworkers of South Africa (NUMSA) in December 2013, which carries forward the demand for justice for the 34 miners fighting for a living wage who were shot down at Marikana by the South African police.

We ask that our union give every practical support it can to NUMSA in carrying out their motion including:

1. Contributing to the NUMSA fund for Marikana (for the families of those murdered, and the survivors and their families)
2. Supporting NUMSA's demand that the victims' families, and the survivors and their families have full legal representation at the Farlam Commission of Inquiry into the massacre, paid for by the state. Just as the mining company Lonmin has its own lawyers, and the South African police force has its state-funded lawyers, so must these poor migrant workers and their families have fully-funded legal representation.

3. Supporting and facilitating the call for a full and impartial investigation of the causes of Marikana, including the migrant labour system.
4. Supporting their demand that all the politicians and individuals who are in complicity with the police and state in the murder of the Marikana miners be brought to book.
5. Applying point 7 of NUMSA's motion to our own union by investigating where our members have pension funds invested in South African enterprises involved in the massacre (e.g. the mining company Lonmin) and encouraging them to organise for disinvestment.

We ask that our union:

1. Contacts NUMSA to tell them how we are supporting their motion
2. Organises a Unite delegation to South Africa to find out the background to the Marikana massacre and to the dramatic developments in the trade union movement there.

The NUMSA resolution passed at their Special Conference in December 2013 says that NUMSA will:

1. *Call for a full and impartial investigation of the causes of what happened in Marikana as the 11th National Congress of Cosatu had called in September 2012. This investigation, unlike the Farlam Commission, would look not only at who pulled the trigger or who gave instruction to murder the workers in Marikana but would also investigate the root causes of the massacre such as the persistent migrant labour system and super exploitation of labour by capital in South Africa.*
2. *Call upon the South African government to make available all the necessary resources and requirements to the Farlam Commission of Inquiry into the massacre, and more especially, accede to the demand for necessary assistance to the families of the miners and the injured miners and their lawyers.*
3. *Call for the dismissal of the Commissioner of Police, General Riah Phiyega.*
4. *Demand that all the politicians and individuals who are in complicity with the police and state in the murder of the Marikana miners be brought to book.*
5. *Demand that the mining bosses accept full responsibility for the deaths of all the workers on the mines, and that where appropriate, necessary prosecutions must follow.*
6. *Demand the immediate absolute dropping and withdrawal of police charges against all the arrested Marikana miners.*
7. *Call on our trustees to investigate how workers, through withdrawal of pension fund monies, can punish those involved in the massacre.*

London & Eastern/524 Central London Voluntary Sector Branch

F18 No Glory in War

Conference notes:

1. that 2014 marks the centenary of the outbreak of the First World War;
2. WW1 was the first global manifestation of industrialised warfare;
3. that this conflict witnessed for the first time the mass use of chemical weapons, by both sides;

4. that by 1916, all participating nations were relying on the compulsion of conscription as popular enthusiasm for the conflict waned in the face of mass slaughter;
5. that in response to growing public criticism of the slaughter, the authorities in all participating countries reacted with increasing intolerance and repression to all manifestations of dissent – whether that be conscientious objectors, religious objectors, trades unionists defending hard-won terms and conditions, or civil campaigners against the social effects of profiteering, (eg in the East End of London, or rent campaigners in Glasgow).
6. that there is a conscious attempt by the Conservative party and their supporters to re-write history and represent this horror as an episode for national celebration.

Conference believes:

1. there is no cause for celebration of a conflict that resulted in at least 10 million deaths
2. that the heroism of those on the home front, whether the campaigning activities of East End suffragettes, the Glaswegian rent-strikers, the Clyde Workers Committee, the munitions workers of the midlands and South Yorkshire, or those conscientious objectors who lost their lives as a result of their principles, will receive no plaudits from Gove and company in their attempts to re-write history;
3. that the horrors of gas attacks played no small part in winning popular support for campaigns against weapons of mass destruction;
4. that the Conservative's campaign to 'rehabilitate' WW1 is at least in part a consequence of their defeat in Parliament over armed intervention in Syria and a desire to rebrand militarism as praiseworthy and virtuous.

Conference resolves to reiterate its opposition to militarism by re-affirming its support for the Stop the War Coalition, clearly stating its opposition to the use, manufacture, or threat of weapons of mass destruction, and supporting the No Glory campaign, which aims to rebut the Tory attempts to re-write history.

London & Eastern/0755E Suffolk RTC Branch

G HEALTH & SAFETY AT WORK

G1 Health & Safety

Conference believes the use of non-permanent labour within the Ports has been recognised as directly leading to serious injury for many years.

Today's employers are using the same methods of casualisation as back in 1889 but they call it agency and temporary workers.

The economic pressures have led to a reduction in funding for the HSE.

But it has led to an upsurge in casualisation in the ports. These workers have very little training and virtually no knowledge of health and safety. The long hours worked continue to be virtually unregulated and health and safety equipment and training being almost non-existent.

We call upon the Labour Party to stop this dangerous practice of exposing workers to danger and to develop legislations to protect Port Workers.

Docks, Rail, Ferries and Waterways NISC

G2 Behavioural Safety Programmes

Behavioural Safety is the name given to a variety of management programmes that focus on worker behaviour. These programmes are typically sold to employers by a consultant. Behavioural safety proponents believe that between 80 – 100% of accidents are caused by unsafe acts by workers, to prevent these unsafe acts management should target specific behaviours and aim to change them by observing and monitoring workers.

It is important to note that workplace ill health cannot be remedied by behavioural safety programmes.

Many behavioural safety programmes are designed to undermine trade union activity on health and safety, reduce the role of joint health & safety committees and shift the blame for accidents and poor health and safety practice from management to workers.

This union should oppose the use of any scheme that looks to 'blame the worker'. The main cause of injury and illness in the workplace is in the failings of the management of health and safety, not in the failings of the workers.

We know from our experience dealing with safety in thousands of workplaces that hazards and unsafe conditions cause injury and illness. When the hazards are properly identified and fixed, injury and illness decrease.

Conference calls on the union to oppose the use of behavioural safety programmes by employers and to campaign and lobby to amend relevant health and safety legislation to ensure that the present and any future government closes the loopholes where workers are made to pay the cost of employers health and safety failings. Furthermore, we call on the union to lobby the Labour Party to ensure that there is a policy commitment to reverse the changes made by the Tory led coalition government to the Health and Safety at Work Act 1974.

RTC & Logistics NISC

G3 Removal of Strict Liability

Conference condemns the attempt by the ConDem Government to further attack the right of working people to be safe in their employment and to seek redress for injuries or illness caused by the failure of employers to provide a safe working environment.

There is little attempt to disguise the fact that this Government is hell bent on attacking all the gains won by working class people, including most crucially hard won health and safety protections. David Cameron went so far as to say that he aims to commit his Government to 'killing off the health and safety culture once and for all'.

The removal of Strict Liability in civil health cases is part of this overall attack, the change means that employers are no longer automatically at fault if something goes wrong. This places the burden of proof onto the employees to prove that the employer has been negligent.

The attempt to drastically diminish health and safety protection at work matched with the 'reform' of employment tribunals which means workers could have to pay up to £1200 to have a case heard effectively puts legal redress out of the reach of workers, further exacerbated by the change to no win no fee compensation claims.

We call on conference to not just condemn the removal of strict liability but also to reaffirm its commitment and strengthen the laws protecting workers lives and our rights at work.

Ireland/Passenger RISC

G4 Lone Working

We would like this Conference to raise awareness amongst members as well as providing guidance to members of the potential dangers of lone working, especially of members who find themselves working with vulnerable service users.

Our members are facing constant challenges and find themselves in vulnerable situations, including being falsely accused of a number of serious offences. However, with guidance and clear guidelines from our Union and with the full backing of our Union's Executive Council these situations may be avoided or be dealt with better.

If the motion is passed we would want our Union to act as soon as possible to address the matter.

North East, Yorkshire & Humber/Leeds & Wakefield AAC

G5 Offshore Helicopter Safety

Conference calls on the UK Government to initiate a fully independent public enquiry in respect of the off-shore helicopter service industry following recent countrywide concerns raised over helicopter safety, and specifically in relation to:

- the regulation and management of helicopter maintenance and servicing
- the independent auditing of helicopter maintenance and servicing
- scrutiny of the supply chain in respect of parts and materials
- introduction of Regulations to extend regulatory obligations to the helicopter parts, servicing and maintenance supply chain
- comparison with UK best practice versus European and Norwegian (Scandinavian) Regulations/best practice.

Conference calls on the union to continue to raise our members' concerns on a UK and European level and to engage with sister unions both in Europe and Scandinavia in order to examine best practice.

Scotland/Chemical, Pharmaceutical, Process & Textiles RISC

G6 Sick Workers Forced to Attend Work

Conference is appalled at the increasing trend of workers who are sick been forced to attend work as a result of employer pressure and draconian policies. Members are suffering physical and mental trauma as a result of "Presenteesism" (workers turning up for work even though sick).

We call on the Union's executive council to mount a campaign to highlight this problem.

Ireland/Finance & Legal RISC

G7 Industrial Injury Absence

This conference recognises the basic right of every union member to go to work and return at the end of the day safe and sound.

Unfortunately in some cases this does not happen. There are instances when a person, through no fault of their own is injured at work. The severity of the injury can vary but the fact still remains that the person has suffered pain and discomfort carrying out his duties in the workplace. This can often lead to absence from work.

This situation is now being aggravated by employers who insist on treating the injured party as another statistic on their "bad timekeeping" list. No matter the fact that this person may well have an unblemished timekeeping record and the absence is solely down to a genuine workplace incident. This can lead to disciplinary procedures being raised against the injured worker and if the absence is for an extended period can lead to company benefits, including sick pay being withdrawn. Essentially making this person employed but unwaged.

Conference calls for this practice to end and that “injured at work” should have a recognised and protected status. The practice of penalising workers for sustaining a “no fault” injury must end.

This union should mount a campaign to make it happen.

Scotland/Food, Drink & Tobacco RISC

G8 Don't sack the sick

This conference condemns the way that our members' sickness absence is treated by many employers. There is a misconception by companies that rather than our members taking time off work for genuine sickness, they are seen as malingerers that cost employers by being absent from work.

As a consequence, sickness absence policies are being applied in an increasingly draconian fashion and are used to discipline and punish members for sickness absence rather than supporting individuals and understanding the reasons for sickness absence. In some cases sickness absence procedures are utilised as a means to exit members on the grounds of capability, when they are too scared to take time off for genuine illness because of the potential consequences. This focus on Presenteeism can have a detrimental effect both on the individual's wellbeing and their work performance, as their productivity will be impacted. A further potential impact of this Presenteeism is that other employees may pick up illnesses from their colleagues that are attending work whilst sick. Employers only seem to be interested in managing absence levels to a prescribed target.

This conference instructs the EC to establish (as soon as possible, and no later than the end of 2015) a model sickness absence procedure which concentrates on genuinely supporting absent employees and does not manage absence to arbitrary sickness absence triggers. Once established, union negotiators should utilise this model sickness absence procedure to challenge employers who operate draconian sickness absence policies and seek improvements in these policies towards a fairer and more supportive culture towards sickness absence.

South West/8112 Friends Life Centre Branch

G9 Diesel Fumes

This Conference calls upon the Union to run a campaign, across Government, calling for urgent research, review and action around the potentially dangerous, health and environmental, impact on workers from diesel fumes.

South West/Docks, Rail, Ferries & Waterways RISC

G10 Availability of Public Toilets for Mobile Workers

This Conference demands that our Union fully commit to running a campaign against the closures of public toilets which are being closed by Local Authorities up and down the Country at an alarming rate. This Motion also requires that lobbying and pressure is applied to the Government with regard to this issue.

It is an absolute disgrace that public toilets are being closed due to austerity and cost saving cuts by Local Authorities. There has been no consideration given to the thousands of mobile employees who heavily rely on public conveniences and due to these cuts these employees now have to rely on shops, cafes and public houses for use of their conveniences. The majority of mobile workers contracts of employment state that employees are not allowed to enter licensed premises whilst on shift/working. This issue is not only about the difficulty in finding an open public convenience, there is also a serious concern that this will lead to health issues for mobile workers.

We ask our Union's Executive to take every necessary step to move this motion forward by using the TUC and other affected parties. We also ask our Union to implement this policy at the earliest opportunity within 2014.

South West/Passenger RISC

G11 Cuts in the Health and Safety Executive (HSE)

This Conference calls upon to agree that the cuts to the Health and Safety Executive are detrimental to not only our disabled members but all members within our workplaces. More accidents likely to occur with less or no support from the depleted ranks of the HSE this will have disastrous effect with unscrupulous employers taking full advantage of the HSE cuts.

Government should be investing in health and safety. Instead it has cut the HSE budget by 35% over the last 3 years which has resulted in fewer inspections and therefore less enforcement. The HSE require a campaigns budget that will allow it to promote safer workplaces and to ensure that working practices are safe in all workplaces and that procedures such as Impact assessments are not overlooked.

We ask this conference to support Unite in opposing any proposal to withdraw any Approved Codes of Practice. These codes of practice underline the importance of health and safety legislation and enable the law to be understood and therefore applied. Any diminution of these ACOP's will undermine safety legislation and play straight into the hands of unscrupulous employers.

West Midlands/Disabled Members' Committee

G12 Working Time Directive

This conference calls on our union to campaign on a serious Health & Safety issue that affects the general public and road users in general.

We call on our union to get the European Union to change its attitude to the maximum 48 working week. We call on our union to demand that the 48 hour working rule should not have exemption clauses included in the legislation of any nature, due to the abuse the present exemptions have been allowed to operate.

We call on our union to demand that no loss of pay with these changes.

The change in law would protect the public and road users from over worked HGV/Coach drivers on UK roads, and it should apply to any visiting HGV/Coach driver from another non E.U. Country.

North West/72 Manchester Commercial Branch

G13 Wilful Neglect

This conference believes that the proposed extension of the law on “wilful neglect” to cover health service employees is both reprehensible and inadequate. It is a further example of the Government directing a concerted assault on working people rather than recognising the failings of management policy and resource provision which can create an environment in which neglect can occur.

For such an extension to be adequate it would need to cover employers and employees on an equal basis. It otherwise neglects to address the failure of the law on corporate manslaughter to deliver sufficient custodial sentences for employers responsible for deaths of workers or members of the public.

We therefore instruct Unite the Union to campaign that should this limited proposal pass into law it should campaign for a similar extension to cover employers guilty of Health and Safety offences which lead to the deaths of workers or members of the public where there is insufficient proof for the more serious charge of corporate manslaughter to be prosecuted.

When employers place profit before the safety of workers and members of the public by failure to implement adequate and reasonable health and safety procedures there is surely as much a case for a charge of wilful neglect as there is for that proposed for health care workers who fail to provide adequate care leading to the deaths of patients.

North East, Yorkshire & Humber/GEO/20 Bradford Branch

G14 Unite Health & Safety Department

Health and Safety is a fundamental issue for Unite representatives across all workplaces throughout the UK. Conference believes that a 21st Century Union should have a 21st Century National Health and Safety Department. The Union should commit additional resources so that our National Health and Safety department is fit for purpose.

We call upon this conference to commit the Union, within the next 3 years to review and implement necessary changes to re-structure the Health and Safety department, in line with the commitment and support offered to Shop Stewards and Equalities Reps providing Area Office and Regional Offices with Health and Safety Officers, with responsibility for:

- supporting and working closely with workplace Health and Safety Reps in all Health and Safety related matters;
- building strong Health and Safety links with reps across Unionised companies;
- lobbying Government, European Works Councils and MEPs on Health and Safety communicating our concerns and providing assistance with legislative changes to Health and Safety Laws and then feedback to all Health and Safety Reps through quarterly Regional Sector Committee Meetings;
- work closely, promoting Health and Safety training, matching those required within our industries.

East Midlands/Energy & Utilities RISC

G15 Unite the Union Regional Health and Safety Structure

Conference, our motion is to propose the introduction of Regional Health and Safety Committees.

Currently there appears to be no Unite the Union Regional Health and Safety Committees where safety reps can share best practice, report problems or seek advice from other safety reps or debate safety issues.

We call upon Unite the Union's Executive Council to put in place Regional Safety structures which offer encouragement support and advice for safety reps.

We would like to see this initiative in place by 2016.

North East, Yorkshire & Humber/100/43 Nestlé York Branch

G16 Positive Action for Young Health and Safety Reps

Conference notes that Health & Safety in workplaces has been constantly improving, largely due to the hard work and campaigning of trade unions.

However, due to sustained attacks on Health & Safety regulation and enforcement by the Con-Dem Government, this hard work is being undone we are at risk of plunging this country into a new dark age of poor workplace safety.

More than ever, it is vital that Health & Safety reps are vigilant and resist employer's attempts to weaken Health & Safety practices in Scottish workplaces.

Conference also notes the lack diversity within our Health & Safety reps, who are predominately middle aged men, who must be valued for the experience that they bring to this role however there is still concern that young people are not being proactively encouraged to take on this role in the workplace.

We call Unite to:

- Form a working group to discuss how best to promote young trade unionists to take on the role of workplace Health & Safety reps
- Set up a mentoring program to support young members who seek election to become a Health & Safety Rep
- Work towards the formation of an Unite Youth Health & Safety Committee to discuss & campaign on issues affecting young members Health & Safety.

Scotland/Youth Committee

H INDUSTRIAL

H1 Social Media Policies in the Workplace

Conference notes that with the growing use of Social Media amongst many Unite members may bring into question the effects on their livelihoods and employment from a plethora of Employer Social Media policies currently in place.

Many of these Employer Policies have restrictions on how an employee comments online about their workplace, their colleagues, and their supervision, in many cases an Employer will actually search for online visibility of a candidate for promotion or as a prospective new employee.

In the UK we have a Legal Basis for free speech, which also falls under Article 10 of the European Convention on Human Rights, which is incorporated into UK Law by the Human Rights Act 1998.

However the Convention lists several permitted reasons for limiting free speech, which the UK continues to limit in some cases controversially. Employers now use the 'bringing the Company into disrepute' element which can effectively gag their employees in mentioning anything about their employer or employment on the Social Media platform!

In most cases our members fall foul of their employer's policy due to the lack of awareness on how Social Media works and often the lack of knowing what their employer policy states.

The growing high profile cases internationally about eavesdropping, phone hacking and computer hacking shows that if information about individuals is sought it can be accessed no matter how secure the hardware is in place!

For Shop Stewards and activists this is particularly worrying as the fight against poor employers becomes harder due to the watering down of the employment protection laws recently and that Unite has to be creative in its leverage campaigns going forward. Recent high profile disputes have indeed shown how this battle is growing!

Therefore this conference seeks the Executive Council to develop a strategy which envelops the following principles;

1. Build an Education program to instruct shop stewards on the use of all Social Media sites in regard to confidentiality settings and on the dos and don'ts regarding workplace comments and issues.
2. To campaign for the Freedom of Speech Law to allow freedom of speech and to include a restriction of spying, surveillance and monitoring in line with employment and industrial relations issues.
3. To insist that all employer policies on Social Media, communication and confidentiality be authorized officially by an independent arbitrator to ratify that each policy does not contravene the Human Rights Act 1998, which would lead to any dismissal under a non-authorized policy be automatically unfair.

Chemical Pharmaceutical Process & Textiles NISC

H2 Defending Workers in the Defence Industry

1. Public services rely on government spending, funded by revenues from tax and National Insurance contributions from workers across the UK economy, including those in manufacturing and defence industries. 360,000 people work directly and indirectly in Aerospace & Shipbuilding and the industry supports training, apprenticeships, and highly skilled jobs. In addition, 2.4 million people rely on the industry for their work, creating an important sector of the UK economy. As well as tax and national insurance contributions, these workers spend their wages on goods and services in the UK, creating an important multiplier effect.
2. The defence sector is intrinsically linked across many Sectors of the union, providing work for many Unite members in areas such as transport, logistics, IT, GPM, energy, CPPT and many more. Technology generated in the industry finds wider applications in many sectors such as civil aerospace, the automotive industry, IT and electronics and beyond. In the NHS, there are many projects to apply defence technologies and life-saving techniques across a number of clinical areas.
3. The UK's defence industry relies on a highly skilled supply chain, most of which is located onshore, here in the UK. These workers provide the union with opportunities to organise and Conference applauds the efforts of reps and officers in the industry who are attempting to build union organisation through a sectoral approach. Many of the defence supply chain companies straddle more than one of the union's Industrial Sectors, giving us the opportunity to build membership across the union.
4. Conference believes that the ConDem government's agenda of cutting public services is bad for all workers, not just those who work in public services. Public Sector cuts result in private sector job losses as government spending is cut back and contracts with suppliers are cancelled or reduced. In turn, private sector job losses lead to loss of revenue for the government leading to budget cuts in government functions, ultimately costing jobs.
5. Conference further believes that it is a dangerous fallacy that cuts in defence spending would mean more cash for NHS, education and other public services. The experience of the last few years demonstrates that massive cuts in the Ministry of Defence budget have not resulted in a single penny more for other public services. When one Department is attacked, all are attacked.
6. Conference notes with concern that workers in the defence industry have been subjected to massive job losses in recent years, but unfortunately these job losses have been applauded by some in our union. Conference reaffirms Unite's commitment to the spirit and intent of Rule 2, committing our union to protect all members.
7. Conference notes that other industries that may appear to be in conflict with each other have found ways to resolve that conflict and work together such as NHS and Tobacco workers.

Conference Resolves:

1. Unite recognises that the jobs people do may cause conflicts of interest, but the union will never be in conflict. Our role is to protect all members, wherever they work.
2. To instruct the Executive Council and Standing Orders Committee to judge all motions received for debate against the spirit and intent of Unite's Rules, in particular Rule 2.

3. To campaign for jobs, skills and investment across all Sectors of the union, recognising that our members are interlinked and interdependent.

Aerospace & Shipbuilding NISC

H3 Protecting Workers in the Defence and Aerospace and Shipbuilding Industry

This Conference notes that our defence sector covers many areas of the union, providing work for Unite members in many areas of the supply chain such as transport, logistics, IT, GPM, energy, etc.

