

First Unite Policy Conference
31st May – 3rd June 2010



Final Agenda

Working for Working People

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Agenda for Conference

- a) Chairs opening address
- b) Adoption of Standing Orders
- c) Standing Orders Committee Report
- d) Obituary
- e) Joint General Secretaries Report
- f) Executive Council Report to Conference
- g) Consideration of General Policy Motions and Composites
- g) Election of Standing Orders Committee for the 2012 Policy Conference

1. MANUFACTURING

i) Support for Manufacturing in the UK

1.

This Conference opposes the run-down of manufacturing and loss of jobs throughout industry and calls for government measures to:

1. Control the export of capital for investment abroad, and introduce restrictions on the transfer of profitable production from the UK to cheaper locations elsewhere.
2. Intervene to support domestic production in key industries where they are unfairly exposed to low cost competition from overseas.
3. Create a genuine supplier base within the UK to support manufacturing in the Motor Industry.
4. Control the Bank of England and effect changes to interest rates policy to benefit manufacturing rather than the banks.
5. Create and protect jobs through government investment, including by taking equity ownership (i.e. shares) with full voting rights in firms receiving any kind of financial assistance from the public purse.
6. Support manufacturing in Britain, through effective public procurement measures to ensure the public sector supports and purchases from domestic industries and services.
7. Invest in clean coal technology to accommodate mining and obviate the millions of pounds spent on imported coal while at the same time creating engineering jobs.

Vehicle Building & Automotive National Industrial Sector Committee

2.

This Conference brings to the attention of the Executive Council the decline in the manufacturing sector that is leaving the UK economy with a major balance of payment deficit. Manufacturing generates 20% of the UK's GDP, employs 14% of the UK's entire workforce and accounts for £150 billion in exports yet many UK manufacturing companies are operating on the borderline with a direct effect on their hard working employees.

Conference acknowledges the Labour government's successful achievements in delivering low inflation and low unemployment. Nevertheless recognising the importance of the manufacturing sector to the UK economy, conference is

increasingly concerned for the future of manufacturing generally with employment opportunities and the transfer of company operations to locations outside the UK, a clear indication of the sector being in decline. Britain cannot sustain or afford to lose its manufacturing base if it's to compete in a global economy.

The UK economy has also seen a decline in full time skilled employment, and many of those jobs have been replaced with low skilled and low paid jobs.

Conference notes that the drive to offshore manufacturing is leading to the deskilling and widespread underemployment of manufacturing workers in part time temporary work.

Conference believes that the UK Government must recognise the impact of the "flexible economy" is having in the haemorrhaging of support for Labour in the heartlands.

Conference is concerned that the wide spread job insecurity related to the decline in manufacturing is causing division in our communities.

Conference believes that Black and minority ethnic manufacturing workers are bearing the brunt of a rise in racism through racist attacks.

A successful modern industrial economy must have a prosperous and productive manufacturing sector based on high skills, high productivity and high pay.

Conference is concerned with regard to the rising energy costs, both electricity and gas and the impact these cost have on competitiveness.

The rising costs of energy coupled with the climate change levy is having a dramatic influence on employment, security and the ability of companies to invest in training and technology that our members require to secure their future.

One factor is the costs of gas and electricity. We know that in Europe their energy costs are subsidised by their Governments and so can plan their manufacturing levels well in advance knowing that their energy costs will not increase in the short term.

The continuing decline of the UK manufacturing base and the tens of thousands of skilled jobs lost each year cannot be replaced with an economy based upon the service sector alone.

The Manufacturing sector has lost over one million jobs since Labour came to government in 1997, whole communities have been devastated and it can't be wholly blamed on the globalisation process.

All too often the first action of Ministers when possible plant closures are announced, is that they will set up a task force, not that they will fight to prevent the closure.

The rights for job protection and information and consultation afforded to UK workers in comparison to those of our European competitor nations are weaker, making it easier, quicker and cheaper to close British factories and make their workforce redundant.