Technology generated in the industry finds wider applications in many sectors such as civil aerospace, the automotive industry, IT and electronics and beyond which has been to the benefit of our Union members and their families.

Conference believes that the government's austerity measure of continuing to cut public services is bad for all workers, not just those who work in public services. It is proven that public sector cuts result in private sector job losses as government spending is cut back and contracts with suppliers are cancelled or reduced.

Conference further believes that it is a dangerous fallacy that cuts in defence spending would mean more cash for NHS, education and other public services. The experience of the last few years demonstrates that massive cuts in the Ministry of Defence budget have not resulted in a single penny more for other public services. When one Department is attacked, all are attacked.

In the last few years there have been motions raised at conference that if passed, have a direct and profound influence on the jobs of members within the defence industry. Workers in this industry have already seen massive job losses since the ConDem government and this has been celebrated by some members in our union from other sectors who see our member's jobs as purely producers of weapons of mass destruction.

Conference reaffirms Unite's commitment to the spirit and intent of Rule 2, committing our union to protect all members.

Conference resolves:

- that Unite recognises that the jobs members do may cause conflicts of interest, but the union will never be in conflict. Our role is to protect all members, wherever they work.
- to instruct the Executive Council and Standing Orders Committee to judge all motions received for debate against the spirit and intent of Unite's Rules and in particular Rule 2.

South West/8171 GE Aviation Bishops Cleeve and Arle Court Branch

H4 Aviation Capacity and Growth

Conference recognises the strategic importance of Civil Air Transport to the UK economy, and importance of its continued growth, development and interconnectivity with other modes of transport.

The current Airports Commission is reviewing the options for the development for Civil Air Transport within the UK. Within this context the Union should campaign for the commission to opt to:

- Retain the hub airport at London Heathrow, with immediate expansion through a 3rd runway
- Include a future option for an additional runway within the London and the Southeast.
- Ensure additional capacity for aviation growth is located in the north of the United Kingdom.
- Ensure existing and future capacity is interlinked with other modes of transport such as rail and road.

The union should also ensure that official labour party policy supports such recommendations and that they are implemented by government.

A report for members detailing progress on progress and implementation of such policy should be produced by June 2015

Civil Air Transport NISC

H5 UK Airport Capacity

This conference recognises the central importance to the UK economy of maintaining and enhancing Heathrow Airport as a world class hub airport.

Conference believes that investing in Heathrow as a strategic part of UK national infrastructure, would create and sustain thousands of jobs in numerous industrial sectors including aviation and construction.

This conference mandates the Executive Council to take the following actions:

1. to unambiguously endorse and campaign for the expansion of Heathrow Airport including more runways
2. to campaign to ensure that Heathrow expansion becomes Labour Party policy
3. to campaign against the plans of the Mayor of London for a new hub airport in the Thames estuary
4. to campaign for the abolition Air Passenger Duty.
5. to campaign for an expansion of capacity at other existing UK airports.
6. to produce a report for members, detailing progress on the above action by 1st June 2015.

London & Eastern/Civil Air Transport RISC

H6 Balanced Energy Policy

This Conference is seriously concerned that the security of electricity supply within the UK is in crisis. Therefore Conference calls on the Executive to lobby Government to enable investment in the UK energy infrastructure to ensure secure energy supply for the UK at an affordable cost to domestic and industrial consumers to avoid fuel poverty. It is essential to have a balanced energy policy that includes a mix of renewable, nuclear, cleaner coal and gas generation.

Energy & Utilities NISC

H7 Campaign to Support Thermal Electrical Power Generation throughout the United Kingdom

This conference should support the motion to commit the Union to run a campaign to support the continuation of electrical power generation throughout the United Kingdom. Each region should retain existing thermal generation as part of a balanced portfolio to complement renewable resources. This policy will protect jobs of union members within the power generation industry and provide security of supply to the communities in which they serve. The campaign should be organised nationally with support for the regional councils. This campaign should start immediately in order to influence the policy of political parties in advance of the next general election.

Ireland/Energy & Utilities RISC

H8 A Level Playing Field for Coal and the Future of UK Energy Security

Conference recognises that as both industry and domestic consumers face ever increasing costs for their energy it has become abundantly clear that UK energy policy has rarely been higher up the political agenda than it is right now.

Successive governments face having to secure and decarbonise energy generation and supply, whilst at the same time attempt to ensure that industry is not disadvantaged by disproportionate costs and that the population is not plunged into fuel poverty.

Imagine then, if the UK were to have access to an indigenous supply of an energy source that would be available for generations, had a secure and established supply process and was protected from fluctuations in the ever tenuous and competitive global market.

Conference believes that such a source does exist and it is quite simply the same coal that the UK has been extracting for hundreds of years.

Energy Security. Conference is mindful of the recent statement from the Royal Academy of Engineering that, "In the short term we judge that, given the current uncertainties in market conditions, the regulatory uncertainties associated with the EMR (Electricity Market Reform) transition and the recent hiatus in investment in new plant, there is a risk that, between now and winter 2015, the capacity margin could reduce to a level that puts security of supply at risk, particularly if various stress factors were to coincide with the peak of system demand".

The objective fact is that in 2012 41% of electricity was generated from coal fired power stations, since which time a number of coal fired power stations have already been decommissioned, including Ironbridge, Kingsnorth, Didcot A, Tilbury, Ferrybridge and Cogenize.

Conference recognises the opportunity to meet the fundamental requirements of affordable, low-carbon and secure energy through substantial economic growth that provides jobs, tax revenue, inward investment and export potential for UK PLC.

Conference is convinced that, with the correct approach to co-ordinated and strategic investment, carbon capture & storage (CCS) technology can deliver on all counts.

The fact that the UK currently has a number of “shovel ready” CCS projects should not be overlooked, which if properly funded could stimulate economic growth even in the short term.

Early deployment of CCS would establish the UK as a leading player in the emerging technology and ensure that UK-based companies capture a significant share of the domestic and global market.

Accordingly, Conference instructs the Executive to campaign for the retention of coal fired generation in the UK protected by carbon capture and storage technology and urge the Labour Party to commit, in its Manifesto for 2015, to fund and support CCS technology as an instrument to UK coal and power jobs and deliver a secure balanced energy policy.

North East Yorkshire and Humberside/204/3 Ferrybridge Power Station Branch

H9 Balanced Energy Policy

Conference notes that OFGEM has said that the UK faces the potential for power blackouts by 2015 as a direct result of the closure of coal fired power stations.

Conference calls on the Unite Executive to step up its support for a balanced energy policy, in particular for increased investment in carbon capture and storage technology which will ensure that the UK can continue to benefit from its plentiful supply of indigenous coal.

Conference calls on the Unite Executive to press the Government and specifically the Department of Energy and Climate change to prevent further closure of coal fired power stations and to increase the investment in carbon capture and storage technology.

Wales/B1062 Miller Argent Branch

H10 Single Ownership

The Glasgow and Renfrewshire Area Activists Committee are appalled at the single ownership of companies who hold Government and workers to ransom in adopting policies that have a major impact on the economy. Given the situation at Ineos, Grangemouth where owner J Radcliffe (one owner) called on both the Scottish and UK Governments assistance to finance the plant at Grangemouth which has been granted money to the tune of millions of pounds out of the public purse.

We call upon Conference to campaign against this ‘gun to the head’ approach and call for such industries to be taken into public ownership. Stopping this situation ever happening again and treating the hard working workforce with the respect they deserve.

Scotland/Glasgow & Renfrewshire AAC

H11 Ineos

Conference notes and condemns:

- the threat by Ineos owner Jim Ratcliffe to shut down operations in Grangemouth in October of 2013 unless the workforce and their union agreed to a radical deterioration in terms and conditions of employment, a weakening of trade union organization, and a no-strike agreement.
- the collusion and collaboration between Ineos, the police and the media, backed up by the Tories, in attacking Unite the Union and its representatives in Grangemouth, resulting in the resignation of plant convenor Stevie Deans.
- the subsequent decision by Ineos to sack plant convenor Mark Lyon on trumped-up charges while off sick, and despite his representatives being given insufficient time to prepare his defence.

Conference believes:

- it is unacceptable for one individual to be able to wield such power: to threaten to devastate local communities, inflict substantial damage on the national economy, and shut down what should be treated as a national asset unless his demands are met
- the concentration of economic power in the hands of individuals such as Jim Ratcliffe and the broader pattern of gross inequalities of wealth across society undermine formal democratic rights and processes in society.

Conference therefore resolves to:

- commit Unite the Union to campaign for the nationalization without compensation and under workers' control of all Ineos assets in the UK.
- to make campaigning for this demand a major focus of Unite campaigning in the run-up to the next Westminster and Holyrood elections, including by withholding support from any candidate who does not support that demand.

Scotland/164/403 Glasgow Community & Not for Profit Branch

H12 Oppose Government outsourcing

This Conference calls upon the unions officers to actively campaign against the Government's ongoing programme of outsourcing MoD services to the private sector.

Since the commencement of MoD outsourcing which started during the Thatcher government(s), thousands of industrial and non-industrial jobs have been lost in the Ministry of Defence.

Members who have been TUPE transferred have seen their terms and conditions attacked/reduced by aggressive employers wishing to reduce costs and maximise profits at the expense of our members.

We call upon Conference to support this motion and that union officers should launch a campaign of resistance against further outsourcing.

This campaign can be used to organise within the MoD and strengthen our membership with a view to making an industrial challenge should the government's programme of outsourcing continue.

South East/MoD & Govt Depts RISC

H13 Living Wages & Outsourcing

Conference, it is becoming increasingly common for large organisations to outsource services such as cleaning and catering. This is achieved through a tendering process where service providers make unsustainable bids in order to win contracts. Meaning that in order to be profitable they need to attack the terms and conditions of our members or cut the number of people employed whilst attempting to provide the same service. This is giving our members the choice between working harder for less money and being made redundant.

We call on Unite to lead a campaign that enables our members to lobby and pressure the companies they work for to ensure the services they outsource are given to living wage employers.

South West/8001 Filton Aerospace & Support Staff Branch

H14 Nuclear Sector Jobs and Skills Retention

Conference notes it is indisputable that many thousands of our members, across all industrial sectors of Unite, directly or indirectly rely on the Civil and Naval Nuclear programmes for their livelihoods. The retention and development of these high value-added jobs will be vital in any economic recovery. Therefore the National and Regional Industrial Sector Committees in Aerospace and Shipbuilding should be congratulated for continuing to play a vital role in educating the wider population and promoting the work undertaken in these industries, because if these unique skills are lost, they can never be recovered.

Conference therefore:

- acknowledges the socio-economic importance of these industries to both the local communities in which they operate and to the UK in general
- resolves to campaign vigorously for the protection of these nationally important jobs and resist any attempt, from any quarter, to reduce or remove them forever.

East Midlands/DE13 Rolls Royce Nuclear Power Branch

H15 Protecting UK standards and qualifications.

Conference notes that within the terms of the EU Treaty (Lisbon) the UK government retains its policy-making powers in respect of certain areas of general public interest, such as health, education and training.

Conference notes, furthermore, that rigorous security mechanisms, and in particular language controls, need to be implemented to ensure that the standards and qualifications obtained in other EU countries comply with UK levels, so that the interests of the consumer are safeguarded.

Conference therefore calls on Unite to defend all its members by opposing in principle any attempt at 'dumbing down' UK standards, as exemplified by the so-called 'modernisation' of EU Directive 2005/36/EC and other EU directives, and to apply pressure on all relevant government departments without delay to prevent this directive becoming UK law.

London & Eastern/1214M Association of Professional Tour Guides Branch

H16 Technology and the Decline of Work

This Conference notes with concern that global unemployment has now reached levels not seen since the Great Depression. Moreover the share of national wealth has shifted against Labour and significantly towards Capital.

The accelerating development of technology across all sectors is rapidly reducing employment in Manufacturing, Agriculture and Logistics. In Transport the recent London Underground industrial action arose from automated ticketing and proposals around the use of driverless trains. Colleagues in the ITF are aware of growing interest in the development of un-crewed, computer controlled cargo vessels.

Workers thus displaced by technology are unlikely to be absorbed into the Service sector which itself will be subject to these trends. Academic studies have indicated well paid jobs will be concentrated on a small number of highly skilled, creative knowledge workers with even traditionally secure professional and finance workers facing reduced employment opportunities.

The economic and social consequences of these future developments and the resulting great insecurity for our members will require both an industrial and a political answer. It is important that Unite develops a significant response at both levels.

We call on the Executive Council to take these matters under consideration to develop a continuing work programme. This may include working with our sister unions through the TUC and using our links with CLASS to develop policies to protect our members which can be urged on the Labour Party and any future Labour Government to ensure the fruits of progress are fairly divided.

London & Eastern/128 Trade Union Employees Branch

H17 Encouraging Engineering

Unite the Union are keenly aware of the low numbers of young people seeking to pursue careers in engineering in the UK and believe urgent action should be taken to address the problem. Engineering is key to the UK economy and in order to sustain the excellence of our manufacturing base we need young people to be actively choosing careers in this field.

We therefore urge the Government to provide direct assistance and encouragement to Schools, Colleges and Universities, Employers and Training Providers that would allow young people to make such choices. We suggest pupils in primary stages should be made aware of the value of making such a career choice and that engineering be promoted at that level with subjects relevant to it being taught to all pupils. We believe that by continuing this at secondary school levels greater awareness, understanding and enthusiasm for the subject can be generated.

We also believe that establishing bursaries for students in further or advanced education, that are provided in other fields such as nursing and waiving fees for students in higher education in engineering courses and supporting apprenticeships, vocational and academic, would encourage and attract young people into engineering. Unite feel such measures are fundamentally important to retaining our national and international competitiveness in manufacturing and maintaining the UK as a world leader in this field.

We call upon the Government to take urgent action in these crucially important areas.

North West/0065 Barrow Branch

H18 Invest in Manufacturing

This Conference calls on the Union to vigorously campaign the Government for real investment to be put into manufacturing in this country.

We have over the last decade seen a decline in manufacturing.

Numerous companies have closed resulting in redundancies and long term unemployment for our members. Investments such as Jaguar/Land Rover have not only created new jobs at that company but also within the Midlands new and secure employment in small companies supplying and supporting Jaguar Land Rover.

In the Midlands for every job lost in the car industry also another 15 jobs are lost in supplier companies at RTC within manufacturing.

This country has the skilled workforce that is the envy of others. We should invest in Manufacturing to make the most of those skills, provide jobs for the unemployed and training for our young people in Apprenticeships.

We cannot do this if we lose our manufacturing base in the United Kingdom.

West Midlands/Metals RISC

H19 Procurement

Unite welcome the recent decision on the awarding of the Bombardier contract from trains. However, we would go further to say that all funding should be used for the benefit of the Transport Industry within GB/Ireland. Ultimately this would have an effect on the struggling economy and create much needed employment and retention of skills within GB/Ireland.

Ireland/Automotive RISC

H20 Fair Tips

This Conference calls upon the the Executive Committee to re-introduce the highly successful Fair Tips campaign. In 2008 our union, along with the Daily Mirror, identified the scandalous approach by certain restaurants in keeping the tips which the paying customer falsely believed the staff was going to receive, or to use them as means of making up a salary to meet the minimum wage.

There are still a significant number of establishments that will take a service charge from the paying customer, misleading them that this gratuity will go to, what is normally, a hard working low paid member of staff possibly on a zero hours contract. It is only right that a reward for good service should not go unnoticed.

The union must start a campaign, as soon as possible, working with partners such as the Daily Mirror, to identify, name and shame the establishments that denies any of our members or potential members of the reward given to them by the customer they so richly deserve.

South East/6016 Brighton & Sussex University Hospital NHS Trust Branch

H21 DVLA

Conference considers the performance of the privatised DVLA to be unacceptable when reviewing cases of PCV drivers who are waiting clearance to return to driving duties. It has come to light in a recent case that a driver who has been cleared by his consultant to regain his PCV licence will have to wait 12 weeks for clearance by DVLA due entirely to their baggage backlog of work. Drivers' livelihoods are being jeopardised by these unacceptable delays.

The Committee requests that Unite lodges formal complaints about the appalling service delivered by this privatised Government service and calls for:

- a) a full review of DVLA's performance and its contract obligations
- b) urgent action to speed up processing of individual DVLA cases
- c) a campaign to return this agency into a directly provided not for profit service.

North East, Yorkshire & Humber/Passenger RISC

H22 Increasing Numbers of Bogus Self-Employment

Conference concerned at the increasing numbers of bogus self-employment that appears to be becoming significant across many of our sectors undermining the industries that Unite and other trade unions cover. This is also enhanced by the number of zero hours contracts that are being offered to workers who seek employment. There is one agency that Unite works closely with (Manpower) and therefore the Conference call upon the Union to forge close working relationships with all other agencies within the UK in order to eradicate the above.

North East, Yorkshire & Humber/RTC & Logistics RISC

H23 Corporate Greed

Conference is appalled at the scurrilous attacks waged upon Unite activists, officials and shop stewards by the right wing media, multi-national companies and politicians as evidenced during recent industrial disputes and coverage of Unite's strategies, particularly our Political and Leverage strategies.

Conference, whilst recognizing the good work done by the union politically (centrally and in the regions) and appreciating the support provided by some politicians, is also disappointed that the Labour Party leadership, nationally and regionally, has generally failed to adequately support the union's position when Unite strategies and actions have been attacked.

Conference pledges full support for all activists, officials and shop stewards of Unite when they are attacked for promoting or implementing union policy and strategies and resolves to advance our case for support from the wider Labour and Trade Union movement whenever trade unionists are unfairly and scurrilously attacked.

Scotland/Local Authorities RISC

H24 Young Members' Organising Strategy

This conference notes:

Trade unions are finding it difficult to organise in sectors of the economy where young workers are far more likely to work, e.g. in retail, catering and hospitality where there is a high-turnover of staff, casualisation, poor employment contracts and a prevalence of small workplaces.

Additionally, as young people often see their engagement with the workplace to be temporary or transient, Unite and other unions are finding it a challenge to represent young workers.

Furthermore, trade unions need to have a clearer strategic vision about how these young workers can be recruited and organised. The trade union movement needs young workers if it is to continue standing up for working people of the future.

This conference further notes:

Unionising young workers is a challenge for the trade union movement but not impossible as the Chair of our National Young Members' committee has demonstrated – increasing membership in his call centre from 5 to 270.

The union trains and organises Accredited Support Companions who can support individual members in unorganised workplaces.

The union has Community and Area Activist branches that can support campaigns to recruit and organise young workers, in unorganised workplaces. Campaigns similar to the SERTUC young workers' committee campaign around 'Save HMV Workers.'

This conference calls on Unite:

- To support a Unite young workers organising strategy that will be developed by the young members alongside the Organising Department which seeks to recruit and organise young workers, specifically in the casualised workplaces referenced above.
- To look at how Unite Accredited Support Companions can assist in supporting individual young members in unorganised workplaces and promote Unite to young workers.
- To assess how the union can deploy its Community members and area activists to support campaigns around recruiting and organising young workers.

Young Members' National Committee

J ORGANISING AND CAMPAIGNING AGAINST AUSTERITY

J1 Rich are getting richer and the poor are getting poorer

Conference notes:

- This Tory and Lib Dem government is determined to make this country more unequal, with the 99% increasingly struggling and the richest 1% getting wealthier.
- Those who are worst off are being pushed further into poverty by this government; many of the public services and benefits people rely on are being dismantled. The 10 poorest areas in the country are facing the biggest council cuts. Councils are already cutting libraries, road maintenance, youth services and much more. A third of all councils say they will struggle to meet their legal duties – such as social care – in the future, when such services are already under funded.
- The cutting of the Education Maintenance Allowance stopped many less well off young people staying at college, tuition fees also dissuades young people from going to university and at the same time the government has promoted free schools and academies – the backdoor privatisation of our schools – and has denigrated apprenticeships. These policies restrict the opportunities of young people in deprived areas even more, locking in inequality and disadvantage for many years ahead unless we take action to turn this situation around.
- At the same time the ten richest areas – which are Tory areas - will only lose 2.5% of their council funding, and some will get budget increases.
- At the same time, to distract from their vicious attacks on the majority of people, they try and drive a wedge between those working and those who can't; a return to the nasty Victorian rhetoric of the undeserving and deserving poor. We won't fall for it. The spread of low paid, insecure and temporary work means that more than half of those living in poverty are working. People can be out of work for many reasons; because there aren't enough jobs to go around at the moment, because they are in-between temporary jobs, because they are disabled, because they are carers.

Conference resolves:

- That the EC, Unite departments and regions should build a broad, active and dynamic campaign for the proper funding of all our services – we want investment not cuts – and deprived areas to receive the services and funding they need to stop being deprived. This also includes fighting for proper jobs with decent wages – no one should have to work hard to live in poverty and policies that ensure education is a right for all and re-affirm our support for EMA and ending tuition fees.

Education NISC

J2 Anti Austerity measures

This conference pledges itself to alleviating hardship and unemployment among working people by campaigning that the Labour Party commits to:

- reversing cuts in benefits and tax credits;
- a social housing building programme;
- restoring all services and jobs that have been lost
- bringing utilities, (gas, electricity, and water) back into public ownership.

Conference believes that such policies would engage and command the support of the majority of the population of the United Kingdom.

East Midlands/Local Authorities RISC

J3 Organising Against Austerity

Conference notes the growing economic inequality within Britain. The wealthiest 10% of the population have average incomes almost ten times that of the least well off 10%. Accumulated wealth gaps are even starker. Such inequality is being exacerbated by Government policies. Workers have been forced into accepting pay cuts / freezes. The unemployed as well as low paid workers on benefits have shouldered cuts and, along with migrant workers, who face the added burden of xenophobia, have become the scapegoats in Austerity Britain.

We note further that Unite has been at the forefront of fighting back on all fronts against Austerity.