Exit costs are far too low in this country, not enough attention is paid to using the public procurement process to assist and sustain manufacturing, not only do UK tax payers have to pay for goods from abroad but they also have to pay the benefits of those who lose their jobs.

Conference agrees that this area of trade requires a minister for manufacturing now to stop avoidable decline in this sector and also to attract new investment opportunities and initiatives in manufacturing and export.

Manufacturing must be supported to ensure improvements are also made in our public services. A minister for manufacturing could provide extra support to industry by ensuring that public procurement policy clearly favours domestic manufacturers wherever practical as part of a national job security strategy.

Conference believes that the Government procurement policy with regards to manufacturing and in particular the Olympic delivery authority should be also be drawn up to defend UK manufacturing skills, jobs, fair wages and production, requiring companies to sign a social clause within contracts at the tendering stage that they will promote equality at work. East Midlands Regional Committee believes such a procurement policy is in line with European procurement legislation.

In order to halt the deepening depression in the manufacturing sector we need this Government to increase its efforts to bring about the equal playing field that is vital not only to the success of the manufacturing sector but also to the economy of the country.

We believe that successful economies have their foundation in a strong manufacturing base and that urgent action is needed if this trend is to be reversed.

This Conference calls on the Executive Council to:

1. campaign with the United Parliamentary Committee to urge the Government to pass legislation to bring about parity with our European Partners.
2. demand a Government initiative that clearly gives industrial support and improved employment rights and raise the profile and importance of manufacturing in the United Kingdom.
3. call upon the Government to widen the scope of the defence industrial strategy to include metals and accept and acknowledge that manufacturing is the major artery of the UK economy and requires more assistance.
4. re-enforce our demands for the implementation of Warwick to appoint a Minister for Manufacturing to promote this important sector and halt the dramatic slide of closures, redundancies and the transfer of jobs to other countries and also to attract new investment opportunities and initiatives in manufacturing and export.

5. campaign to defend manufacturing jobs whilst recognising the need to build solidarity with workers on a global and European basis through core standards agreements between unions.
6. campaign for a Government procurement policy for all Government departments that reflects the social need to defend employment in the UK in line with European legislation.
7. commit to a campaign to prevent companies outsourcing and relocating its business overseas.
8. encourage the government and industry to act urgently to save Britain's manufacturing industry.
9. mount an Unite initiative for the entire trade union movement to campaign for the future of manufacturing.
10. expand on its campaign to defend manufacturing and the motor industry in the UK by pressing the government to work with the employers to develop high-tech innovations such as fuel cell engines, various solar power to lead the world.
11. lobby Government to support a reduction in the cost of energy that will create a level playing field with our European colleagues.
12. campaign against racism in our communities as an integral part of our campaign to defend manufacturing.

East Midlands Regional Committee

3.

This conference calls on the Executive Council to support our members in the defence industry.

Britain's defence industry has 305,000 direct jobs nationally, many of these are Unite members and it supports 17,000 in the North West. Defence is a cutting edge advanced manufacturing and design industry we need to continue to invest in now and in the future to safeguard our national security. Government needs to sustain investment in the industry not cut it.

Defence makes a very substantial contribution to wealth creation, Britain's GDP and balance of payments. A £100m investment in defence generates an increase in gross output of nearly £230m. Every job created in defence creates 1.6 jobs elsewhere in the UK economy. Almost every constituency in Britain has firms contributing to our defence capability.

The defence industrial base involves advanced manufacturing, systems integration, leading edge design, high technology and innovation. It enables our submariners to

live and work for months at a time whilst patrolling the seas in a hostile environment. It creates exciting career opportunities for trained craftspeople, designers, engineers, young graduates, new apprentices and has an enviable track record of retaining the expertise of workers aged over 50.

This industry and the skills it supports cannot easily be replaced. Without sustained investment in orders, skills will disappear, firms may disappear. The *Defence Industrial Strategy* identifies the need to retain the capacity and capability to provide for our air defence, protection of the sea lanes on which over 95% of our trade depends, expeditionary capability to protect areas like the Falklands and other dependencies and our internal security.