This should now be developed and enhanced in two critical areas:

1. Within six months, Conference instructs the appropriate National Officers in conjunction with the Regions and overseen by the Executive Council, to provide:
 - A comprehensive list of industrial issues where benchmark negotiating standards can reasonably be expected to apply, including agency working and facilities.
 - The creation of Unite model agreements and their distribution to all Officers and Constitutional Committees of the Union, including a model Unite recognition agreement.
 - The delivery of relevant benchmark negotiating standards included within the scope of all 100% campaigns.
 - The collation and analysis of all workplace information related to collective bargaining, including agreements and anniversary dates, to form a core part of 100% Unite.
2. Conference welcomes the work Unite has already undertaken in engaging with members in their struggle to keep heads above water. In spite of this, large numbers of our members still buy into the policies of Austerity and some are lured by xenophobia. To combat this, Conference calls for:
 - Regions to run fully resourced campaigns to counter the passive acceptance of Austerity and resist xenophobia and anti-migrant worker sentiments.
 - The Communications Department, to support the Regional campaigns by producing, within the next 4 months, a series of popular and accessible campaigning leaflets.
 - Such materials should engage our members and seek to understand their concerns but should explode the myths peddled by the right wing press.
 - Where appropriate material should be tailored to Sector/Regional needs.

London & Eastern Regional Committee

J4 Building and Strengthening the Unity of the Movement Against Austerity: twinning Unite industrial branches with Unite community branches

Our union - along with fighting for our membership on industrial issues - is working on a strategy to build a unified movement against austerity.

A key aspect of this strategy is Unite's community membership. This enables our union to unite our 1.4 million members with those coming into struggle against the cuts in their local communities. It stops government attempts to create divisions between the employed and unemployed, and unites our members with the communities in which they live.

At present the only Unite structures which community members can be part of are the Area Activists' Committees, and the Regional Political Committees.

Unite's industrial branches can also ally our strength, resources and organising skills to those fighting to defend the Welfare State and public services in their local areas. We need to strengthen the union's connections with our community members from the base of the union up, and to enable them to participate as fully as possible in the wider workers' movement.

We therefore asks that Unite:

1. Encourages our industrial branches to "twin" with local community branches now being set up across the country. This means (for example) inviting community members as observers to industrial members' branch meetings and vice versa, with a view to organising together on all the issues that concern us both.
2. Encourages industrial branches to contribute towards training of community members in Welfare Rights, to better enable them to defend their communities against cuts (in addition to setting up a central union fund for this). That training should be provided (wherever practically possible) by Unite organised workplaces in the Advice sector.
3. Encourages community members to participate in their local trades councils, and to be trained as Unite lay representatives.

London & Eastern/Community & Not for Profit RISC

J5 Defending the right to protest

1. The recent police actions at protests frequently using kettling and mass arrests as preferred demonstration tactics.
2. The recent police tactics employed at the University of Cambridge where police were caught red handed attempting to recruit students to infiltrate protest groups and report on their actions.
3. The recent police tactics where undercover officers were sent to infiltrate environmental protest groups and in some cases had relationships with female protestors.
4. The extreme levels of violence deployed against student protestors in 2010 when Alfie Meadows had to undergo emergency brain surgery after being struck by a police officer.

Conference believes:

1. That we should condemn this Police brutality in the strongest possible terms
2. That we should oppose any attempts by the police to employ water cannons on public protests

Conference resolves:

1. To defend the right to protest – to support the actions of the group Defend the Right to Protest (DtRTP)
2. To allow defend the right to protest reduced rate hire of an office at a Unite regional or district office in London to be used as it's national campaign HQ

London & Eastern/General Engineering, Manufacturing & Servicing RISC

J6 People's Charter

This Conference reaffirms its support for the People's Charter and the key aims to secure:

- A fairer economy for a fairer Britain
- More and better jobs
- Decent homes for all
- Protect and improve our public services – no cuts
- Fairness and justice
- Build a secure and sustainable future for all

Conference believes the People's charter has the potential to win massive support from an electorate sick of privatisation, under funded public services, rising inequality, lack of investment and low pay.

Conference calls on the union's Executive Council to lead a campaign over the next 12 months to popularise the People's Charter and press for the TUC to increase activity in support of it in the run-up to the 2015 General Election.

Conference calls on the Executive Council to:

- Seek commitment of the Unite Parliamentary Group to the aims and objectives of the People's Charter.
- Campaign for the adoption of the People's Charter within the policy making structures of the Labour Party.

London & Eastern/3330M Essex Construction Branch

J7 Co-ordinated industrial action to defeat austerity

This region believes that the Con-Dem government have shown they will not listen to reasoned argument or the pressure of public opinion when carrying out their draconian austerity measures.

This despite all the evidence showing that austerity programmes cannot pull countries out of the economic crisis caused by the banking collapse of 2007; on the contrary examples such as Greece show that such policies only cause what even capitalist commentators call a death spiral where cuts contract the market, with mass unemployment, especially youth unemployment, leading to erosion of the economic activity, investment and the tax base, so requiring further cuts.

On this basis all that would lie ahead is mass unemployment, crime and growing racism.

Also that so much damage will have been done, even if the next election does result in a change of government, that in many cases there will be no way back.

In particular local authority services and the NHS, may well be damaged beyond repair.

Noting further that although a General Strike, as discussed by the TUC, is what is required, the necessary level of workplace organisation and confidence does not at present exist.

This even though the working class, organised in its trade unions, and drawing behind it the millions of unorganised workers does have the potential power to stop this weak government and in its tracks.

The intention would be to ballot our members to win support for industrial action where there are legitimate trade disputes.

This region therefore calls for Unite to place co-ordinated industrial action at the forefront of its strategy, both within Unite between its various sectors, and with other willing unions such as PCS, RMT and FBU.

The co-ordination of legal industrial action which would be taking place anyway against the numerous attacks on working people can have a far greater effect and impact than the same action taking place in isolation. 'The whole is greater than the sum of its parts'

Conference therefore calls for our great union to try to take a lead in approaching any other willing unions to build the maximum possible co-ordination of industrial action over the next 2 years.

North West/52 National Blood Service Branch

J8 The Alternative to the Public Spending Cuts

Conference unanimously confirms its opposition to all the ConDem Government's spending cuts. We commit ourselves to fight this ideologically driven assault on our much-valued public services and welfare state, which is designed to make working people pay for the economic crisis which is not of their making. Of course there is an alternative – reclaim the missing tax billions from the banks, the multinationals and the rich and powerful in our society who are getting away Scott free! Maintain public spending and invest in our future to keep people in jobs and boost the economy!

Conference is not fooled by the recent mini-recovery in the economy after the longest recession since the 2nd World War. Working people have not benefited – indeed real incomes have fallen by over 6% on average since the 2010 election (Local Authority workers have fared the worst with a real income drop of 16% over the same period). Indeed this austerity-driven mini capitalist revival has only been possible on the back of these ever reducing labour costs, cuts in workers' and trade union rights and the prevalence of exploitative terms of employment e.g. zero hours contracts, temporary and agency working and the much wider application of the minimum wage as the basic "normal" wage.

The hype regarding Britain's economic recovery is misplaced: it is the weakest on record, and will remain so while firms in Britain refuse to invest their profits. There is no sign of that happening: payouts to shareholders have hit record levels, and there is a growing cash mountain held by companies sitting idle in the banks as employers refuse to invest. This investment strike is the real cause of the crisis.

The economy remains 2.5% below its peak level while construction, manufacturing and industrial production are all lower than at the time of the coalition's comprehensive spending review in 2010. While the leading industrialised economies have only experienced sluggish growth at best, the performance of the British economy has been the worst in the G7, apart from Italy. This is the slowest ever rebound from an economic slump.

Conference commits this Union to educate and engage our lay representatives, shop stewards and activists across all sectors of our Union and equip them with the arguments and knowledge they need to engage our members and our local communities in the fightback against the cuts. This campaign requires leadership from the top but also grassroots activity at local level.

We oppose all spending cuts not only because they hit working people and destroy our public services and welfare state, but also because they do not work. Cutting public spending when the private sector is in recession can only increase unemployment levels and reduce demand in the economy, further damaging private sector hopes of recovery. Public spending cuts also reduce demand for goods and services procured from the private sector, further increasing unemployment levels. That's why it is estimated that for every public sector job cut there will be at least as many private sector job losses. Increased unemployment creates additional public sector expenditure on benefits whilst tax receipts to the Exchequer are reduced because of the large number of people not working and the lower level of economic activity in private sector businesses. The result as we have seen in Ireland, Greece, Italy, and Spain and now UK is that public sector spending cuts can actually lead to an increase in public sector deficits.

Unite must work with other unions and form alliances across civil society to promote the alternative to spending cuts:

- Maintain and increase public sector spending at times of recession in order to protect jobs, stimulate demand and encourage growth
- Help to reduce the deficit by tackling the massive UK tax gap and so ensure increased revenues to the Exchequer. It is estimated that nearly £100B of tax is uncollected, avoided or evaded each year by big business and the rich.
- Use the public sector to build our way out of the recession through infrastructure spending e.g. massive council housing programmes that create jobs right across the economy.
- Create a million "green jobs" by public investment in renewable energy, zero-emission building conversions and expansion of public transport

- Restoring trade union freedoms and extend collective bargaining to encourage a shift in wealth from the 1% to the 99%
- Use the two UK state owned banks, Lloyds and RBS, as state investment banks in order to break the employer's investment strike bringing growth to the economy.

London & Eastern/92 Thames Axis Taxi Branch

K PENSIONS

K1 Closure of final salary pension schemes to new starters

This Conference opposes closure of Final Salary Pension Schemes to new starters. Final Salary Schemes(DB Schemes) are rapidly disappearing from workers terms and conditions but even at this late date we can fight back and stop the rot. In the car industry BMW was the last of the transnational car companies to close its Final Salary Scheme to new starters on Jan 1st 2014. BMW is a company awash with money its share price in Germany increased by 250% recently. All of this is happening in an industry where the the Trade Unions are supposed to be well organised.

In not one of these companies has a campaign of rejection been mounted followed by a ballot of the workforce.

Closing a scheme to new starters may seem like an easy option but it's probably the start of further attacks on DB Schemes. This Government's policies are hitting young people the hardest. If they are lucky enough to go to university they will carry a large financial burden on leaving. They have the highest unemployment rate and are having to work longer before retirement. Even the lack of social housing has a greater effect on this age group. If the Unions do not stand up for the young no one else will and the only group to gain will be the employers. Conference calls on the Union and its officers to vigorously campaign for members to reject proposals planned by any employer to close Final Salary Schemes to new starters.

West Midlands/7685 Gaydon Branch

K2 Lower Earnings Limit and Final Salary Pension Schemes

This conference recognises the outdated practice of deducting the current lower earnings limit figure (£5,668) from an employee's final salary for the purposes of calculating their pension for the rest of their lives.

This practice stems from paying a reduced contribution because of a national insurance contribution rebate due to a pension scheme being contracted out of the second state pension. This position ended in 2012 after changes made by the government.

The upshot is that the reason for this deduction or clawback as it is known, no longer exists but at a time when more than ever our retired members need every penny due to them for their retirement a sizeable and ever rising amount is being deducted from their expected pension.

Unite should campaign to end this practice.

Scotland/Rural & Agricultural RISC

K3 State Pension Retirement Age

Re-instate the state pension entitlement payable at 65 years of age from 1st January 2019.

Conference is very concerned with the ever increasing basic state pension payable entitlement age which was once set in stone but has become an ever moving goal.

George Osborne quoted in the 2013 Autumn statement that the pension entitlement age would increase to 69 and be brought forward 15 years earlier so those in their mid 40's would not now receive their entitlement until they are 68 years old.

George Osborne quoted that this would save 500 billion pounds we all know that figures don't lie but liars can figure and it is how you want to work out the figures.

Our concerns are that this will become a regular event dipping their greedy, sticking fingers in our future state pension entitlement. Ever increasing the age and stealing our money, health and the young people futures with the ever moving target and work to you drop attitude.

The vast majority of people do not want or are able to work into their late sixties. Removing the state pensionable entitlement at 65 years of age is cruel forcing people to work into ill health and misery. Few working class people will be able to afford to retire early and those who can will have to erode their life savings and face a future of relative poverty in their retirement.

This is simply not fair, it undermines the hard working people of the UK the fact is the more people we have at a workable age means there are more workers than jobs and companies will be able to drive down wages and offer poor terms and conditions.

This is another attack on the poorest people in our society who will be hit the hardest.

Re-instating the future retirement entitlement to 65 years of age would free up hundreds of thousands of jobs for our young people to give them a future and make a sustainable younger and fitter working population.

It also allows for grand parents to provide free child care facility for their grand children allowing their own sons and daughters to be able to afford to go to work.

The state pension entitlement payable at 65 would provide a small pension but a vital, very basic safety net for our elderly who either do not want too or be able to carry on working. Working past 65 years of age should be a choice not a necessity.

Conference calls for the re-instatement of the basic state pension entitlement at the age of 65 commencing from the 01st January 2019 for men and women.

Conference also calls for the Labour party to commit to re-instatement of the state pension entitlement payable at 65 years of age and to have it set in stone with no changes permissible without 30 years notice.

East Midlands/Food, Drink & Tobacco RISC

K4 State Pension Age

Conference notes that the UK Government is planning to increase the State Pension age from 65 to 66 in the period 2019/2020, from 66 to 67 in the period 2026/2028 and from 67 to 68 in the period 2044 to 2046.

The Government justifies these changes by stating that they are driven by demographic pressures. The Government asserts that the country cannot afford, in the future, to pay State Pensions at the age of 65.

Conference believes that the claim that a State Pension at 65 is unaffordable is completely untrue. Rather the Government has bowed to pressure from business and the well off who do not want to pay any the taxation that would be necessary to pay for proper pension provision.

The Government's policy devalues the contribution to society that people over 65 make either through paid work, voluntary work or caring work. It devalues the contribution people have made to society throughout their working and caring lives.

Conference calls for the State Pension to be paid at 65. Conference calls for Unite to campaign for this policy to be adopted by the Labour Party for inclusion in the next General Election manifesto.

If the Scottish nation votes for independence Unite calls on an independent Scottish Government to pay a State Pension at 65.

Scotland/162/403 Edinburgh Community & Not 4 Profit Branch

K5 State Retirement Pension

This Conference seeks a commitment from the Government to guarantee the future of the State Retirement Pension and in addition seeks a further commitment to reverse the current qualifying age to 65 by 2015.

Workplace pensions are constantly under attack and the qualifying age being put back year on year. We are also witnessing the deterioration of the State Retirement Pension. Our members are suffering financial hardship as a result of this.

South West/General Engineering, Manufacturing & Servicing RISC

K6 Pensions

The North East Yorkshire and Humber Automotive Industries Regional Industrial Sector Committee calls upon the conference to campaign to the Government for the re-introduction of a second Tier Pension in the format of the SERPS/SP2 model which will provide workers with a decent standard of living in their retirement.

North East, Yorkshire & Humber/Automotive RISC

K7 Pensions

Millions of employees would be forced to pay into workplace pension scheme, with no option to opt out. Virtually no one understands their pension scheme and the pension industry is shrouded in secrecy. The crucial point is that the young no longer trust pensions. Defined benefits are dead, no one knows what they will get for locking away cash until the age of 70, especially when buying a home, meeting weekly food and utility bills and paying of other debts comes first.

It is said the average pension pot was estimated to be just £36,800 enough to generate a retirement income of only £1340 on current annuity rates, but savings closer to £240K were needed.

It is warned that even with 8% of earnings flowing into a pension scheme, the minimum under automatic enrolment scheme from 2018, this amount would not be able to build enough for retirement. It is being proposed upping the total minimum to 12%.

Continuation of predatory capitalism identifies that charges will be the next big scandal, with a cartel of just 4 insurers controlling 70% of the industry in myriad schemes. The Office of Fair Trading as already discovered 18 different sorts of charges. The government has backed away from capping charges imposed by pension funds. What's more, charges snatched by the industry amount to more than tax relief. This is benefit dependency for the City.

Relief on contributions, national insurance, tax exempt lump sums amounts to a phenomenal £48.4Bn a year. Half of all tax relief goes to the top 8% earning over £50K. Abolishing higher rate relief would bring in £7Bn. This could go towards improving the state pension scheme.

The Pension Bill now in in parliament has no cap, or transparency on charges, even though Labour is putting amendments, it is still 'the foxes regulating the hen coop'.

Unite and fellow trade unions face a significant task. The trade union movement needs to research and put forward a paper which exposes the Pension Industry, The trades unions should then mount a campaign which shows the need for a State Pension scheme which looks after workers in a fair and equitable manner.

East Midlands/NG50 Long Eaton Branch

K8 Default Retirement Age and Pension

Conference instructs Unite the Union to lobby Government on the default retirement age being lifted and made open ended because of our members living longer in society. This ConDem government uses the scam work till you drop despite the fact that working until we are 67, 68 or even 70 not considering the mere fact that we may not be physically fit to do so.

- We will not have the ability to pass on employment to the young, freeing the job market.

This Governments long term plan is to secure a responsible recovery, they say it's a difficult decision to ensure there is a fair deal across all future generations and ensure the country can live within its means, they are offering people decent pensions for their old age which this country can afford because of life expectancy increasing.

Unite the Union should consider opposing such a scam as the working class yet again prop this country up and forfeit part of their own retirement so the governments purse is not affected, most of our generations have paid in up to 50 years maximum and should be entitled to retire with a good state pension, not giving their elderly years up to continue to work and their pension lost because they are no longer around to benefit from it!

- Reverse the default age back to 65 for all mandatory
- Pensions should be based on what contributions you have made.

We ask that this conference supports this motion and that Unite support this as a campaign to join our Unions of this country and to join all people of all ages in support of our welfare in a democratic decision fighting for what we all deserve.

North East, Yorkshire & Humber/302/32 Arriva Castleford Branch

K9 Pension Database

We are all well aware of the enormous issue of pensions facing all our members. Vast numbers of us facing the awful prospect of going into retirement with a smaller pension, or worse, not being able to retire at all and having to work on into old age.

This is clearly not acceptable, but if action is not taken, it will be a shameful reality.

Conference therefore instructs the EC to oversee the creation of a Unite pension's database. This would monitor and report the percentage rates paid by employers into DB and DC schemes. Conference notes that both now and in the future, pensions will need to be regarded as an essential part of collective bargaining, and that branches and stewards must be provided with up to date information to assist negotiations.

In view of the gravity of the pensions crises, conference expects that this database will be up and running within twelve months of this debate.

West Midlands/7303 Coors Brewery Branch

K10 Save the Protected Pensions Status

This Conference requests that all Protected Pensions in the UK are kept with their existing or improved protection legislation.

There is a major concern amongst all pension members that the current Government is currently targeting pensions and that this will detrimentally affect all working people with protected pension schemes in this country.

There have been many recent examples of the public pension schemes being attacked by this and previous Governments.

If the Government gets its way unscrupulous employers will be able to tamper with peoples hard earned entitlements that were supposedly protected many years ago during Thatcher's privatisation feeding frenzy.

Disappointingly recent attempts to stop or improve alterations to protected pensions bills going through parliament have failed.

We believe that the trade union movement – through every channel that it has available – should seek to put a stop to this interference by Government to working people's livelihoods immediately. We also believe that any sponsored MP who doesn't vote in the House of Commons on this issue for the members represented by Unite the Union should be named and their sponsorship removed.

We request this motion is taken forward by Unite the Union's Executive Council, the TUC and all sponsored MPs.

North East, Yorkshire & Humber/Energy & Utilities RISC

K11 Retirement and the Constraints put on Businesses to Employ Young People

Conference calls upon Unite the Union to lobby government to re consider the withdrawal of compulsory retirement age. Without a generation being made to retire, companies are finding it increasingly more difficult to employ young people. Every company will run its finances on budgets, which include head count. Without the natural process of head count reduction due to Normal Retirement Dates being forced on our members the head count remains the same, thus not creating any gaps in the workforce that can be filled by the young people leaving education.

The Government has created a society that is accepting the principle that future generations will work until they die, this must not be allowed to continue. Unite and the TUC should lead the fight back for the working classes to be able to retire fit, able and with enough pensions to enjoy the few years left. We call upon conference to endorse this motion.

South East/6034 GE Aviation Hamble Branch

L POLITICAL & LABOUR PARTY

L1 The Economy in Ireland

This Conference notes that since the beginning of the Great Recession and the austerity programmes – first implemented in the Republic, then in Northern Ireland – the sustained attacks by government and employers throughout the island have been comprehensive – targeting wages, living standards, social security and productive economic growth. The Irish Region has been campaigning on a range of fronts.

In the Republic we were the first civil society organisation to reject the economic and political project of austerity. Our analysis was grounded on the economic and fiscal damage with a template for recovery. In Northern Ireland we have been the first to produce a comprehensive recovery programme tailored to the fiscal realities of the Executive – a strategy document launched in Stormont and attended by the First Minister and MLA’s from all parties. In both cases, these were grounded in the need for productive investment which is not just a short-term response but a long-term imperative.

This is particularly urgent in Northern Ireland. During the last 35 years of conflict the economy suffered with the lack of direct and indirect investment and infrastructure. Our manufacturing base outside of Belfast was all but decimated and the economy became largely dependent upon welfare and public expenditure. We have the highest levels of unemployment and economic inactivity in the UK. It is estimated that the welfare reforms will take £950 million out of the economy and the cumulative effect of that will be devastating.

We argued that this must be complemented by a progressive enterprise policy which breaks from the past practice of relying on market forces, multi-national investment and a fragmented economic structure that is not fit for purpose. We have put the arguments throughout the island for indigenous enterprise growth based on maximising labour rights (in the Republic workers are still denied the right to collective bargaining while in Northern Ireland there is no sectoral bargaining as exists throughout Europe), expanding public enterprise, exploiting our own skills and resources - especially in the manufacturing sector - and introducing more democratic controls over grant-funding and the operation of the private sector. Again, we have been the first trade union to open up this policy front on enterprise development – key to increasing employment and living standards.

We have also been in the forefront in fighting for social security. We obtained a verdict against the Irish Republic Government in the European Court of Justice over the failure to implement pension protection. In a number of enterprises throughout the island on issues pension rights – winning a key battle in the electricity sector in the Republic. We will be launching a major initiative on pensions which is now a major workplace and social issue.

Public services have been particularly targeted as capital clears the way for ever rising profits. We played a leading role in the rejection of public pay cuts in the Republic under Croke Park 2 and exposed the under-handed attempts to introduce privatisation of public transport in Northern Ireland which led to the withdrawal of the proposals. We are now preparing to produce a model for innovation that is driven by the workers themselves – to bring about reform of public services in the interests of workers that produce and use them. This is the clear alternative to wage cuts, down-sizing, outsource and degrading our social infrastructure.

Europe needs a wage increase. Nowhere is this more needed than in the Republic and Northern Ireland which have some of the lowest wages in the EU-15. The Irish Region has been campaigning, in the first instance, to counter the dishonesty of employers and Government Ministers who claim that wages are too high or that we need low wages to be competitive. Our position is clear: the key to economic prosperity is higher wages and higher employers' contributions to public services and social security. Our campaign and policies will reflect this.

Sectarian division is still a reality in Northern Ireland with working class communities as polarised as ever but at least people are talking at each other and not killing each other. The expectation is that a more mature politics and pluralist society will eventually emerge which will allow us all to put the past where it should be and that is in the past. In this regard, our youth section took a brave stand against sectarianism in Northern Ireland.

The Irish region is playing a strong and participative role in social issues, working with other civil society organisations. Our women's section has been involved in issues throughout the island regarding women's right to choose, and in the Republic the union has been participating with anti-debt campaigners to put the issue of bank debt back on the agenda. In Northern Ireland Unite has worked positively bring communities together in common cause and the issues that matter. We are working to build the broadest possible platform for trade unions and progressive forces on a range of social and economic issues.

Conference endorses the industrial and political work of the Irish Region in both jurisdictions and commits to supporting our members, activists and representatives in our workplaces and in our communities. This policy conference, in particular, commits itself to initiate a campaign among Unite sponsored MPs to lobby for the promised Peace dividend which was pledged by the Labour Government at the signing of the Good Friday Agreement and has been abandoned by the Tories.

Irish Executive Committee

L2 Future of UNITE and the Labour Party

Conference applauds the UNITE Political Strategy and recognises that it has brought good results. Conference utterly rejects the assertions from parts of the media and Labour Party that it was a secretive and underhand strategy. However, conference believes that critical policy issues such as employment rights should be where we focus our efforts and energy rather than the selection of individual candidates.

Conference believes it is absolutely critical that the Labour Party wins the next General Election and notes that the UNITE General Secretary Election was brought forward from 2015 to 2013 in order to allow the union to focus upon winning the General Election in 2015 rather than be distracted into internal issues.

Conference views the union-Labour Party link as absolutely essential and will fight to resist any further attempts to weaken or undermine that link. The Labour Party is our Party, it was formed by the trade union movement and we will not be pushed out by those who want our money and support at election time but do not want us to play any role in the Party structures or the formulation of policy. The basis of the union affiliation was always a collective affiliation and this must remain.

Despite the verbal assurances Conference firmly believes that win or lose the 2015 General Election is likely to mark a watershed with some in the Party likely to push for state funding, and others wanting to complete the process of individualising Party membership and ending the collective union affiliation. Conference therefore applauds the 13 members of the Executive Council who had the foresight to vote against the Collins proposals that may well prove to be a significant step towards the end of collective affiliation.

Conference views the growing talk about establishing a new party as naïve and dangerous adventurism and questions the real motives of those developing this agenda.

Conference therefore instructs the Executive to continue to pursue the Unite Political Strategy and undertake a full mobilisation of the union in order to help win the 2015 General Election;

Scotland/Aerospace & Shipbuilding RISC

L3 Labour Selection Procedures

Conference notes the efforts that the Labour Party has made over recent years to encourage equality, diversity and breadth of class through its selection procedures.

Whilst the 'All Women Shortlist' process has led to a welcome increase women MP's, the number of women selected via open shortlists is still relatively low. This conference believes that the current procedures for parliamentary selection create some unintended consequences that need to be addressed.

Specifically, prospective candidates are allowed to contact all party members via phone, email, post and in person. Selections can be contested by many applicants, which means that ordinary members can be quickly overwhelmed with contacts, which can be especially onerous for the elderly and infirm, and many are ultimately disenchanted with the process.

This 'open season' on contacting party members means that serious candidates need to dedicate themselves full time to the selection process for up to 3 months. Effectively only a small number of people are in a position to dedicate themselves thus. The process therefore tends to favour the professional and/or the wealthy, and disadvantages those not in a suitable financial, domestic or working situation.

Some unions, including Unite, are prepared to offer extensive support to union approved candidates to enable them to participate in the selection process, which is essentially addressing the symptoms rather than the cause.

This conference instructs Unite to campaign for a change to the Labour Party selection rules and procedures to make them more appropriate, formalised and inclusive, with the aim of encouraging more working class men and women into parliament.

Finance & Legal NISC

L4 Support for Disabled Candidates

Conference finds the reluctance of Constituency Labour Parties to support disabled people who apply for Parliamentary / Council seats deplorable, and urges the Labour Party NEC to review selection procedures so that they offer help to disabled candidates in the same way as women candidates are assisted presently, especially in the light that over a third of the population is currently disabled while the equivalent figure among MPs is less than 5%. We also call on the Executive Council and the Disabled Members National Committee to review the support available within Unite for disabled members who may wish to stand for Parliament or for local Councils.

West Midlands/6030 Birmingham South Local Branch

L5 Political Fund

This Policy Conference believes that the leadership of the Labour Party are failing to offer an adequate alternative to the Con Dem government's assault on the services, jobs and rights which working class people need or to their attempts to scapegoat groups such as migrants, welfare claimants, Muslims and young people.

This conference notes that the Labour Party has disciplined UNITE members who are councillors and who haven't voted in favour of implementing cuts.

Conference notes that smears by sections of the Labour Party against UNITE and its activists in relation to the Falkirk candidate selection process provided ammunition used by the Tories, the right wing press and by the Ineos management in their attacks on Stevie Deans and members at Grangemouth.

Conference reaffirms the importance of a collective political voice for working class people, and the need for a voice that genuinely represents their interests. This conference welcomes the overwhelming vote by UNITE members in favour of retaining our Political Fund, on the basis of a campaign which stressed that the fund was used for purposes other than supporting the Labour Party.

Conference resolves that each time the Labour Party disciplines one of our members for opposing cuts the Executive Council will reduce our affiliated membership.

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.

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.

Conference resolves that until the leadership of the Labour Party consistently opposes scapegoating of groups such as migrants, welfare claimants, Muslims and young people, at least 10% of members' Political Fund contributions that would historically have been spent on the Labour Party shall be distributed to Unite Community branches.

To ensure transparency, Conference resolves that financial reports to the Unite Executive Council and Regional Committees will show contributions, expenditure, assets and liabilities relating to the Political Fund separately from general funds.

**North West/GPM & IT RISC
North West/55 Fujitsu Branch**

L6 Future of Unite and the Labour Party

Conference applauds the Unite Political Strategy and recognises that it has brought good results and utterly rejects the assertions from parts of the media and Labour Party that it was a secretive and underhand strategy. Conference further notes that last year Unite had faced unprecedented attacks from the media and even within the party itself but we have maintained our dignity and principles.

Conference believes that emphasis should be placed on critical policy issues such as employment rights and debate with the Party and not the selection of individual candidates.

Conference views the Union-Labour Party link as absolutely essential and will fight to resist any attempts to weaken or undermine that link. The Labour Party is our Party, it was formed by the trade union movement and we will not be pushed out of the Party by those who want our money and support at election time but do not want us to play any role in the Party structures or the formulation of policy. The basis of the Union affiliation was always a collective affiliation and this must remain.

Conference believes it is absolutely critical that the Labour Party wins the next General Election.

Conference takes the view that whatever the outcome of the next General Election, the Labour Party will remain the only game in town for the trade union movement, particularly under our current electoral system. Conference therefore, views the growing talk about establishing a new Party as naïve and dangerous adventurism and questions the real motives of those developing this agenda.

Conference therefore instructs the Executive to:

- continue to pursue the Unite Political Strategy and undertake a full mobilisation of the union in order to help win the 2015 General Election;
- resist any future attempts to weaken the Union's role in decision making bodies and fight to maintain 50% votes at Conference and the existing share of seats in the policy forum and votes in electing the Party leader;
- reject and resist any moves to break our affiliation to the Labour Party and establish a new political party.

East Midlands/Passenger RISC

L7 The Crisis of Political Representation for the Working Class.

Conference recognises that our members have suffered unprecedented hardship since 2008 in the shape of job losses, reduced pay and pension provisions, increased workloads, attacks on terms and conditions, welfare cuts to those in work and without, and a swathe of changes to employment law that tilt the judicial system even more in favour of the establishment and against the working class. From the cradle to the grave, the austerity measures threaten the gains made by working class people since World War two.

Unite has correctly recognised the need to fight austerity both in the political and industrial spheres. Industrially, Unite has been one of the few unions to position itself as a fighting force to resist cuts, and there is no doubt that the union has played a unique role in the labour movement, organising and supporting lines of resistance in the workplace and wider community. We instruct the Executive to continue supporting such action, and, further, to escalate coordinated industrial action at every opportunity. It must continue to argue for this at the TUC, actively explore opportunities for coordinated action by members across and within its own sectors, and must now convene a conference of unions supportive of coordinated action.

However, the Labour Party's commitment to these austerity measures, its disgraceful behaviour toward Unite members seeking election in Falkirk and elsewhere, and its lack of democratic decision making over party policy, all mean that there is little sign that Labour will give political power to working people. Whilst Unite pursues its strategy of working with the Labour Party, therefore, it must simultaneously consider potential alternatives to Labour should this strategy fail. The working class cannot afford to wait to see if the Labour Party will change direction and transform itself into a champion of the working class, before starting to develop an alternative political strategy. Unite should start this process now by hosting an open meeting on the crisis of political representation for the working class.

London & Eastern/1111 Housing Workers Branch

L8 Unite's Political Strategy

Conference notes the Political Strategy statement passed at 2012 Policy Conference, the aim of which was to make the Labour Party more representative of working class people, including trade unionists, and to get more union members as Labour candidates. We note that, while there have been some successes, the Labour Party leadership has moved against the unions, particularly Unite, when there has been the possibility of a major union victory. In particular, the events in Falkirk CLP led directly to the attacks at the Grangemouth oil refinery and petrochemical plant.

In local government, a handful of Labour councillors, have voted or abstained on the issue of cuts, which has led to their suspensions or expulsions from Labour groups. These councillors have stood out while the majority of Labour councillors in control of councils have voted for cuts. This has put our members in local government, the not for profit and other sectors directly at odds with Labour groups.

Notwithstanding the outcome of the Collins report and the Labour party's special conference on links with the trade unions, we believe Unite should call a conference open to trade unionists from both unions affiliated and not affiliated to the Labour Party to discuss the question of the way forward for working class representation. This would not be binding on any future Rules Conference of Unite but would be an important gauge of opinion of trade unionists towards the Labour link.

London & Eastern/1228 Waltham Forest Council Branch

L9 Asbestos Related Diseases

This Conference may be aware that over many years this branch has promoted the right to proper compensation for working people who have worked in atmospheres contaminated with asbestos and who develop conditions due to contact with this substance used by many companies that existed in our area and also throughout the country.

The last Labour government deserted the cause of these unfortunate people and gave insurers big windfalls.

The present government is now putting further legislation on the statute book, which again will fail to deliver justice to workers suffering from asbestos related conditions. The benefits obtained from this legislation will again go to those whose only risk is monetary.

Despite requests for Labour MP's to support people with asbestos related problems during the progress of this legislation there has been a dismal record of attendance during committee stages.

This branch must now question members' Political Levy being given to a Parliamentary group who so dismally support workers who have through no fault of their own been exposed to contamination in their workplaces.

The Labour Party was created to ensure that problems affecting working people could be resolved through the democratic process. Unfortunately, we have a parliamentary party with a majority of MP's being from the "so called" professions and only minimal representation from industrial workplaces or administrative and ancillary occupations.

Until we remedy this lack of representation of this union's working membership, our Political Fund should be directed to fight for rights for those workers representative of our membership thus overcoming the inertia of the Labour Party.

We seek therefore the support of this union's Executive Council to ensure those who represent us in parliament cover fully all spectrums of our society.

East Midlands/LN37 Lincolnshire Branch

L10 Social Care

Conference calls upon the Executive to organise a campaign with the objective of including within the Manifesto of the next Labour Government a commitment to the restoration of funding to the community and advice sectors beset by budget cuts imposed by the ConDem Government, and to develop a proper anti-poverty strategy encompassing housing, education, health, work and social security.

Furthermore this Policy Conference calls upon the Executive to ensure the Labour Party Manifesto reflects the moral and economic argument that a truly compassionate society would prioritise the needs of the vulnerable, the penurious and disabled people and that the Advice Sector is at the forefront of providing assistance to those often in the most desperate and bedevilled economic circumstances.

Additionally, Conference condemns the drift within the Labour Party to the illusory political middle ground by the adoption of a zero based budgeting approach by the Shadow Labour Economic Team. The Advice Sector already sees those with nothing zero budget and this Policy Conference calls upon the Executive to ensure the Labour Party abandons this counsel of economic despair and devises an economic strategy that reflects a truly socialist alternative.

This Policy Conference calls upon the Executive to remind the Labour Party that a previous Labour Leader said if the Labour Party was not a moral crusade it was nothing and it remains the role of the Labour Party to champion the needs of the poor and ensure that frontline services are resourced adequately to fulfil this task.

Community & Not for Profit NISC

L11 Anti-Poverty Strategy

This Policy Conference calls upon the Executive to organise a campaign with the objective of including within the Manifesto of the next Labour Government a commitment to the restoration of funding to the community and advice sectors beset by budget cuts imposed by the ConDem Government, and to develop a proper anti poverty strategy encompassing housing, education, health, work and social security.

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Conference calls upon the Executive to remind the Labour Party that a previous Labour Leader said if the Labour Party was not a moral crusade it was nothing and it remains the role of the Labour Party to champion the needs of the poor and ensure that frontline services are resourced adequately to fulfil this task.

London & Eastern/785 North London Voluntary Sector Branch

L12 Labour Councils and the Cuts

Conference notes:

1. A key part of the Government's austerity agenda is for Local Authorities to carry out cuts in jobs and services.
2. Unite is against austerity and backs an alternative to cuts based on protecting jobs and services.
3. We are against the cuts being made in local government and call on Labour councillors to vote against them.

Conference further notes the emergence of the group Councillors Against Cuts that brings together Labour councillors who have resolved to refuse to vote against the cuts. These councillors have stated that instead of implementing the Coalition's cuts they will help workers and communities to organise to resist them.

Conference resolves:

1. That Unite contacts Labour groups in councils where individuals have voted against cuts and request that any disciplinary action being taken against those councillors is dropped.
2. That Unite encourages other councillors who might consider voting against cuts to do so by pledging to publicly support them if they take this action.
3. That Unite establishes a dialogue with Councillors Against the Cuts in order to determine the scope for joint campaigning activity.

North West/522 Merseyside Voluntary Sector Branch

L13 Margaret Thatcher Day

This Branch/Conference agrees to fight by any means necessary to stop the introduction of a "Margaret Thatcher Day". It further resolves to seek the support from the Labour Party in opposing this concept.

In the event that this Government or any subsequent Governments adopts this divisive legislation, we ask the next Labour Government to enact legislation reversing the day back to its original name or, alternatively, call it "Aneurin Bevan Day".

West Midlands/7686 Land Rover Solihull Branch

L14 End Austerity

This Conference condemns the vicious attacks on our class by the Condemns and the lack of any alternative by the Labour Party.

George Osborne announced on the 6th January 2014 further cuts of £25 billion pounds of from 2025 to 2017. This ideological attack on public services with Britain's young people on the frontline of these divisive cuts!

The cuts along with the concerted attack on Public sector pay since 2010 have made workers on average £2000 worse off in real terms.

Len McCluskey warned at the Austerity rally in October 2012 “that a poverty whirlwind will sweep through Britain’s communities” Sadly Len has been proved correct with more and more working class communities suffering a drastic fall in living standards only comparable to Victorian times. (Officially five million people are classified as low paid according to the New Economics foundation)

Shamefully Ed Balls and New Labour have still committed the party to implementing £25 Billion pounds of cuts if elected in 2015 but just in a fairer way! This will only lead to further attacks on Unite members and their families. The relentless attacks on their communities will inevitably lead to the loss of our members’ jobs in both the Public sector and associated jobs in the Private Sector!

Cuts Are Not The Answer - Organising and Fighting For The alternative

Unite’s Executive Council on 19th May 2011 adopted the above slogan to describe a radical alternative to the blinkered politics of Austerity being the only answer to the economic disaster caused by the failure of unregulated bankers.

Unite should continue the campaign against the cuts and continue to organise the fight back by;

1. Organise and lobby for a TUC led anti Austerity march in 2014 replicating the success of October 2012
2. Continue to push for co-ordinated industrial action with other unions to fight against austerity culminating in a General Strike.
3. Review Unite’s financial support of the Labour party especially when they are continuing with the strategy of implementing cuts that can only have devastating consequences for our members.

**London & Eastern/Local Authority RISC
London & Eastern/2050 Greenwich Local Government Branch**

L15 A Political Strategy for Public Spending

This conference notes with disgust the continuing cuts to public spending by the Tory controlled coalition government.

The Con-Dems are implementing another 2.9% cut to local council budgets for 2014/15 with many of the countries most deprived areas are facing the brunt of these cut, which are having a massive impact upon local council’s ability to deliver essential services to our communities.

This is on top of the recent announcement of further Austerity cuts for beyond 2015 of around £25 billion.

Draconian cuts to early years intervention funding is forcing local authorities to close more start centres, which will not only have a loss of jobs in the sector, but will also lead to problems for children and families in years to come.

Since the Tories came into power, thousands of public sector workers have suffered a pay freeze and most recently an imposed 1% pay cap, dragging public sector workers into poverty. The average public sector worker is £2,000 a year worse off than in 2010 and it is clear to the South East Local Authorities RISC that this issue can only be resolved politically as well as industrially.

Unite needs to be at the forefront of discussions with the Labour Party to ensure they commit to public sector spending. We call upon the executive to:

- Demonstrate clearly the impact of the public sector pay restraints upon our members
- To fight for a cost of living increase in pay for public sector workers
- To fight for a real commitment by the party to early years intervention funding, local government budgets including freezing all cuts to Local Authority funding
- To coordinate immediate discussion with Labour affiliated unions to push for this as policy through the labour Party structures
- To commit the Labour Party to freezing all cuts in the Public sector in the first year of Government

In the meantime we call upon the executive to call a conference of all signatory unions to develop a strategy to fight back against the Coalition Government Austerity Agenda. We further call upon the executive to:

- Hold the conference in the summer of 2014 or as soon as possible
- Develop an Industrial, and political strategy towards the 2015 general election
- To develop a disputes unit with other unions that can coordinate all action as and when it is taken

South East/Local Authorities RISC

M SOCIAL POLICY

M1 Government Cuts

Since the election of the Tory's as usual the public sector has paid a heavy price, we have seen the reduction of police men and women on our streets, cuts to local government and councils hitting the poorest the hardest, schools and homes for the elderly closed and of course the closure of the Portsmouth dock yard.

Caught up in the middle of this is the closure and privatisation of the Prison Service to close old and expensive to run prisons and to sell off to the private sector the ones that are left and of course the new ones.

Over the years staff employed by the Prison Service have served the public by keeping in custody those committed by the courts. Our duty is to look after them with humanity, but under this Government all it wants to do is reduce the number of staff employed to what we believe are dangerous levels, then sell off to the private sector the responsibility of running the Prisons to the private sector.

Therefore Conference calls upon the next Labour Government to reverse this dangerous practice of this government and to work with the relevant trade unions to achieve a safer, more humane and professional service for our members to work in. Not to sell off to the private sector everything that is good with the public sector.

MoD & Government Departments NISC

M2 Defend Public Services

Conference is appalled at the continuing attacks on benefit claimants and migrants. The ConDem government and much of the media are using myths and downright lies to blame people needing to claim benefits for their own predicament. They also constantly try and make out that migrants are the cause of unemployment, low pay, housing shortage and stretched public services.

They are using classic divide and rule tactics to take the blame from themselves, and those who caused the financial crisis i.e. the banks and other financial institutions. They are also using this propaganda offensive to cut back the welfare state and hand remaining services over to their friends in private companies.

Unfortunately the Labour Leadership has generally copied this rhetoric and adopted the same policies to a large extent.

We call on the union at all levels to redouble our efforts to show that the working class is not to blame for the crisis and that there is an alternative to austerity policies. Austerity measures, as UNITE has consistently pointed out, are making the crisis worse.

The Labour leadership shows no signs of supporting Unite's alternative, and most Labour Councils are carrying out the cuts with no attempt at opposition or campaigns against them. The mainstream media does not give unions' and other campaigners any real coverage.

We therefore call on the Union to step up the work with other unions and campaign groups, to use whatever means we can to get our message across to our members and the public in general. This needs to be between and during election campaigns if we are to regain the support of the working class for our alternatives, and not let UKIP and neo/fascist parties win some over as a protest vote.

It is possible to swing public opinion back to supporting public services, necessary welfare spending, and respecting and welcoming migrants. Education and campaigning is the key and we should play as big a role in this as possible.

North West/389 Greater Manchester Social Action Branch

M3 Legal Aid

- Legal aid, which celebrated its 60th birthday recently was a major concession won in the post-war consensus years. This major reform was won by the working class hand in hand with the trade union movement and the Labour Party.
- Legal aid helped to secure rights and court representation in relation to eviction, welfare and the threat of unjust convictions. It leveled the playing field between the richest who could afford lawyers and the poorest who could not.
- At the time of its launch, eight out of 10 people were entitled to the scheme's assistance. The latest figures from the Ministry of Justice reveal fewer than one in three are now eligible.
- On 1 April 2013, the cuts in the Legal Aid Sentencing and Punishment of Offenders Act 2012 came into force. There is no longer legal aid for advice or representation in welfare benefits, employment, family cases (where there is no domestic violence), immigration cases and consumer rights.
- On 9 April 2013 the government announced a consultation on further legal aid cuts: "Transforming legal aid". The Government intends to cut a further 17.5% from the criminal defense budget and proposes to introduce a tendering system for large scale regional contracts in relation to duty solicitor work. If these proposals are implemented, we believe that the quality of legal aid services will fall dramatically and there will be an increased risk of miscarriages of justice that could lead to innocent people being convicted of crimes that they did not commit.
- In addition, further cuts to civil legal aid rates mean that there will no longer be specialist legal aid lawyers providing advice and representation in areas of housing law, education, for people asserting their rights against the state or other civil cases.
- The legal aid budget only represents only 0.545% of national public spending (or £2.2 billion - the approximate cost of keeping the NHS running for 2 weeks). Legal aid is provided at a very low cost to the public purse but has the potential to provide access to justice to a great many, most often those most in need.
- Legal aid should be viewed as part of the wider trade union campaign to defend public services and the welfare state.