We should not allow our companies and jobs in Britain's defence industry to be sacrificed by purchasing complex defence equipment from abroad.

We should not accept the inevitability of defence spending cuts or the need to buy equipment overseas. We should invest in ensuring the armed forces always get the equipment they need. We need to exercise submarine and other equipment design capability, specialist build techniques and avoid haemorrhaging the capability to build submarines, aircraft and other defence equipment.

The trade unions are making great strides in working with employers to make defence equipment and through life support more affordable.

Investing in defence spending can help Britain's economic recovery. Enlightened intervention can sustain the skills, knowledge base and production capacity that delivers the best stealthy submarines in the world, the best air defence and ground attack and maritime patrol aircraft like Typhoon and Nimrod, the best protection for our soldiers and some of the best upgrade and through life equipment support services in Europe.

Unite believes that the UK's defence industry is a key source of wealth and job creation. As a front line service it supports our armed forces. The Government's "*Building Britain's Future, Going for Growth*" policy should avoid slowing the pace of procurement. Only with a steady drumbeat of orders will the skills and production capability required to deliver submarines, surface warships, armoured vehicles, aircraft, military equipment and their through life support be possible. Defence spending should increase not be cut.

We therefore call upon the Executive Council to lobby any future Government and other key stakeholders for sustained investment in the UK Defence Industry, thus creating high value UK manufacturing jobs and to assist with the UK economic recovery.

**North West/ Aerospace and shipbuilding Regional Industrial Sector Committee,
and North West/ Barrow 0065 Branch**

4.

This Conference recognises that the economy is now facing the most challenging period since the 1930's.

Britain and Ireland need balanced economies not just based on Services and the Finance Sector but economies with an advanced Manufacturing Sector. Nations that thrive in a highly competitive global economy will be those that can compete on high technology and intellectual strength. The UK Government has increased spending on Research and Development over recent years but still spends less as a percentage of Gross Domestic Product on R&D than other world leaders. The same can also be said for the private sector in the UK in terms of percentage of profit spent on R&D.

Conference calls on the Executive Council to demand that Governments of Britain and Ireland have agendas for manufacturing that include:

- a) A greater percentage of GDP spent on R&D.
- b) Legislation that private companies must invest a reasonable percentage of income on R&D rather than all profit going into the pockets of Directors and Shareholders.
- c) Schools and Universities to have more resources designed to get more students into science-based subjects.
- d) Private companies encouraged having partnerships with the education community to enhance an advanced Manufacturing Sector.

Scotland/ Aerospace & Shipbuilding Regional Industrial Sector Committee

5.

Follow the decision to close sites in Scotland within the industry, we would like the EC to use all its power and influence to halt the current decline in Scottish manufacturing.

Scotland/ Energy & Utilities Regional Industrial Sector Committee

6.

This conference opposes the run-down of manufacturing and loss of jobs throughout industry and calls for government measures to:

Control the export of capital for investment abroad, and introduce restrictions of the transfer of profitable production for the UK to cheaper locations elsewhere. To intervene to support domestic production in key industries where they are unfairly exposed to low cost competition from overseas with control of the Bank of England to effect changes to interest rates policy to benefit manufacturing rather than the banks. Thus creating and protecting jobs through government investment, including by taking equity ownership (ie shares) with full voting rights in firms receiving any kind of financial assistance from the public purse. This would support manufacturing in Britain, through effective public procurement measures to ensure the public sector supports and purchases from domestic industries and services.

Scotland/ Galashiels Area Activists Committee

7.

After promises that Kraft would keep all British Cadbury plants open once again within days they announced that a plant would be closed. They can make all the excuses they want but it is one more manufacturing plant less. Unfortunately this is not the only company closing up and moving abroad. They often quote cheaper production costs but this is never reflected in lower retail prices. Can we therefore urge Executive Council along with our Joint General Secretaries to lobby for tighter government controls to prevent this mass exodus abroad and that our union keeps up the pressure on our sponsored and other MP's to condemn company's that close plants in Britain to move production abroad.