Unite the Union agrees to:

1. Campaign for the defense of legal aid.
2. Support calls for legal aid to be recognised as part of the welfare state.
3. Support publicity efforts including: demands to campaign for the defense of legal aid and for legal aid rates to be restored to pre-1979 levels; and publicising advice and representation on employment law issues, as a stepping stone to a fully funded legal aid system.

4. Affiliate to The Justice Alliance - an alliance of legal organisations, charities, community groups, campaigning groups, trade unions and individuals who are united in the opposition to the Government's proposed attack on legal aid and the criminal justice system.
5. Register our support for those in the legal profession taking direct action, including strike action.

East Midlands/Community & Not 4 Profit RISC

M4 No Cutting Back In Access to Justice

Conference notes the drastic cuts to civil Legal Aid. Legal advice is very expensive unless it is publicly funded Legal Aid.

Conference recognises that with unprecedented cuts those in need require support in dealing with, Debt, Welfare, Education, Family Law, Housing, Immigration and Medical negligence. The ability to challenge the decisions is being denied to those who do not have the financial means.

Access to legal aid is the cruellest cut, which breaches Human Rights in stopping access to justice. The Government has announced plans to proceed with the majority of its reforms to judicial review. Judicial review is a very important legal tool which allows ordinary people to hold public authorities to account for the decisions they make. The changes will make it harder for ordinary people to use judicial review to challenge unlawful decisions.

Conference notes that cuts to legal aid and funding are likely to have a disproportionate effect on a range of vulnerable and disadvantaged people and only the independently wealthy will have access to justice system.

Conference opposes all cuts to Legal Aid and call for access to justice for all.

This Conference calls for:

1. The EC to utilise Unite campaign resources to oppose the cuts to legal aid and to call for justice for all.
2. Reinstatement of legal aid and public funding for Legal Advice to ensure that access to justice is available for everyone, regardless of ability to pay.
3. Conference refuses to accept the ConDem Government's vision for justice to be available only for those rich enough to afford it and calls on Unite EC to continue to support the excellent work of the Justice Alliance and fight to demand access to justice for working people.

West Midlands/Regional Women's Committee

M5 Northern Ireland Health Service, Transforming your Care and Austerity

This Conference will not be surprised to be told that the NHS is fighting for its life. What might be less well known is that the pace of change is different depending on what part of the country you come from. The NHS affects everyone either as a patient or a relative or carer of a patient.

In Northern Ireland the full horror of privatisation of services has not yet reached the sort of frenetic sell off activity as in England. The advent of Transforming Your Care, a Northern Ireland version of The Health and Social Care Bill, opens the door however for the hive off, to the Tory donors, of tranches of service which will ultimately lead to inferior service to the public due to cherry-picking to maximise profit.

Additional to this threat is the cruel attack on welfare spending e.g. ATOS on disability benefit, and the imposition of bedroom tax etc, etc.

The consequence of these policies places even more pressure on the Health Service which may realistically be seen as the safety net in this scenario.

Therefore we call upon this conference to reinforce the campaign, through both industrial and political means, particularly at the NI Assembly, to oppose Transforming Your Care where it involves the selloff of health services to private bidders, and the policies of austerity which cut welfare spending, and to call on the next Labour Government to effect a full reversal in order to protect both the NHS and the health of the nation.

Ireland/Health (NI) RISC

M6 Coalition Policy on the NHS

We note the intention to deliberately create a funding gap of £30 billion by starving the NHS of essential funds year on year until 2020 (in addition to the current £20 billion cuts).

Further PFI schemes have become a significant drain upon the finances of the acute and primary care sector diverting to the private sector funds which should be used for patient care.

We also note the policy of wholesale privatisation of the NHS, driven forward by the Health and Social Care Act in particular.

Conference believes that the unspoken intention is one of destroying the NHS. The direction of travel is to a system where most of us pay for our healthcare. This would be a disaster for working people.

Conference believes that this is a fight for every trade unionist, every worker, and every user of the NHS. Unite, as the largest union within the TUC, has the power to play a pivotal role in defending the NHS. It would be utterly wrong to treat the fight for the NHS as one for health workers alone.

Conference instructs the Executive Council to take every possible step to defend the NHS, both by providing practical support and solidarity for our Health Sector members, and by taking broader action that involves our whole membership and the wider labour and union movement.

Subject to support from the Health Sector NISC, steps to support our Health Sector membership should include consideration of a substantial allocation of organising and campaigning resource, and will also include serious consideration of deploying our dispute fund to support industrial action. Regional Secretaries and National Officers across Unite will be encouraged to raise the campaign to defend the NHS across our union, encouraging Health Sector speakers to attend RISCs, NISCs and Regional Committees, and encouraging all our activists to involve themselves in local and national campaigns (KONP, anti-cuts campaigns etc) to defend the NHS. Our community branches will have

an important role to play in campaigning for the NHS, and the Executive Council will ensure that a strategy is developed to take this forward.

Our Regional Political Committees will encourage Labour Councils and Labour MPs to publicly back local campaigns against NHS cuts and privatisation, while the National Political Committee will ensure that high profile support for a publicly owned and publicly provided NHS is put centre stage in our discussions with the Labour Party. In particular, Unite must demand that a future Labour Government reverses the NHS privatisation now taking place.

Unite stands tall in the union movement in our support for a general strike. Conference believes that there could be no better reason for a general strike than defence of the NHS, the institution that saves lives and preserves the quality of life for so many of us. We ask the General Secretary and Executive Council to do everything possible to take forward coordinated strike action with other supportive unions.

London & Eastern/Health RISC

M7 Privatisation and the Threat to the NHS

Conference notes that the foundation of the NHS in 1948 transformed the lives of millions of ordinary working class people and their communities. Decent healthcare – formerly the preserve of the rich - became available to all of us.

Conference believes that changes to the NHS affect us all, whatever sector we work in. Our members and their families rely on the NHS and will pay with their health and ultimately with their lives for attacks on the service.

Conference is outraged by the Coalition Government's enormous ideological assault against our NHS. This includes:

- The disastrous Health and Social Care Act 2012 that brought in fragmentation, increased bureaucracy, health inequality, entrenched competitive markets and mass privatisation across the English NHS.
- The cuts to funding, services, staff numbers and terms and conditions taking place, which are leading to unprecedented strain on NHS services.
- The widespread increase of NHS Trusts sub-contracting services to private firms, many of which are not sufficiently regulated – leading to massive risks to both patients and NHS staff.
- The unfair enabling of private firms to bid for NHS contracts – leading to privatisation by the back door.
- The Health Secretary's propaganda and media war against NHS services and staff – using the worst cases in the service to tar the whole of the NHS.
- Not consulting the public, as service users when private providers are used to deliver traditional NHS services, completely destroying the ethos of the phrase "*no decision about me, without me*".
- Plans to introduce charging for non-EU migrants that would lead to discrimination, suffering and health risks for all.

Conference is incensed by the rapid increase in privatisation in the NHS, with other 200 services put out to tender since April 2013 and 80% of those agreed going to private sector providers.

Conference further notes with concern that negotiations are currently underway to agree an EU-USA free trade deal known as Trans-Atlantic Trade and Investment Partnership (TTIP).

Conference believes that these secretive negotiations pose a major risk to our NHS and other public services as they will make privatisation irreversible by tying domestic legislation to the international trade agreement and the introduction of Investor-State Dispute Settlement (ISDS) mechanisms that would allow multinational companies to sue governments that seek to protect public services (e.g. the NHS) for billions of pounds, justified as loss of any future profits resulting from their action.

Conference further believes that the TTIP will be used as the model for renewed World Trade Organisation negotiations preventing poorer countries from trying to set up their own NHS.

Conference resolves to:

- Co-ordinate regional campaigns against privatisation of the NHS across all TUC affiliates to protect the health service that we all rely on.
- Organise and support regional rallies, demonstrations and campaigning events about NHS privatisation in the lead up to the General Election, particularly marginal constituencies.
- Conduct mass education initiatives amongst affiliates on privatisation and the changes to the NHS – including printing materials and resources that union reps can use in their workplaces and communities.
- Support local hospital campaigns and help to set up campaign groups in areas where hospitals are particularly vulnerable to closure and privatisation.
- Mandate the national TUC to support similar initiatives nationally.
- Run a national campaign against the TTIP to resist the inclusion of ISDS, the NHS and other public services.

North East, Yorkshire & Humber/Health RISC

M8 Creeping Privatization of the NHS

Conference notes with anger the rapid increase of NHS services taken over by private companies. The coalition government is attempting to turn NHS spending into a massive source of profits for big business. Billions of pounds of taxpayers' money is pouring into company bank accounts, leading to cuts in patient services and attacks on health workers' terms and conditions.

Conference calls on the Executive Council to organise a national campaign during the next year, exposing profiteering and building support for a free, publicly owned, democratically run NHS.

Conference calls for this campaign to highlight:

- a. Abolition of the Health and Social Care Act, which is preparing for more of our NHS to be handed to private companies. This will cause even greater fragmentation of health services and widen the inequalities between rich and poor.
- b. The huge waste of Private Finance Initiative affecting 149 hospitals in Britain, worsening their financial crisis and leading to further cuts. These buildings should be taken back into public ownership.
- c. The cherry-picking of private hospitals, Independent Sector Treatment Centres and private health services, leaving NHS organisations higher risk, more costly work. They - and all privatised areas of the NHS - should be taken into public ownership and integrated into the NHS.

- d. The exploitation of the NHS by pharmaceutical and medical supply industries, charging inflated prices to boost profits. Nationalisation under democratic workers' control and management would enable their workers' skills to be used for patients' benefit instead of shareholders.
- e. Abolition of Foundation Trusts and Clinical Commissioning Groups, to be replaced by democratic control and accountability of health services by elected representatives of health workers, the community, local and national government.
- f. A well-funded NHS, free at the point of use, with abolition of all charges including for prescriptions, eye tests and dental care.

Conference calls on the Executive Committee to raise this programme in the TUC and to organise with other trade unions co-ordinated action, including a national demonstration and industrial action, in defence of our NHS.

Conference encourages branches to organise public meetings on the NHS, especially in the run-up to local and the general elections, at which candidates can be questioned by health workers, other trade unionists and members of the public on their NHS policies.

East Midlands/NG32 Nottinghamshire Health Services Branch

M9 Defend the NHS

This Conference believes that our National Health Service is under unprecedented attack and calls on our Union to do all in its power to encourage and support the defence mounted by NHS supporters.

Therefore, we call on the Unite Executive Council to:-

1. Campaign for the Labour Party to make a manifesto pledge – and when elected, legislative action to repeal the Health and Social Care Act and to return the NHS to a system based on social solidarity rather than the market.
2. Continue to support and encourage Regional Council and Branches to support, through finance and publicity to members, local and national campaigns concerned with the keeping the NHS public.
3. Affiliate to Keep Our NHS Public and to encourage all units of the union to do likewise and encourage and support the setting up of Unite workplace groups of Keep Our NHS Public.
4. Instruct all units of the union to resist any attempt by any employer to ban Unite publicity in support of the Unite's campaign in defence of the NHS.
5. Recognise that industrial action by health workers in the defence of their pay and conditions would also be defence of the service and so fully support the request in a motion from Unite Health conference for levies of the wider membership to sustain such action if called.
6. Continue to explore with urgency the possibilities for joint action with other unions in defence of the NHS, up to and including a General Strike.

East Midlands/NN14 Barclays Works Northampton Branch

M10 Health and Social Care Act

Conference notes that with the passing of the Health and Social Care Act, the pace of privatisation and the contracting out of NHS services has increased dramatically, with reports of such happenings being recorded throughout the country.

Conference also notes that the levels of bullying and harassment in the health service are at record levels as health service managers put more pressure on NHS workers to hit government-imposed targets, and to do so with diminishing staffing levels.

Conference believes that the deputy chair of the BMA has got it dead right when he says: 'The new NHS act has not just repealed society's contract with the health service, but it has made the NHS a repository of privateers with the mindset of venture capitalists. Conference further believes that this situation, unless countered, will result in the complete dismemberment of the service with what remains being much worse in terms of access, equity, health outcomes and cost and that the conditions for those workers remaining in the rump of the service will be parlous in the extreme.

Conference therefore resolves:

- To urge regions and branches to continue providing material and moral support to local and national campaigns to keep the NHS as a publicly funded, free at the point of need, universally accessible service.
- To support NHS workers taking industrial action, such as our members in the Yorkshire Ambulance Service, or Unison administration workers in West Yorkshire, whether taking action in defence of their terms and conditions, in defence of their right to be in a union, or in defending their service against attempts to privatise it.

To call upon our general secretary and executive council to urgently seek a meeting with the other health unions with a view to pressing the TUC to call a general strike to defend the health service from the relentless onslaught waged against

Brighton, Worthing, Shoreham and Sussex Coastal AAC

M11 Attacks on the NHS by the Con-Dem government.

This Conference notes that with the passing of the Health and Social Care Act the pace of privatisation and the contracting out of NHS services has increased dramatically, with reports of such happenings being recorded throughout the country.

Also notes that the levels of bullying and harassment in the health service are at record levels as health service managers put more pressure on NHS workers to hit government-imposed targets, and to do so with diminishing staffing levels.

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To call upon our general secretary and executive council to urgently seek a meeting with the other health unions with a view to pressing the TUC to call a general strike to defend the health service from the relentless onslaught waged against it by this Con-Dem government and its attack dogs in the right wing press.

South East/Portsmouth, Chichester, Isle of Wight & Hampshire South Coast AAC

M12 Support the NHS

This conference believes that our National Health Service is under unprecedented attack and calls on our union to do all in its power to encourage and support the defence mounted by NHS supporters. Not only does UNITE have a proud record of organising in the NHS but all our members need the freedom from fear and promise of health the NHS makes possible.

The NHS edifice has for decades withstood buffeting by under-funding and political posturing but now the chisel of marketisation has become a sledge-hammer and the strongest blocks are being carried away to re-build the profit of the private sector.

Under Cameron's government, measures to ensure our NHS is privatised are repeatedly presented. After the Health and Social Care Act came Regulation 75 to ensure that competition promoted private bidders resulting in 70% of £5 billion worth of contracts to run or manage NHS services going to the private sector in the nine months to January 2014. Then, with clause 118 to the Care Bill, came a new threat to hospital services and assurance for companies collecting revenue on Private Finance Initiatives (PFIs).

However, every blow to the NHS has been countered by campaigners: the progress of the Act and Regulation 75 slowed down; the change in the law proposed in clause 118 a response to stop future legal challenges after a huge and successful mobilisation of local people to defend their local hospital services in Lewisham.

Conference welcomes the pledge made by Shadow Health minister Andy Burnham to UNITE Health conference in November 2013 that a new Labour government would quickly repeal the Health and Social Care Act (2012). However the accompanying promise to make the NHS preferred bidder for contracts indicates no retreat from the market in deference to international competition law. We note unjust laws have been opposed before and the 50,000 who marched past the 2013 Conservative Conference in support of the NHS shows the strength of feeling for doing this again.

Therefore we call on the Executive Council to:

- make a proportion of UNITE's funding for the Labour Party conditional on a manifesto pledge - and when elected, legislative action - to not only repeal the Health and Social Care Act, but to return the NHS to a system based on social solidarity rather than the market, this

will include promotion of existing Unite policy on nationalisation of PFI schemes without compensation

- continue to support and encourage Regional Councils and Branches to support, through finance and publicity to members, local and national campaigns concerned with keeping the NHS public.
- recognise that industrial action by health workers in defence of their pay and conditions would also be a defence of the service and so fully support the request in a motion from UNITE Health conference for levies of the wider membership to sustain such action if called.
- continue to explore with urgency possibilities for joint action with other unions
- make defence of the NHS, which benefits every person living in this country, a key motivator in UNITE's commitment to a General Strike.

South West/001408 Bristol Health Branch

M13 No Money – No Staff – No Care

The health service has seen an unprecedented increase in demand for services; with longer life expectancy, increasing numbers of medical card holders, and HSE budget cutbacks the delivery of quality patient care is severely compromised.

This conference calls on the Executive Council to fight for safe levels of care for patients and protection of union members working in health care.

Furthermore, this conference also directs Unite to continue to fight to maintain existing rates of pay, premium pay and call rates; to resist the attempts by politicians to scapegoat health sector workers to reduce their pay due to their own political incompetency.

The results of these failed Government policies will cause significant financial hardship to frontline and their families and drive the Irish economy into deeper recession.

Ireland/Health (RoI) RISC

M14 Lift the Moratorium (RoI)

Conference notes that the HSE recruitment moratorium remains a most destructive and irrational tool which is imposing huge damage to the public health service. This flawed policy is in breach of the HSE's own policy on person centred care and places care at risk.

Unite members working in health care face a daily struggle in the face of the increasing depletion of staff resources across all grades and the growing threat of outsourcing of support services.

In view of the ongoing moratorium, this conference directs the Irish Executive Committee to prioritise a campaign with other health sector unions to have the moratorium lifted in the health service.

Ireland/RI/109 Branch

M15 Retain and improve services for the effective treatment of cancer

Conference commends the proactive approach our union has taken to date targeting cancer prevention and awareness for its members. Cancer is claiming too many lives and we all need access to screening regardless of our age for all types of cancer.

We have concerns that cuts to our Health service will impact on resources for cancer prevention, its treatment and early diagnosis. We need to send a message to government that Unite is resolutely opposed to all health cuts but it is particularly odious that the already insufficient treatment for cancer patients is improved and not subject to any cuts. We need to fight for more resources in this area, not accept less!

Conference calls on Unite to:

- Launch a national campaign for free cancer screening for all, regardless of their age.
- Expose any attempts to reduce funding and proactively work against the cuts,
- Continue with our valuable H&S awareness for cancer prevention and early detection
- Encourage employers to put in place screening programmes for their employees

Retain and improve services for the effective treatment of cancer.

Ireland/Women's Committee

M16 Education in Decriminalise Recreational Drug Use

Conference notes that negative consequences of drug use such as addiction and infection are significantly more likely to affect LGBT people. This conference calls Unite the union to increase its focus and campaign and lobby the government to stop any cuts in Education in HIV and drug education and improve awareness in new policies to decriminalise recreational drug use.

In the UK over the last ten years there have been increasing calls from police commissioners, chief constables, professors, Noble prize winners, charities to decriminalise recreational drugs. There is a lack of education based on the evidence from recreational drug use. The combined number of people living with HIV in the UK has reached 91,500 according to the Health Protection Agency. The LGBT community is more likely to use drugs and more likely to engage in intoxicated unprotected sex and needle sharing /re use. Currently there is only one drug counselling service oriented towards LGBT people in the whole of the UK. The need for a drugs strategy orientated around education and harm reduction is clear. Tabloid horror stories and conservative fear mongering and scapegoating has created a hysterical political climate.

Drug decriminalisation may be unthinkable with our politicians today, but this should change the way it has changed in other countries. What is needed is a shift from ideology-orientated debate that draws on horror stories to a debate based on the wealth of evidence that has been diligently catalogued by scientists and researchers. Unite's support for full decriminalisation would be a significant step towards a political climate in which it is possible. The UN has estimated that global market to be worth nearly half a trillion pounds, annually which is larger than the economies of most countries. This is money that should be cycled into the economy, collected tax and used for health care in our communities. Conference notes that the unregulated drugs trade directly costs tens of thousands of lives and many hundreds of billions of pounds in law enforcement.

Conference calls to support the universal provisions of evidence based education on the risk health impact of common recreational drugs with an emphasis on harm reduction in our schools.

Conference calls to support the regulation and taxation of the supply of all recreational drugs, as opposed to the current failed regime of abstinence and prohibition.

This conference also calls for policies to decriminalise recreational drug use.

London & Eastern/LGBT Committee

M17 Council Housing

Conference agrees that the only way to solve the housing crisis is to build more council housing. The private sector cannot and will not build affordable homes for working people in anything like the number required. Only by using public finances can this country deliver the much needed mass house building programme needed to address Britain's chronic housing shortage and resolve the problem of overcrowding, poor standard of accommodation and excessive costs to home owners, tenants and the public purse.

Privately rented accommodation and social housing in the form of housing associations are more costly to rent, 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 public sector investment in new council housing building on a massive scale as well as upgrading the existing council housing stock. Such a programme of publicly financed investment in council housing way is 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 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 lifetime 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. The result of these measures, especially prevalent in London is a form of social cleansing, with many inner city areas becoming rich people's ghettos, where only the wealthy can afford housing.

Because of the ever increasing cost of privately rented accommodation, the public purse would benefit from a much reduced overall cost of Housing Benefit and other housing-related welfare benefits if tenants could switch from privately-rented to council-owned accommodation. Furthermore, the shortage of affordable council housing is pushing up demand for privately-rented housing thus pushing up rents to exorbitant levels in the private sector. It is also distorting the housing market as house prices themselves are driven higher and out of reach of ordinary people partly because private landlords are purchasing many of the available houses for sale.

Conference therefore resolves that Unite campaigns for:

- A massive injection of public investment into a council building programme
- Requirements on Local Authorities to provide and maintain adequate levels of council housing supply at affordable rents.
- An end to the right to buy scheme which only serves to remove good council homes from the overall council housing stock and is therefore counterproductive
- Rent controls and registration/licensing of landlords in privately rented accommodation
- Security of tenure for all those living in rented accommodation
- An end to unfair housing benefit caps and other draconian benefits cuts such as the Bedroom Tax which are designed to force council tenants out of their homes and allow these to be sold off.

London and Eastern/Passenger RISC

M18 Council Housing

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North East, Yorkshire & Humber/302/25 First South Yorkshire Sheffield Branch

M19 Local Government Funding

This Conference condemns this coalition Government's cuts to Local Authorities and the unequal changes to Local Government funding.

Statistics show that by 2017/18 the average Council in the North East will have lost over £660 per person, compared to £305 per person in the South East.

The Treasury new funding structure, controlled by Eric Pickles, Department for Communities and Local Government (DCLG), is used in such a way that redistributes money from the most deprived and poorest areas like the North East, to more affluent areas such as the South East.

This conference calls for pressure to be put on the government, by Unite, to ensure "We Are All In This Together" and apply a fairer funding system that does not penalise those that need it the most and is not Politically motivated.

North East, Yorkshire & Humber/Local Authorities RISC

M20 Defence of Local Authorities

Since this Con Dem government came to power in 2010 there have been 420,000 job losses within Local Authorities.

The majority of these jobs were undertaken by women who were on the lowest pay points.

Twice a year the Secretary of State for Communities and Local Government has repeatedly taken more and more money out of Local Government to the point that by the end of the spending review in 2016 there would be 780.000 jobs gone within Local Authorities.

The biggest concern is if Labour takes control in May 2015 the shadow chancellor has stipulated he will continue to implement Tory cuts.

By implementing the austerity program Labour will in effect be responsible for 360,000 job losses and for a party that states it stands up for working class people it is unacceptable.

We call upon Unite to:

1. organise selective action nationally
2. continue and increase our organizing in Local Authorities, to strengthen our voice
3. utilize all resources and campaign material
4. lobby the Labour Party to drop the 2015 spending cuts
5. engage politically with the LGA
6. draw together a coordinated campaign with all trade union affiliates
7. highlight and prioritize this campaign throughout Unite and other RISCs
8. request that Regions look to have local authorities as part of their 100% campaigns.

North West/Local Authorities RISC

M21 Land Value Tax

Conference recognises the urgent need to establish a simple, economical and transparent form of taxation in the United Kingdom that cannot be avoided by any means. Tax avoidance has benefited the richest 1% at the cost of the 99%. The poorest people in society pay more than the richest in proportion to their earnings.

Conference seeks to address the avoidance of tax and the widening gap between rich and poor in the UK by campaigning for the introduction of an annual Land Value Tax (LVT), at a variable rate based on the land's assessed means of production.

This tax is to apply, without exception, to all land in the United Kingdom including the seabed under its territorial waters. This tax is to be levied directly on the landowners and paid in advance without exception. It can be collected and controlled through the present local government democratic system. The whole system of collection and control must be open to public scrutiny. If land tax is not paid by the due date, the land will be automatically taken into public ownership without compensation. Any unsold or unclaimed land will be automatically taken into public ownership.

LVT is a progressive tax that does not distort economic decisions. If the workforce, buildings, machinery and factories are taxed as they are at present, people are dissuaded from constructive and beneficial activities, and enterprise and efficiency are penalized due to the excess burden of taxation. This does not apply to LVT, which is payable regardless of whether or how well the land is actually used. Landowners will have no choice but to pay LVT. This will have the effect of ensuring that all their land will be brought into production, thus creating work and would substantially improve the economic efficiency of communities. A correlation between the use of LVT at the expense of traditional property taxes and greater market efficiency is predicted by economic theory, and has been observed in practice.

LVT is currently being implemented throughout Denmark, Estonia, Russia, Hong Kong, Singapore and Taiwan and in the UK in previous decades Labour Governments began introducing but it was repealed when they lost power.

In summary:

- LVT cannot be avoided or evaded.
- It is easy and cheap to administer.
- The tax will be fair as it is based on the means of production.
- It would reduce land and property speculation.
- The gap between the rich and poor will reduce.
- It will create an impetus for land to be developed creating homes, jobs etc
- Land and property will reflect real, not inflated value.

Conference calls upon the National Executive Council to lobby parliament and to conduct a campaign by all means at its disposal to ensure the introduction of LVT.

North West/Lancashire AAC

M22 Working Tax Credits

This Conference remains appalled that the change in eligibility for the entitlement of Working Tax Credits rose from a minimum of 16 working hours per week to 24 hours per week in April 2012 penalised those members who are either unable to persuade their employers to increase their hours or commitments at home that prevent them from working over 23 hours per week.

Following the 2012 change, there were more than 210,000 low income families working between 16- 23 hours per week eligible to claim Working Tax Credits. The loss in income to those families if they are unable to increase their working hours to the minimum of 24 hours is estimated at the around £3,800 per annum (approximately £73 per week)

Compounded by the harsh economic climate and current Governments harsh, divisive cuts, these low income workers are being punished for undertaking part time employment.

This Conference calls upon Unite to lobby the Government by 31st December 2014 and campaign to demand a reverse to the 2012 change so that the eligibility is once again 16 working hours per week.

South East/Community & Not for Profit RISC

M23 Council Housing, Housing Benefit and Rent Control

Conference calls on Unite to reaffirm support for the existing policy on Council Housing, Housing Benefit and Rent Control but should be extended to include:

- lobbying and campaigning for the bedroom tax to be abolished
- lobbying and campaigning for a cap on private rents to ensure they are affordable
- lobbying and campaigning for a reversal on the Government's decision to introduce universal credit as their preferred means of paying benefits to the needy. Ensuring a roof over a family's head is essential and having housing benefit paid direct to landlords on behalf of tenants better ensures security of this basic need. There is a real danger with universal credit that leaving it to people living hand to mouth to pay rent themselves from a bulk benefit payment will lead to increased homelessness from having to manage this aspect of their household finances but also from private landlords refusing to then house people on benefits using a lack of certainty of payment as their reason
- calls for council housing to be accessible to working people and not just the unemployed.

Conference also calls on Unite to commit to provide immediate support for this policy with a series of active campaigns driven by Community Organisers and AACs, especially on the following topics:

- abolition of the bedroom tax
- a cap on private rents to ensure they are affordable
- reversal of the introduction of universal credit for paying benefits.

South East/RTC & Logistics RISC

M24 Reinvalidate and Extend the Existing Policies of the Union on Fuel Poverty

This conference calls upon the Unite Executive Council to reinvalidate and extend the existing policies of the Union on fuel poverty, proactively engage with others in the debate and propose the means of how it can be eradicated from our society.

In 2010 Unite committed to lobby Government to ensure fuel poverty was eradicated.

In 2011, the number of fuel poor households in the UK had started to slowly fall but was still estimated at around 4.5 million, representing around 17% of all UK households. (Source: 2013 DECC report on fuel poverty statistics)

In 2012 Unite committed to ending fuel poverty for pensioners.

In 2013 the Governments Fuel Poverty Advisory Group stated in their annual report, that they “have seen no progress on ramping up assistance for fuel poor households”. The Government did redefine fuel poverty and as a convenient consequence, less households not more would be classified as fuel poor.

In 2014/15 the Unite Executive Council and Unite officers must become more vocal on the issue of fuel poverty, actively engage with other organisations such as ‘The End Fuel Poverty Coalition’ and expose Government and devolved administrations for their failures to meet their own targets to eradicate fuel poverty.

South West/Energy & Utilities RISC

M25 The Living Wage for Public Sector Employees

This conference notes that it has been estimated that a Living Wage for a full time worker is £7.65 per hour and rises to £8.80 in Greater London. Despite this many thousands of workers are on considerably less than this as employers take as their guide not a living wage but rather the minimum wage.

This conference notes that many former public sector workers outsourced to the private sector and many workers employed on government contracts do not get the Living Wage. As a result they are forced to work long hours (often in several jobs), they are more likely to have poor housing and their families suffer poverty and deprivation.

This conference believes that the next government must ensure minimum contract standards which ensure that the Living Wage is the very minimum that may be paid these workers.

In addition councils, Hospitals, the Civil Service and other government agencies must set minimum labour standards in any outsourcing contract.

We call upon the executive to ensure that our union campaigns to make this Labour Party policy and sets this as policy where we may influence public sector bodies.

London & Eastern/1523 Kings College Hospital Branch

M26 Fight the council tax increases for poor families & stop the government budget cuts!

This conference notes that, as part of the welfare reform, the government since April 2014 has moved responsibility of the Council tax administration to the Councils. The government cut £500m to local authority funds. Councils in England have had to decide whether to pass on the budget reduction to residents. The great majority of Councils have demanded council tax from everyone regardless of income. It is estimates that:

- 2.4 million low income families faced an average rise in their council tax bills of £138 per year
- 1.9 million claimants who do not pay anything now will be billed on average £140 per year.

This tax hike will push people into poverty and cause more financial hardship for already very poor households, taking money from families who had little to start with. This represents an additional cost to workers and the community of almost £300 a year, on average.

Inside Housing reported that in Southwark Council alone, there had been summonses to 5,800 residents.

We call upon the Unite Executive Council and Officers to lobby the Government and Councils as well as start a national campaign by the end of the year asking for:

- A fully funded Council Tax Benefit Scheme based on needs
- Councils not to pursue those who are unable to pay their council tax or rent due to cuts in Council Tax Benefit or Bedroom Tax cuts.
- Councils to refuse to pass on cuts to the local community.
- Councils to challenge Housing Associations who are also implementing summons over Bedroom Tax arrears and use all there powers to stop this.
- Labour councillors and MPs to challenge these cuts and fight the cuts with the community and trade union movement.

London& Eastern/7098L ITC Branch

M27 Pay Day Loans

Conference will be aware of the rapid expansion of the payday lending industry and the consequent avalanche of associated adverts. The industry provides alternative sources of credit largely to those who have difficulty in sourcing credit from the likes of the high street banks. However, the industry does this usually at exorbitant rates of interest typically in excess of 2,500% on annual basis, a practice that could only be described as legal usury.

Payday lenders assure their potential customers, through impressively slick marketing campaigns and targeted advertisements (even encroaching into the realms of children's television), that the process of taking out loans is quick, simple and safe. A message that is so seductive at time when earnings are not keeping pace with process due to economic down turn and associated government economic policy. Then once a loan is taken out it is difficult to get out of a cycle of loan after loan. The rates offered, simply make paying off the interest a struggle.

This is not a problem faced only by the very poor. Some 5 million people in this country use payday loans. The situation has now become too large to ignore and has produced a situation that calls for regulation and the promotion of alternative sources of credit for payday loan users.

We ask Conference to deplore the usury rates of interest charged by the industry and to instruct the National Executive to:

1. Campaign for a cap by regulation on interest rates and other charges levied by the industry on payday loans
2. Campaign for the control of payday loan advertising
3. Campaign for Government to promote and support alternative sources of credit for payday loan customers and;
4. Produce advice and literature to advise members with regard to money matters including debt.

Scotland/164 NHS Greater Glasgow and Clyde Branch

M28 Defend Welfare Benefits

This Conference notes:

1. the savage attack on welfare benefits taking place at the hands of the Coalition Government of Conservative and Liberal MPs;
2. these cuts in benefits are an unjust attack on the poor and they must stop. People are already being driven into debt, hunger and homelessness.
3. Through 2013, the Chancellor of the Exchequer announced a further £37.5 billion in benefit cuts to be implemented by this and the next incoming Government.

This Conference believes that the people receiving benefits did not cause the banking crisis. Cuts to welfare benefits are not just an issue for the unemployed, pensioners and disabled – the benefit cuts affect more than 5 million working people, many of whom are trade union members.

This Conference agrees that a mass campaign of opposition to the cuts and demand for reinvestment in universal benefits can eradicate low pay and poverty, and put effective pressure on political candidates to win votes at the next election through a manifesto of reinvestment in welfare benefits.

This Conference resolves to:

1. reject false divisions and stigmatisation of people who are low-paid or unpaid;
2. defend universal benefits to ensure reasonable benefits for all;
3. call upon local councillors to refuse to pass on benefit cuts to claimants and council tenants;
4. join with local and national benefits campaigns
5. produce campaign materials that link the defence and promotion of in-work pay and in-employment benefits with campaigns to defend the benefits of those who are out of work;
6. encourage branches to support and link up local welfare benefits campaigns;
7. expose the subsidies to private landlords and businesses who profit from tax and benefit subsidies at the expense of claimants and the poor;
8. oppose all evictions and legal action against those hit by benefit cuts and support campaign actions taken in defence;

Work with local Trades Union Councils to ensure cross-union co-ordination of development and support for benefit campaigns.

South West/8244 Plymouth City Council Branch

N TRADE UNION & EMPLOYMENT RIGHTS

N1 Changes to TUPE Regulations

This Conference notes with concern the coalition government's proposed changes to the TUPE Regulations due to come into effect in April 2014:

- the ability to renegotiate collective terms and conditions months after transfer
- static approach to the transfer of terms derived from collective agreements
- extended definition of Economical Technical or Organisational reasons

These proposals will result in fewer protections for members in the workplace and have a detrimental impact on pay and conditions.

This Conference calls upon the Executive Council to:

- actively campaign to oppose these changes
- seek legal opinion on the proposed changes
- produce a briefing for members
- work with the TUC to lobby the Department of Business and Skills
- engage with the Labour Party to oppose these changes in Parliament

Local Authorities NISC

N2 European Works Councils – Article 6 Agreements

Following the hostility from some companies who oppose legally binding EWC Agreements, Conference fully supports Unite representatives who have and continue to push for EWC Agreements to be legally binding Article 6 Agreements.

Conference notes the desire of some companies to maintain voluntary non-legally binding Article 13 Agreements and who may attempt to enlist the support of other trade unions in maintaining this position.

Conference resolves that any future EWC Agreements or revised Agreements must be legally binding Article 6 Agreements which provide for much greater protection, information and consultation with trade unions and workers and that Unite, through the Executive Council, advise other trade unions that this is our policy.

Metals (including Foundry) NISC

N3 Information & Consultation

Conference welcomes those initiatives which have been taken to establish Information & Consultation Agreements in companies which provide legally underpinned rights for workers to be informed and consulted on a wide range of issues including: a companies future plans; proposed changes to work and their implications for the workforce; information of company structures including the numbers and location of employees; access to un-organised workplaces in a company; access to information on the financial and economic situation of companies; the use of independent experts including union officials; the right to consultation with a view to reaching an agreement prior to any decisions affecting employment are made and the establishment of company paid for pre and post meetings of the I&C representatives.

Conference calls upon the EC to fully support sector/industry wide initiatives and campaigns to establish legally enforceable I&C Agreements; to provide information and briefings to workplaces and Unite union reps on the I&C Regulations; to provide training for workplace reps on how to use the I&C Regulations and to establish and to campaign within the Labour Party to strengthen and simplify the I&C Regulations as currently transposed into UK legislation.

East Midlands/General Engineering, Manufacturing & Servicing RISC

N4 Attacks on the Right to Strike for Public Transport Workers

Conference condemns the current neo-liberal drive to further weaken trade union power and workers' rights, under the false claim that this is necessary to allow the economy to grow. In fact it is a right wing ideologically driven bid to destroy trade unionism and collective bargaining rights once and for all, using the economic crisis and austerity spending cuts as a smokescreen by which to achieve it.

Those at the forefront of these attacks are often those delivering essential services and none more so than public transport workers. New neo-liberal EU legislation to privatise Europe's railways (on the failed UK model) includes attempts to curtail the right to strike by public transport workers. This has been innocuously hidden behind the words "minimum service levels" during public transport strikes, which is a restriction on the fundamental right to strike that has already crept into law for public transport workers in a number of EU member states.

"Minimum service levels" during public transport strikes have usually been set at well above 50% and in Croatia have been set at 90%. After all there is no point in running such a low level of service during a strike that it is unusable by the public.

Whilst public transport trade unions and their members recognize the importance of the public service they deliver and the need to use the strike weapon with restraint, we cannot accept that our right to strike following a legal ballot can be restrained in this way. Either those wishing to strike and who have voted to strike will be forced to work thus denying them their fundamental right to strike or the employer will be legally sanctioned to bring in a scab workforce to maintain the legal minimum of service.

It is intolerable that following a strike vote where the majority of members have voted for strike action that the overwhelming majority may be forced by law to relinquish their fundamental right to strike and be forced to work. The prospect of there being criminal sanctions including possible imprisonment for failing to work makes this measure even more draconian and authoritarian than it sounds at first hearing.

Another possible alternative is that the onus will fall on the operator to fulfil a minimum level of service if his employees are on strike. In other words this would constitute a legal requirement to bring in scab workers to run the service. This would be highly inflammatory as we all know and will certainly ruin any prospect of improved industrial relations in the short to medium term – as we are well aware in current disputes where employers bring in scab to break a dispute. Only in this situation the employer would be sanctioned and protected by the full force of the law which could have the converse effect of making protests by strikers against such scabbing a criminal offence too.

Public transport workers are normally highly unionized and have higher than average levels of union density for a very good reason. There are huge collective bargaining issues within public transport and many of these are made considerably worse under privatisation as the drive to maximize profit and minimise labour costs intensifies e.g.

- a. levels of pay including pressure to accept lower rates for new starters often with worse conditions
- b. attacks on overtime and unsocial hours premiums
- c. holiday rosters, difficulty getting time off, restrictions on use of holidays
- d. continuous assault on sickness levels with sick pay under attack, disciplines for attendance, premature medical discharge, suspension of sick pay etc
- e. shift patterns, duty lengths, spells of work without a break, lengths of break, compilation of rosters including day off patterns etc all of which have huge health and safety implications
- f. tight running times, insufficient layover times, pressure to achieve punctuality requirements, consequent compulsory overtime due to late running
- g. public interface, passenger complaints, assaults and spitting, etc
- h. bullying culture by managers and supervisors, heavy discipline culture

Minimum service levels are being promoted as a guarantee to passengers that their service will not be disrupted by a trade union dispute. But the real reason behind the measure is to weaken the bargaining power of the trade unions representing public transport workers and enhance the power of the bosses to implement the changes to working practices and reductions in labour costs they desire without obstruction. Without this, privatisation of our public transport cannot be achieved without additional public subsidy as has been proved by the British experience of our privatized rail network.

Unite resolves to oppose any attempt to restrict the right to strike for public transport workers, in the full knowledge that any curtailment of the right to strike for one group of workers will surely spread to the rest of us if left unchallenged.

Passenger NISC

N5 Church of England and Equality Legislation

In 2013 the General Synod of the Church of England failed to pass a motion to allow the appointment of women bishops.

One of the reasons that this was allowed to happen was because the Church of England does not have to comply with any equality legislation that applies to all other workplaces in the UK.

This conference calls upon the Unite Executive Council to start a campaign for a change in the law to allow the Church of England to be covered by all aspects of equality legislation.

East Midlands/Aerospace & Shipbuilding RISC

N6 Access to Justice

Conference is appalled at the Governments attacks on access to justice with regards to gender-discrimination at work, in particular extending the qualifying period for bringing an unfair dismissal claim from one year to two and fees to register a claim at an Employment Tribunal.

This conference believes women are less likely to work in permanent jobs and attain two years continuous employment in order to meet the qualifying period required for unfair dismissal claims. Increasing the qualifying period has a disproportionate impact on women and low paid employees and encourages bad employment practices and create further insecurity for employees at a time of serious economic downturn.

This conference believes charging a fee for registering a claim at a tribunal undoubtedly deters the lowest paid workers and those who are unemployed as a consequence of dismissal from registering a claim. To charge people for exercising a statutory right is unacceptable and is, in reality a denial of access to justice.

Congress calls on the EC to campaign for employment rights from day one, abolition of fees for employment tribunals and for collective rights to organise and negotiate through a trade union for better pay, terms and conditions.

North West/Chemical, Pharmaceutical, Process & Textiles RISC

N7 Abolish Employment Tribunal Fees

Conference condemns the current Government for introducing charges for bringing Employment Tribunal Claims.

Conference calls for the charges to be abolished and for the Labour Party to pledge to introduce the appropriate legislation quickly if it wins the next general election.

Scotland/Edinburgh AAC

N8 Employment Tribunals

This Conference recognises the failings in the tribunal system following the changes introduced on the 29th July 2013 which requires applicants to pay fees that can amount to £1200.

Conference notes that this is a cynical attempt by the Government to prevent employees from seeking justice in cases of dismissal, discrimination et al and to be able to seek a remedy in a simple and straightforward way. Conference also notes that these changes have been specifically designed to benefit employers.

Conference congratulates the Union on the arrangements it has made to support members who are unfortunate to find themselves in these situations but also recognises that a trend is developing whereby dismissed workers are increasingly reluctant to pursue a claim because of the possibility that they may become liable for the cost of the fees.

Conference instructs the NEC to develop a strategy to campaign in opposition to these changes and to seek a return to a tribunal system that is less complex and allows employees to seek a fair and impartial tribunal without the high submission costs.

South East/General Engineering, Manufacturing & Servicing RISC

N9 Restoring Equality as Part of the Industrial Agenda

As with other workers' rights the current government has attacked equalities denouncing basic human rights as red tape and a burden on business.

In seeking to defend jobs and terms and conditions of employment in the face of the employer onslaught arising from the recession the equalities agenda has suffered a reduced priority focus. To correct this, we support the views championed by Diana Holland AGS Unite and others that the equalities agenda must merge with the Industrial agenda.

Pay bargaining represents opportunities for progressing equality issues and this Policy Conference calls upon Unite in its advice to reps and officers on pay bargaining data and tactics to include equality provisions in collective agreements such as equal pay audits.

Equality issues must not be as separate from mainstream industrial matters.

Restoration of those Equality Act sections removed by this anti-worker Government must be a priority for any future Labour government. Questionnaires, third party harassment liability, dual discrimination, duty on public bodies to reduce socio-economic inequality, tribunal powers to make wider recommendations, and gender pay audits must all be restored.

But we would also call upon Unite to campaign for Labour to adopt support that the law concerning recognition of unions should be expanded to include equality issues as well as pay, hours and holidays.

London & Eastern/GPM & IT RISC

N10 The right to take industrial action

This conference instructs the political department to lobby Parliament, the Labour Party and any other relevant bodies to ensure that there are no further restrictions on the Right to take Industrial Action.

We are aware of recent conversations within the government and other political heads regarding stricter rules for taking Industrial Action.

Therefore conference instructs the political department to initiate a campaign to this end urgently.

South East/Passenger RISC

N11 Abolition of All Anti Trade Union Laws

Conference calls on the union to campaign and lobby the Government of the day to repeal all anti trade union laws brought in by the Tory Governments of Thatcher and Major and not repealed by successive Labour Governments.

South West/Food, Drink & Tobacco RISC

N12 Protecting the Rights of Workers in the UK

Conference wholeheartedly supports Art 6(4) of the European Social Charter which provides for the right to strike for the purpose of collective bargaining. The United Kingdom is now one of the countries most seriously in breach of its obligations under the Charter, particularly in relation to its laws on strikes, the ECSR having repeatedly held that in the UK:

the scope for workers to defend their interests through lawful collective action is excessively circumscribed; the requirement to give notice to an employer of a ballot on industrial action, in addition to the strike notice that must be issued before taking action, is excessive; the protection of workers against dismissal when taking industrial action is insufficient. (Information taken from "Reconstruction after the crisis: a manifesto for collective bargaining," by K D Ewing and John Hendy QC. Class publication).

This subject is particularly relevant at this time given the honourable dispute by London Underground workers to fight against merciless job cuts, and the reaction by many leading members of the Cabinet to demand the abolition of the rights of workers in the UK which are afforded under the aforementioned Article.

Taken that The Charter now has the same legal value as The (EU) Treaties' by virtue of Art 6(1) of the Consolidated Version of the Treaty on European Union, it appears that UK employers and the Government are in serious breach of the Article. No labour organisation is legally challenging this within either the UK or European Courts. This has to be addressed as the erosion of workers' rights is accelerating at a terrifying pace.

This Conference:

- calls upon Unite, through its political structure to vigorously lobby Labour MPs to honour its obligations as set out in the above named Charter, and to commit to protecting and enhancing the rights of workers, and end the current sustained attack on working people.
- calls upon Unite to commence a dialogue with the TUC aimed at the formulation of a central fund that is designated specifically for the purpose of funding potential future litigation against any Public, Private or Government body who seek to undermine and not honour the provisions contained within the Charter.

North West/1072 Thomas Cook BASSA Branch

N13 Precarious Employment

Conference welcomes Ed Miliband's speech to the Labour Party Conference (2013) that set out measures to tackle issues that negatively impact on food, catering and hospitality workers, for example, zero hours contracts and low pay, Ed Miliband said: "too many people are not paid the minimum wage – we will increase the fines for employment that don't pay the minimum wage from £5000 to £50,000".

Paying below the National Minimum Wage is effectively a subsidy for the employer as (a) customers are charged with similar bills in NMW compliant firms and (b) workers end up having to claim in-work benefits from the tax payer.

Tax credits which in themselves are a positive idea are increasingly being used by big business in to suppress wages and then get the taxpayer to foot the bill and subsidise their excess profits. A living wage would seek to end this scandal.

Exploitation and insecurity are wide spread in our sector, with under employment, low pay, out sourcing, bogus self-employment and zero hours contracts all too common.

The ConDem government's continual attacks on workers' rights is given a green light to companies to create a race to the bottom in terms of pay and conditions.

We call upon Unite to:

1. continue to expose companies and the tax payer subsidy culture.
2. campaign to make zero hour contracts unlawful.
3. work together with Officers and Reps to target their workplaces and raise the issue of a living wage and an end to zero hour contracts.
4. step up our campaign for a living wage and work with community groups to achieve this.
5. benchmark all employers where Unite seeks to organise against the positive and negative indicators laid down in the Equality and Human Rights Commission's Equality and Human Rights Framework and seeking through organisation and leverage to move conditions in these Companies to those commensurate with the positive indicators.
6. ensure that the Political Dept works to hold Miliband and the other Labour leaders to their Conferences pledges on the National Minimum Wage and Zero hours contracts.

London & Eastern/Food, Drink & Tobacco RISC

N14 Agency Workers Directive/Swedish Derogation

This Conference deplores the apparent continued abuse of the agency workers directive/regulations; it is very much at the forefront of the employers' model of choice regarding the hiring of new workers. Often, unnecessary and intimidating tactics are used by these parasitic agency organisations, with the sole aim of denying direct employment whilst maximising profits for themselves. Employers who commission their services capitalise and benefit by threatening core workforce agreements. This scandalous "loophole" continues at an unabated pace and therefore we as a recognised voice of all workers need to adopt as policy the drive to end and outlaw this practice.

Frequently if not in all cases workers/our members are forced to sign derogatory contracts upon engagement with agencies, recruiting on behalf of their client employers, thus denying those workers access to rights to equal pay and other agreed terms and conditions enjoyed by the client employers core workforce, irrespective of the qualifying period stipulated in the regulations. This serves two purposes for unscrupulous employers, firstly access to a vulnerable and cheap labour source and secondly to undermine core terms and conditions that are afforded to those directly employed thus creating a two tiered workforce system.

Conference calls upon Unite the Union to demand of any future Labour Government:

- Immediate amendment to those regulations and associated employment laws that currently provide employers with a legalised mechanism to circumvent provisions contained within the “European Agency Workers Directive.”
- To ensure basic employment rights for all workers, whilst the focus should always be employment on at least a “living wage.”
- That this Union continues to campaign and lobby to end this scandalous practice, to develop a clear/coherent industrial campaign across all sectors/shop steward combines representing all Unite members and actively/vigorously pursue an end to the exploitation of casual/agency labour.

North West/RTC & Logistics RISC

N15 ILO Conventions

This conference recognises that under Article 11 of the European Council, any British Government has an obligation to promote Collective Bargaining. Given the increased fracturing of collective working by government promotion of small and medium enterprises (SMEs), Conference calls on Unite to promote the principle of wages councils starting with re-establishing one in the Agriculture and Horticulture sector and to pursue their establishment by the next Labour Government.

South East/Rural & Agriculture RISC

N16 Equality Reps to be given same level of rights as all other reps

We believe that Union Equality Reps (UERs) should have the same legal rights as all other union reps. The role is vital because of the attack by the Government on the most disadvantaged groups at work and wider society. We have seen devastating policies implemented in respect of welfare reform, reduction in workplace rights and the funding of the Equality and Human Rights Commission.

By lobbying this, and any future government, into giving UERs recognised full rep status it will help safeguard our members from discrimination. It would give disabled workers, along with all the other strands of Equality, a greater voice and greater protection from employers discriminating against workers.

We feel that this should be done immediately so that we can truly start to be the fighting back union.

South West/Disability Committee

N17 Zero-Hour Contracts

This conference deplores the ongoing and increasing use of zero-hours contracts. These contracts are a cynical attempt by employers to exert maximum control over employees, (often accompanied by threats of dismissal) whilst affording employees the barest minimum of employment rights. Unsurprisingly, these tactics are supported by the current Tory Government.

This conference calls upon this Union to campaign against the use of zero-hours contracts, including lobbying a future Labour Government to commit to introducing legislation to outlaw this shoddy practice.

South West/RTC & Logistics RISC

N18 Lobby Government to Abolish Zero Hour Contracts

This conference calls on Unite and the Executive Council to campaign and lobby government to abolish zero hour contracts, as they are failing to address job security, holiday pay or sick pay entitlements.

East Midlands/NN27 Cummins Engines Daventry Branch

N19 Zero Hours Contracts

This Conference is totally against the exploitation of employees by the use of Zero Hours Contracts.

Unite policy should commit to the removal of all Zero Hours Contracts from the workplace. Unite must lobby Government and campaign to get legislation introduced to make it an unacceptable practice.

A civilised Society today should be preventing the exploitation of working people by Companies just to maximise profits. This must not be tolerated. Our members and the disadvantaged are being exploited. Zero Hours Contracts are a blight on working people. They give no guaranteed wage; no guaranteed hours; no pension; no sick pay; no holiday pay; no redundancy rights and more. Being employed on one of these contracts means being put under immense pressure to work at short notice for excessive hours without breaks. Employers put the young and disadvantaged under pressure to work unacceptable hours under the fear if they refuse just once they will not be offered more hours in the future. This is forced labour where employers use fear of lost income to drive workers to accept bullying by the bosses to achieve the Company goal of reducing manpower to the bare minimum at all times. If this is not enough this prevents Zero Hours Contract employees getting a mortgage, and even a mobile phone contract as they have no proof of guaranteed income.

Unite Executive Council should use its influence with MP's to implement this Policy possibly combining with the TUC and any like minded societies or groups to exert additional pressure on the Government and employers to achieve the required result.

No Zero Hours Contracts in legislation or in all Party manifestos by the next Government election.

South West/8007 Augusta Westland Staff Branch

N20 Abolish Zero Hours Contracts

Conference calls upon our union to vigorously campaign the next Labour Government to abolish zero hours contracts as part of their election manifesto to ensure that all working people have proper contracts of employment and working rights.

West Midlands/6151 NULMW Branch

N21 Zero Hours Contract

We object to the use of a zero hours contract and find it unacceptable that employers use zero hours contracts to the detriment of employees in the manufacturing sector. We also condemn the inaction of this coalition government in the exploitation of the United Kingdom workforce.

West Midlands/7064 Cadbury Bourneville Branch

N22 Union Access to Work Sites

Conference notes that despite legal gains brought under the Employment Relations Act 1999, Britain still has scandalously low levels of trade union membership and influence across many Industries in the private sector.

Less than 15% of private sector workers belong to Trade Unions and only 29% of Britain's workforce are covered by collective agreements. This places us way down at the bottom of a European league.

Many British workers are simply not aware they can join a trade union and how we can help them.

Unions can only currently access non-Union workplaces in individual grievance and disciplinary processes with limited effect.

In some countries (notably New Zealand) unions can gain 'reasonable' access to workplaces without collective agreements. This could significantly raise Unites' profile in non-Union workplaces by:

- giving support to members who might otherwise feel isolated
- giving Unite reps the opportunity to meet and discuss the benefits of joining the union to non-members
- giving Unite a crucial toehold for organising greenfield sites.

We call upon Unite to:

1. campaign for a Trade Union Access Bill through Parliament
2. lobby Labour MPs and Parliamentary candidates to support the Bill upon the return of a Labour Government, in particular, by encouraging local representatives to get local MP's to sign a pledge card to support the Bill prior to the next election.

London & Eastern/1393 Central London Hotel Workers Branch
London & Eastern/1426 Gt Yarmouth Branch
London & Eastern/1647 International Hotels & Catering Branch

N23 Stop Bullying Workers

This conference wants to commit Unite the Union to run a campaign to eliminate bullying, harassment and blacklisting of workers. This scandalous treatment of workers and their union reps needs to end.

The law is failing to protect workers from unscrupulous bosses in the workplace and outside of it, who are just out and out bullies, ruling by fear.

We want the union's EC to take this campaign forward to the highest level and also into our Labour Party and make sure that guilty bosses are brought to book under current and even new laws.

Real and positive action and results must be shown by Unite in regards to this motion by the end of 2014.

Scotland/156 Laggan Tormore Construction Branch

N24 Redundancy Consultation

Conference is appalled by the coalition government's enterprise reform bill that is attacking workers' and trade union rights.

Conference is deeply concerned by the part of the bill that has cut the consultation period for one hundred or more redundancies by 50% from ninety days to forty five days. This policy serves no purpose and will not save a single job in fact it will restrict the possibility of saving jobs.

The government chose to ignore the many examples that were given of how jobs were saved that would not have otherwise been saved if the consultation period had been forty five days and pass the 50% cut to the consultation period in order to accommodate their friends in big business.

Conference believes that not only should the ninety day consultation period be restored but it should be a ninety day period for all redundancy programs and not just those of one hundred or more.

Conference believes that this government policy will greatly increase the risk of members losing their jobs and putting members into financial hardship by forcing members out of quality well paid jobs into low paid part time jobs and on to benefits, it also greatly increases the risk of a massive skills gap.

This conference therefore calls on the:

- Executive Council to run a campaign over the next 12 months to raise awareness amongst activists to actively campaign at local and national level to reverse this government policy.
- The TUC to put pressure on the Labour party to have the reversal of this policy as part of a review of the enterprise reform bill immediately after they are elected as part of their manifesto for the 2015 general election

West Midlands/7138 Eaton Branch

P UNION ADMINISTRATION & MEMBERSHIP SERVICES

P1 Future Mergers and Transfer of Engagements

Unite welcomes the interest in mergers from other trade unions. Where both parties have similar industrial interests, merger is something that should be considered seriously by both unions.

Even though difficulties still exist as a result of previous mergers, Unite has emerged as a strong, United and progressive union that is at the forefront of the UK and Irish labour movements. It is therefore essential that future mergers or transfers of undertakings/engagements do not jeopardise this position or the union's financial situation. The primary consideration should be the advancement of the industrial strength, organisation and ability to ensure future prosperity of the members of both unions.

We have a year to the General Election and Unite needs to be at the forefront, ensuring the conservatives or a con/lib coalition is not re-elected and that the country is seen to be moving towards a fairer society which is for the benefit of the majority rather than the minority that it currently serves.

Conference therefore calls on the Unite Executive to:

- ensure any future mergers or transfers of undertakings/engagements do not notably damage the financial situation of Unite including though not exclusive, attention to the pension's liabilities of any potential merger or transfer of undertakings/engagements partner;
- examine and report back the political, industrial and financial implications of any future mergers or transfers of undertakings/engagements, should such possibilities arise to every Policy Conference;
- ensure that the final agreement for a merger or transfers of undertakings/engagements into Unite is the property of the Unite Policy Conference.

East Midlands/GPM & IT RISC

P2 Future Mergers & Transfer of Engagements

While future mergers or transfers of undertakings/engagements may be essential and must never be ruled out, it is clear to activists we have yet to fully consolidate previous sections of UNITE or fully address the financial situation Unite faces.

Even though difficulties still exist, Unite has emerged as a strong, United and progressive union that is at the forefront of the UK and Irish labour movements. It is therefore essential that future mergers or transfers of undertakings/engagements do not jeopardise this position or the union's financial situation.

We are a year away from a critical General Election where Unite's contribution will be pivotal in ensuring the conservatives or a con/lib coalition is not re-elected and that a Labour government returns to office. Indeed the election of our Unite General Secretary was even brought forwards from 2015 to 2013 precisely to enable Unite to give full attention to winning the 2015 General Election. Any mergers or transfers of undertakings/engagements discussions with trade unions who are not affiliated to the Labour Party will inevitably be a huge distraction and will take our attention, focus and energy away from winning the 2015 General Election.

Conference therefore instructs the Unite Executive to:

- not open formal talks aimed at mergers or transfers of undertakings/engagements with any unions prior to the 2015 General Election.
- ensure any future mergers or transfers of undertakings/engagements beyond 2015 do not further damage the financial situation of Unite, including, although not exclusive, attention to the pension liabilities of any potential merger or transfer of undertakings/engagements partner;
- thoroughly examine and report back to the membership on the financial implications of any future mergers or transfers of undertakings/engagements before any decisions are taken by the Executive Council;
- ensure that the final agreement for any merger or transfers of undertakings/engagements into Unite is the property of the full Executive Council requiring a 75% majority for approval.

East Midlands/DE40 Manufacturing & Rail Branch

P3 Appointment of More Regional Officers

This conference recognises that historically, every time a merger has taken place in the Union, there has been an assumption that we need fewer Regional Officers despite the net membership increase and the need for more Regional Officers and not less through a reasoned ratio of members to Regional Officer.

With campaigns to recruit yet more members into the Union, the danger is, given that Reps struggle to support existing member's cases, we will fail to support members at a level in line with expectations.

This creates undue stress for existing Reps, discourages new Reps from coming forward, disenfranchises members and potentially damage Unite's image.

The East Midlands Health Sector RISC committee therefore calls on the Unite Executive Committee to an increase in the number of Regional Officers ensuring that there is a reasonable ratio of members to each Regional officer, in line with an increasing workload, using the option of Stand-Down Officers where there is an acute increase in workload. This to be actioned and put in place by the end of 2014.

East Midlands/Health Sector RISC

P4 Unite the Union Career Development

Conference, our motion is regarding a clear and consistent approach by Unite the Union to recruit from its rank and file for vacant positions within the union.

Currently there appears to be no visible career paths or development planning for Unite the Union members to progress, if they so wish, to become Unite the Union Regional Officers, Education Officers or work towards fulfilling other positions within Unite the Union.

We call upon Unite the Union's Executive Council to be put in place a structure which offers education, encouragement, support and opportunity for its members who wish to follow a planned career path within the Unite organisation.

We would like to see this initiative in place by 2016.

North East, Yorkshire & Humber/Food, Drink & Tobacco RISC

P5 Support for Workplace Reps

Conference recognises that the world of work has undergone major change in the last 10-20 years, with 'lean' methodologies, intensification of work, increased use of capability procedures, punitive sickness policies, attacks on facility time and the increased 'legalisation' of workplace issues, resulting in greatly increased pressure on lay reps and their time.

More and more workers have the need for trade union support, but fewer and fewer members are willing to become lay reps, and it is not sustainable for the Unite officers to substitute for the work of a widespread network of lay reps.

In this context it is essential that Unite establish and uphold some minimum standards for service and support to the lay representatives of Unite in areas such as:

- mentoring and advice
- responding to phone calls and emails
- cover for officers and the regional office staff during periods of annual or other leave, sickness and holidays
- support and presence when redundancies are announced
- help in setting up workplace branches
- help and advice in accessing union services such as printing and legal advice
- a far more accurate membership list

We therefore request/instruct/call upon the EC to urgently draw up, agree, publicise and uphold minimum standards of service in these areas.

North West/Health RISC

P6 Financial Fund for RISCs

Conference calls upon the Union to in full support of the ethos of Unite being a fighting back and campaigning union, we consider it fundamentally important that to progress this philosophy, all RISC's should have the capability of a "rapid response" to help defend their sector workplaces and members against attacks.

To enable RISCs to become even more significant and to increase their effectiveness to co-ordinate a quick, well resourced campaign when needed requires access to an immediate source of initial finance.

Even in sectors such as Aerospace & Shipbuilding, where there are relatively large, well funded and active workplace branches, it can still take time to rally financial support and this becomes even harder and may take longer, in less well organized sectors. Similarly, applying to the Regional Council can often take too long. In both cases, predicting how much will eventually be donated will always be uncertain. The result being that RISC's are impeded from engaging when prompt action may be decisive.

Conference calls to make it the Policy of Unite to allow a fund of £200 to be instantly accessible to every RISC, in order to enhance their effectiveness to organize and campaign on behalf of the members in their Regional Industrial Sector.

With the intention to prevent misuse, over use or fraudulent use of the fund, we propose that once a RISC's allotted fund has been totally or partially used, it would need the permission of the relevant NISC to authorize that particular fund, to be reset to its default amount of £200.

North West/Metals (inc Foundry) RISC

P7 New Old Hope!

This conference believes the Unite administration is failing to maintain and improve one of its core responsibilities of listening to its wider membership's opinions and aspirations at grass root level, for a truly democratic reflection of what Unite members are saying and aspiring too. Meaningful two way communication with branches and members has virtually become a thing of the past. It is still sadly apparent that Area Activists Meetings are still not being convened to rule to allow ordinary members an opportunity to express their voice in their own union; even though this has been previously endorsed in policy and supported by the executive council. To ensure a continuing commitment to lay democracy the executive council must 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 genuine, democratic, diverse and dynamic opinions these important meetings could and should allow to be aired, to help shape and drive our union forward ... before member democracy is totally lost.

London & Eastern/1877 East Coast Construction Branch

P8 Policy Reporting

Conference believes that all Unite policies made at previous policy conferences should be reviewed and a report detailing progress on the adoption and implementation of all policies should be produced prior to subsequent policy conferences and issued to all conference delegates in advance.

Conference time should be made available for members of the Executive Council to answer delegates questions on this report at the start of each conference.

North West/LGBT Committee

P9 Unite Stewards/HR/ER Functions

Conference notes the continuing issue with elected workplace representatives resigning and immediately taking up roles in HR functions.

Conference agrees that this is a serious conflict of interests and has the potential to undermine the union's bargaining capability, particularly where a senior representative behaves in this way.

Conference instructs the EC to agree measures to minimise the situation particularly in relation to education of reps and also to consider what sanctions to apply, should they be appropriate.

Scotland/Finance & Legal RISC

P10 Construction Sector – Organising and Servicing in the Construction Sector

In 2011 the Unite Executive Council agreed the appointment of five Designated Construction Officers to be seconded to the Union's Organising Department and accountable to the National Officer for Construction working on specific sector infrastructure projects along with targeting Contractors who have significant Construction work across the Total Construction Process Sector.

The Building Construction and Allied Trades Sector now believes it is an opportune moment for the Union to implement this policy ensuring that the sector has officers who have the knowledge and experience in representing, recruiting and retaining existing members whilst also delivering growth through recruiting new members for the sector in an industry which employs in excess of 2 million skilled and unskilled construction workers.

Wales/Construction RISC

P11 Full Time Officer Employment Conditions

This Conference unequivocally condemns those Full Time Officers of the union whom on leaving the employ of the union immediately take up employment with employers or employer organisations, taking with them considerable knowledge of the organisation and its activists. Importantly we note that the positions offered to ex-officials are always in the so called, human resource role, it doesn't require a vivid imagination to understand why employers are keen to make such appointments. Conference also notes that this despicable form of employment is not widespread, and we applaud the vast majority of our ex-officers who not only retire with the best interests of the union at heart but go on to continue to serve the movement in a whole variety of ways.

However, Conference is concerned that even a single appointment of this kind can do untold damage, not only to individual activists who suddenly find themselves blacklisted, but also to the recruitment prospects of the union. Conference therefore calls on the union to ensure that future contracts of employment for full time officers contains a clause or clauses to ensure that such practices are not only discouraged by seeking personal assurances from prospective FTOs, but that restrictions are placed on their ability to accept such positions immediately on leaving the employ of the Union

North West/0541 Liverpool Construction Branch

P12 Construction & Maintenance Work on Unite Property

This Conference calls on the Executive Council to ensure that all Construction and Maintenance work carried out on Unite property is carried out by trade union members and that Contractors selected to carry out this work, adhere to the National Working Rules relating to the trade(s) concerned.

This Conference further call's on employees of Unite the Union with responsibility for Construction and Maintenance work being carried out on Unite property, to audit such works to ensure these requirements are being adhered to.

Scotland/Construction RISC

P13 Socially Responsible Procurement

Conference welcomes the commitment that Unite has made by agreeing to implement a socially responsible sourcing model for the procurement of all goods, services and products consumed by the Union in 2011.

However Conference is concerned that to date there has been little evidence to confirm that this commitment has been fully adopted as standard practice across all Regions of Unite.

Conference calls on Unite the Union to:

- to develop a procurement policy at a national level that will be implemented in the regions to ensure Article 19 is standard practice when procuring goods, services and products.
- to publish annual statistics on procured goods, services and products that will confirm that the Union is supporting the communities in which it works.

Scotland/Disabled Members' Committee

P14 Procurement and Outsourcing of Work

Conference agrees to carry out and ensure that an effective procurement & outsourcing policy is carried out on behalf of Unite the Union.

This Unite Policy Conference welcomes the decision and policy of the 2013 National Unite GPM/IT sector conference to reaffirm its commitment, policy and principle towards the effects of outsourcing and procurement within our union and the movement.

At a time when building, construction and manufacturing industries, has suffered due to the recession; and the savage Con Dem's austerity and cuts agenda. It has led to many closures, redundancies and the loss of our members livelihoods.

Outsourcing and procurement is penalising and under cutting those employers who abide by agreed union policies, procedures and pay rates.

This Conference agrees that our union only sources work and services from recognised, unionised companies that the EC and senior officers takes measures to ensure that it happens with immediate effect:

1. That the union should only use unionised contractors, painter and decorators, builders, plumbers and sparks for any building work or refurbishment for the union and its offices/properties.
2. This policy will apply to all trades and services when the union and its 3rd parties/partners source work. This will happen with immediate effect.
3. Past occasions like "Defend Manufacturing" has at times embarrassed unions with use of overseas or non-union stuff; in all future rallies and campaigns that the union sources UK unionized memorabilia ie shirts/hats, etc
4. Hotels - to mount an organizing programme of hotel sector where many people suffer from low pay, transient workforce. Thus, that the union can then use unionised hotels.

5. We further call on Unite and our EC to ensure that the TUC and its affiliates does likewise and upholds this principle - in representing organized labour.
6. We also call upon Unite EC and its Officers at all levels to uphold outsourcing of print, packaging, graphics & media related work for the Union, TUC and the Labour Party from recognised unionized Unite GPM workplaces.
7. We call on the Political Department, Political Committees and Unite members on the Party's NEC to put into action. That they put pressure on the Labour Party at all levels to comply to protect the livelihoods of our Unite members. Ensuring all party units, candidates and agents uphold the policy of only sourcing printed and packaging matter from approved unionised companies.
8. That the Union puts effective steps and procedures into place to put the policy into action with regional and national "Fair List" list of approved unionized companies for different trades and services.

North East, Yorkshire & Humber/406/9 Polestar Sheffield Branch

P15 Contractors/Event Organisers Working for Unite to Pay the Living Wage

Unite to ensure all work completed on Union buildings and Union events such as Conferences, must be done by employers who pay a Living Wage (currently at £7.65). Unite must ensure it seeks to use the most effective contracting methods for Unite's trade union principles. Whatever procurement and tendering process Unite uses, it must determine they are a Living Wage employer as well as other factors such as cost of work, quality, delivery and environmental impact.

North East, Yorkshire & Humber/Teesside AAC

P16 Education Expenses Policy

Conference acknowledges the concerns that this motion brings and carries this forward favourably taking into consideration the factual data supplied. Conference would like to raise awareness about the current expense policy that is used within Unite particularly the education policy.

Currently some workplace representatives who do not live in their region of employment but are representatives within their workplace are finding themselves out of pocket when attending education courses in order to fulfil their roles as workplace representatives.

The Education mileage travel is capped at the lowest train fare (off peak standard). Regional courses normally start at 9 /930 am on a Monday morning, you cannot get an off peak train to arrive at that time, and so are forced to travel by car.

For example; if you lived in Sheffield but was based and worked in the South East to attend a course in Crawley the earliest train you could get would be the 5.30 am arriving at Gatwick at 9.12 the cost of the train for that time would be £236.50 return but the cheapest ticket you could buy for that day travelling later on that route would be £86.10, you would then have a further cost of taxi or bus to the unite office. Your mileage from Sheffield to Crawley would be 414 miles return x 40p a mile = £165.60 When you claimed your mileage allowance you would only be reimbursed no more than the cost of the cheapest rail fare £86.10.

Workplace representatives are encouraged to attend courses in their region but if they do not live within a commutable distance and they have to pay accommodation costs to attend which is at a cost to them or they are having to ask their Branches to pay.

In the South East, branch secretaries are often sent emails with information about the last minute availability on courses and try to get enough heads on the courses to save cancelling them. However many representatives who fall in to this category are now refusing to attend as they cannot afford the week away from home.

We would like this motion to be seriously considered and actioned by 1st October 2014 this gives those wishing to attend courses in 2015 enough time to consider their options and costs before applying.

South East/Civil Air Transport RISC

P17 Cost of lay member travel and accommodation at Unite Events - reducing the expenses incurred by members

Unite organises various committee meetings, training sessions and conferences for its members, for which members are entitled to have their travel, accommodation and incidental expenses funded by the union.

The Union claims not to be awash with money, yet on many occasions Unite could save hundreds of pounds by allowing members to have an overnight stay rather than paying peak rate rail fares, or having to travel to and from various parts of the country at uncivilised times.

If colleagues are happy to share a twin room why pay for two double suites, especially at London prices. If members are prepared to book accommodation and travel at rates that save Unite money why is this not encouraged and even rewarded.

This Conference proposes the following - in an effort to save Unite money and improve the members experiences when attending Unite events, this conference believes that the whole system of funding accommodation and travel should be reviewed and the actual costs scrutinised.

The actual costs of committee meetings should be reported to the respective Officer and Committee delegates.

If no savings can be made we request that the Executive bring a formal report to the next Policy Conference justifying why this is so.

North West/0520M Fylde Coast Branch

P18 Redressing the balance

Conference applauds the ongoing organising work of all the unions' staff in pressing forward with the 100% strategy. However it is noted that despite the adverse economic and political climate workers do not seem to see the union movement as a collective refuge to protect their interests.

Conference feels that this may well be as a result of a shift in perception which working people have of the effectiveness of collective bargaining caused by the general bias of the media over a number of decades. Conference feels this is best demonstrated by the relatively low numbers of young people joining and becoming active in the labour movement.

Conference calls upon the union to begin to campaign to realign the balance in favour of collective bargaining by engaging with school leavers and students explaining the very real advantages of being members of a union.

Wales/Swansea AAC

P19 Sliding scale of membership fees

This Conference recognises the huge impact the cost of living is having throughout the United Kingdom but in particular the more vulnerable members on low incomes who are facing real hardship and having to make tough decisions on what to spend their money on. The Con-Dem government recognises that not all workers earn enough to pay income tax; therefore as the biggest Union in the UK & Ireland we should recognize and introduce a sliding scale of membership rates to attract the most vulnerable. Act on those words of being a fighting back union, and bring into our family those that who currently cannot afford that luxury of being a Unite member. Conference asks for your support of these potential vulnerable new members and to run parallel with the imitative of the community membership, to be at the forefront of Britain & Ireland's biggest Union.

Conference needs to support this motion so that the Executive Council can review and change our current membership structure, to encompass those that currently want to join this Union but can ill afford to put food on the table, let alone pay current Union subscriptions.

South East/Food, Drink & Tobacco RISC

P20 Salary based subscription levels

This Committee calls upon the Unite Executive Council to adopt a subscription policy based on salary levels. The Union is currently struggling to recruit and retain members paid below average salaries and it would be helpful to move to fair subscriptions as well as lobbying for fair pay.

South West/Education RISC

P21 Unite Subscriptions

This Committee calls upon the Unite Executive Committee to review the cost of membership for those earning less than £17,000 or working less than 23 hours per week with a view to making Unite competitive against other Unions.

South West/Health RISC

P22 Salary Based Subscription Levels

This Committee calls upon the Unite Executive Council to review Unite's membership subscriptions. In light of the latest increase in subscriptions, we feel the Union are excluding those who need its services most. The Union should set up a fair tariff to reflect member's earnings. We feel as wages have fallen behind living standards, Unite must fight for a "living wage" for all our lower paid members. Those working part time and paid national minimum wage are arguably most in need. Therefore we propose a new rate be introduced to allow us to recruit and retain this category of worker.

South West/Taunton AAC

P23 Membership fees for low paid workers

This conference feels members are suffering financial hardships and are struggling to find the money for union subscriptions, resulting in falling membership figures and a failure to recruit new members.

We feel that Unite should offer a two tier membership rate in order to maintain membership of low paid workers, increase membership in what can be a competitive trade union environment and help those members who are facing difficult financial times.

Across workplaces, throughout sectors we have seen members resign their membership because they simply cannot afford to pay their subscriptions any longer. As a union, Unite recognises that our members face a cost of living crisis, that there are not many employers paying the living wage and we fight to right those wrongs. However, what has not been addressed is that, for a low paid worker approx £13 a month can be quite a lot of money and at the moment they are unable to find that every month.

Unite offers members who work part-time hours reduced rates as it is recognised they do not have the same income as a full-time worker, it must also be recognised that full-time workers in low paid jobs do not bring home a significant income either.

We propose that the union's executive approves a two tiered membership system where low paid workers pay subscriptions at the same rate as current part-time workers and this is implemented before 2015.

West Midlands/Community & Not for Profit RISC

P24 Membership Subscription Scheme

Conference proposes that Unite the union implement a membership subscription scheme that enables low paid workers of minimum wage and those paid a little more than the minimum wage, a lower fee per week, which they can afford, to provide support and representation as is part of being in a union. The proposal would help those worse off in our society.

South East/6262 Fawley Construction Branch

P25 Unite Subscription Structure

This conference calls upon the Unite Executive Committee to develop a subscription structure which will allow any person the opportunity of joining Unite irrespective of their income

South West/011408 Taunton Area Health Branch

P26 Lower subscription rate for those who earn less than the living wage

This conference calls upon the Unite Executive Council to introduce a substantially lower subscription rate for those in full time employment who earn less than the living wage.

Those working and earning less than the living wage are arguably most in need.

Any loss of income would be offset by the numbers of potential members who would like to join but do not feel they can commit to the current full time rate and inevitable increases.

South West/8015 EDF Energy Hinkley Point B Branch

P27 Unite subscription rates

This conference knows that Unite continues to fight for fair pay for our members, as it should do. However there is unfairness in what we ask our members to pay. In our Branch we have full-time members who earn just over £14,000 per annum and others who earn up to £45,000. However they all pay the same subscription rate. It is not right that our lowest paid members pay a much higher percentage of their income towards union funds, especially in current times where pay levels are under constant attack and are not rising in line with inflation.

We call on the Unite Executive Council to bring in variable subscription rates based on the members' earnings/salary level.

South West/8215 University of Bristol Branch

P28 Membership fees for low paid workers

This conference feels members are suffering financial hardships and are struggling to find the money for union subscriptions, resulting in falling membership figures and a failure to recruit new members. We feel that Unite should offer a two tier membership rate in order to maintain membership of low paid workers, increase membership in what can be a competitive trade union environment and help those members who are facing difficult financial times.

Across workplaces, throughout sectors we have seen members resign their membership because they simply cannot afford to pay their subscriptions any longer.

As a union, Unite recognises that our members face a cost of living crisis, that there are not many employers paying the living wage and we fight to right those wrongs. However, what has not been addressed is that, for a low paid worker approx £13 a month can be quite a lot of money and at the moment they are unable to find that every month.

Unite offers members who work part-time hours reduced rates as it is recognised they do not have the same income as a full-time worker, it must also be recognised that full-time workers in low paid jobs do not bring home a significant income either.

We propose that the union's executive approves a two tiered membership system where low paid workers pay subscriptions at the same rate as current part-time workers and this is implemented before 2015.

West Midlands/7248 Big Lottery Fund Branch

P29 Conference Administration

Conference notes that the running of a Policy conference is very expensive but necessary for the democracy of the Union in addition it can be (as with 2012) that important motions and debates are remitted to the executive Council due to running out of time.

In order to make conference more Cost Effective and maintain its fundamental purpose as the policy making body of the union, it is proposed that the following are adopted:

- 1) The standing orders for the Standing Orders committee to be amended to state that motions will only be put to conference where they add to existing policy or call for a change in existing policy or create new policy. Therefore any motion that supports current policies passed at the previous Policy Conference are to be sent to the EC to confirm that they are existing policy and will not be taken at the Policy Conference.

- 2) To ensure efficiency of this conference and at all future policy conferences electronic voting is to be used, ensuring that voting results are clear and quickly arrived at.

East Midlands/DE14 Rolls Royce Aerospace Staff Branch

P30 Telephone Numbers

This conference acknowledges the good work Unite does for its members. Part of this good work is the legal helpline which our members can contact advisors for help in their day to day lives.

It has come to our attention that the telephone numbers have changed from an 0800 number which is free from landlines for the legal helpline and 0330 which must be included in inclusive minutes to contact Unite to 0844, which, according to OFCOM incur charges from 1 to 13p per minute for landlines and from 20 to 41p per minutes for mobiles. Conference can only assume that the Republic of Ireland number change from 1890 9460 241 to 01 661 1063/01 873 4577 has the same impact on our Republic of Ireland members.

Conference instructs Unites Executive Council to:

1. Change the telephone number back to 0800 for the legal helpline.
2. Acknowledge that more and more people use mobile phones and look at a new number to make it cheaper for our members to call the legal helpline.
3. The telephone number to contact Unite change back to 0330.
4. Change the Republic of Ireland number to reflect the changes for the United Kingdom call charges.
5. Ensure that we keep all telephone numbers to geographical numbers, free call numbers or numbers that have to be included in inclusive minutes.
6. To review the contact numbers we use on a regular basis to ensure our members do not have to pay any more than geographical numbers to contact Unite.

Conference calls the Executive Council to ensure this happens by the end of 2014.

London and Eastern/1302 Yusen Logistics Branch

P31 Free Legal Helpline

This conference should raise awareness among members of the present premium rate 0844 number printed in the current membership card for the Legal Help Line, currently charged at 15 pence per minute and 75 pence connection charge.

We feel this is imposing financial hardship to members, due to the cost of any calls to the premium rate number.

We therefore ask that the union's executive council address this issue and re-establish the Freephone Legal Help Line and inform the membership accordingly.

East Midlands/LN04 BOC/GIST Branch

P32 Disenfranchised Members

This conference is concerned that many members have been transferred out to newly formed branches, under the Branch Reorganisation Project, that have not met and are not officered. These members have therefore been disenfranchised from the union's democratic processes for nominations to all levels of the union's democracy, including the General Secretary Election in 2013. If this situation is not corrected by the Executive Council, it will continue indefinitely. This affects thousands of our members, and they must be identified and placed into properly constituted and working branches without delay.

London and Eastern/LS17 South West London Financial Services Branch

P33 Funeral Benefit

Conference seeks to bring attention to a group of Unite members who do not qualify for a funeral benefit when the amalgamation took place between Amicus and the T&G, the rules and benefits were married together, the funeral benefit wasn't.

As Amicus didn't have a funeral benefit, this left a group of members who through no fault of their own are unable to receive the benefit. Any members who fall into this category for e.g. Retired Members, that have been in our union for many years and have given financial support, they should be considered for a funeral benefit.

Conference asks that any members who do not qualify should be looked at sympathetically and be awarded a minimum of £100 as a good will gesture for their many years of service to our union. The branch feels that our Union has a moral duty to do so.

North East, Yorkshire & Humber/GEO/25 Hull Branch

P34 CSEU 35 Hour Week Campaign

This Conference notes that the CSEU's campaign for a shorter working week was one of the most successful trade union campaigns in living memory. Hundreds of thousands of workers paid an hour's wage into the fighting fund to support strategic industrial action in key factories. The fund was used to pay the wages of workers taking strike action for a shorter working week. As a result, across the country shorter working hours were won.

Conference recognises that the money that was paid in by members and workplaces belongs to those who paid in and should be used in line with their expectations and aspirations.

Conference notes that the 35 Hour Week Campaign was wound up in 2005, but that the money workers, including many Unite members, paid in is still held in trust.

Conference resolves:

1. that the rules governing the use of workers' monies should be determined in line with those set out at the start of the CSEU's 35 Hour Week campaign;
2. that future uses of the Fund should be determined by a Recall Conference of CSEU delegates, the majority of whom should be lay delegates, as set out in the 35 Hour Week campaign literature;

3. to urge lay members to play a full role in the CSEU District Committee structure in advance of a Recall Conference being arranged so that there is a vibrant lay-member led democracy in place.

North West/64 BAE Systems Warton & Samlesbury Manufacturing Branch

P35 Accountability

Conference calls up on our union to assist in making our shop stewards more accountable for their actions while representing our members, one way of assisting this would be ensuring our officers show leadership and be more assertive when addressing shop steward committees/combines, by achieving this goal we may reach a point where our members will be proud to be part of Unite and not allow their membership to lapse but, just as important, remove the stigma of "what as my union ever done for me".

With attacks happening on a daily basis, to our members Terms and Conditions it is imperative we achieve this ASAP.

North West/364 St Helens Commercial Composite Branch

P36 Continued Support for the Unite in Schools Programme

That the Scottish Automotive Industrial Regional Sector Committee welcomes the continued support and commitment shown by this union for the Unite in Schools Programme. Conference should also note that young people are the lifeline of this organisation and activists should be welcomed and encouraged to take up participation and become into schools representatives.

Scotland/Automotive RISC

P37 Improving Legal Services

Conference calls on the Executive Council (EC) to provide, within the period of office of the current Executive (1st May 2014 to 30th April 2017), improved legal services to match the needs of members, particularly necessary in the current climate of social unease and political attack.

Unite advertises legal services for members and their families and recruits on this basis. Yet legal services for members are now very restricted and for their families, almost non-existent.

There is little up-front information as to exactly what is available.

Conference therefore further calls on the EC to instruct the Legal Department to advertise legal services to members transparently; and to produce a handbook for branch secretaries detailing clearly what legal services they can offer members and how to obtain them.

South East/6170 Abellio Byfleet Branch

P38 Legal Support/Advice For Senior Workplace/Site Reps

This Conference recognises the importance to have readily available direct legal support / advice, to assist senior union representatives in the execution of their responsibilities in the workplace. Also that union representatives who act on this advice would be indemnified.

Conference requests the EC to put in place means by which direct initial legal support / advice is available to senior union representatives.

Our Branch – along with others, is more than willing to take part in any pilot project the EC deems appropriate to assess the level of need, eg, Unites – Legal Advisors ‘Thompsons’ currently visit Norwich District Office regularly.

A pilot could be undertaken by telephone over a 12 month period.

London & Eastern/0045 Norwich Medical Branch

P39 Funding of the Unite Benevolent Fund

This Conference requests the Unite Executive Council to open consultation with branches regarding the ongoing funding for the Unite Benevolent Fund.

The reason for this consultation is that as the largest Union in the UK – many of its members suffer severe financial hardship through sickness, accident unemployment or other industrial issues. Last year we had 308 applicants. £95,990 in awards.

Currently any benefits that are given to applicants are limited due to the insecurity of where the future funding is going to come from. £75,500 lottery income.

The fund is accessible to all members including community and therefore our branch feels that all members should contribute in some way if they want the fund to be sustainable and available to all. Currently the only income to the fund is from those members who play the lottery and from the fund's investments.

One idea might be for all branches to put aside a regular amount to the lottery and we are sure there are many more.

In the interests of all we urge conference to support this motion.

North East, Yorkshire & Humber/408/25 South of Tyne & Wear Health Branch

P40 Reduced Hours Workers Recruitment Incentive

This conference is concerned that in recognising Unite as a member led organisation that fights for the rights of every section of the community including part time workers, the present 'member get member' incentive wholly restricts the introducer's reward exclusively to new full time members and could therefore restrict the recruitment of reduced hours staff.

This practice is directly at odds with the Union's values and the Executive Council is directed to immediately consider revising the campaign to extend the incentive to include all new members and where that new applicant works on a part time basis and the award to the recruiter should be suitably pro-rated. Such a move will also compliment the tools available to activists during the 100% Campaign.

East Midlands/Finance & Legal RISC



UNITE THE UNION
POLICY CONFERENCE 2014
AMENDMENTS

A

Date of meeting at which Amendment was agreed:

Region Name.

Branch Name (or number) or Committee Name

Signed: Branch or Committee Chair.....

Signed: Branch or Committee Secretary

Name of Secretary in Block letters (in the case of constitutional committees this is the fulltime official with responsibility for servicing the committee):

.....

Secretary's Address:

.....

e-mail address:

Amendments must be sent by e-mail to conference@unitetheunion.org . Amendments sent by e-mail must be in a format that can be used to extract the text of the amendment for inclusion in the final agenda (we cannot extract text from a PDF document). Please put the number and title of the motion being amended in the e-mail's subject line. For verification purposes, the original signed copy on this form, along with the text of the amendment, must be sent by post to: *General Secretary (Policy Conference), Unite the Union, Unite House, 128 Theobalds Road, London WC1X 8TN* The deadline for receipt of the e-mail with an amendment and the form for verification is **Friday 23rd May 2014**. Amendments arriving after that date will not be placed upon the Final Agenda.

When submitting an amendment your branch or committee should bear in mind the following guidance:

- Each branch or committee is entitled to submit 1 amendment
- an amendment cannot change the meaning of a motion
- an amendment must clearly state what motion is to be amended by indicating the number, name and submitting body of that motion
- an amendment must clearly state where the motion is to be amended and it must specifically state what is to be amended i.e. it should state where any text should be inserted or deleted
- all amendments must be agreed at a properly convened branch or committee meeting

Any amendment that does not comply with this guidance may to be ruled out of order by the Standing Orders Committee.

Number of Motion to be amended:

Title of Motion to be amended:

Name of body that submitted the Motion to be amended:





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