Scotland/ 0075 Branch

8.

Conference congratulates the Executive Council on the 'Unite for Jobs March and Rally' in May 2009, as a first step, which highlighted the plight of manufacturing and massive job losses in the UK.

Conference re-affirms its belief that a successful economy must have a strong manufacturing and technological base. It is a national scandal that our manufacturing industry has been whittled away. The UK is now a "warehouse" economy rather than the workshop of the world.

We have witnessed the destruction of well paid, skilled jobs and the decline of a strong manufacturing base in the UK, in sectors such as steel, metals, food and drink, engineering, automotive, print and paper, electronics including Cadbury, Corus, Bosch, Peugeot, International Paper etc.

As a result, we have seen a haemorrhaging of skilled jobs with the social costs and impact on our members and their families. The only alternative employment often being low paid, low skilled, insecure or agency and temporary work.

The low level of training, skills and the low level of the number of young people commencing craft apprenticeships will hamper the recovery from the recession and will not provide the hi-tech, high skills economy which the country needs. Manufacturing needs investment and continuous improvement. The over-reliance on financial services, investment banks, hedge funds, the inflated property market was the culmination of neo - liberal economics created in the Thatcher-Reagan era leading to the destruction of our basic industries and manufacturing with the impact on peoples livelihoods and our members communities.

Sadly, New Labour continued with this process. The battle against inflation was fought with a high exchange rate designed to make imports cheap and force manufacturing to remain competitive by cutting costs and workforces. It has lead to a "Dutch auction" resulting in closures, loss of shifts and job losses and a "race to the bottom".

Revival must start with the existing manufacturing base. We can build outward and upward from it. Redress the imbalances which have concentrated wealth and opportunity in some parts of the country and drained industrial areas. It would create

jobs, higher pay and development throughout the country – as only manufacturing can.

Following such a strategy could also reduce the levels of unemployment and deprivation caused by industrial decline by bringing work and investment back home and reusing skills currently destined for the scrap heap.

Conference notes that other EU countries such as Germany, France etc took steps to protect jobs in manufacturing by agreeing to programmes including short time working assistance, the use of funding to train and re-train workers.

In contrast the UK government spent £900 billion to prop up the banks and finance companies who created the economic crisis, and appeared helpless to stop fat cat directors taking unprecedented bonuses.

Conference calls upon the Executive Council / Unite to continue to campaign with vigour for urgent action to ensure the UK's strategic manufacturing industries are defended and not further eroded.

Conference also calls for:

- Vociferous lobbying/campaigning of the Government and Labour Party to stand up for Manufacturing.
- Invest in manufacturing rather than be discarded as a “Cinderella” sector.
- More pro-active support, aid and interventionist action by the UK Government.
- Award procurement contracts to UK manufacturing industries.
- Unite to demand that all members of the Unite Parliamentary Group commits to this policy.
- That Unite delegates to CLPs lobby their MP's and party structures
- A short-time working subsidy similar to Germany to keep skilled workers in employment and to stop the breakup of skilled workforces.
- Assistance to provide re-training, re-skilling and training for all workers facing short time working or unemployment.
- The State owned banks be required to provide rapid assistance and easier credit to those companies including SME's who need investment and urgent help.
- Improve statutory entitlements to redundancy pay and rights to information and consultation for workers facing job losses or short time working to end the scandal of UK workers being cheapest and easiest to sack in the EU.

**North East, Yorkshire & Humberside/ Graphical, Media and Paper Regional
Industrial Sector Committee**

9.

This conference opposes the run-down of manufacturing and loss of jobs throughout industry and calls for government measures to:

- Control the export of capital for investment abroad, and introduce restrictions on the transfer of profitable production from the UK to cheaper locations elsewhere.
- Intervene to support domestic production in key industries where they are unfairly exposed to low cost competition from overseas.
- Control the Bank of England and effect changes to interest rates policy to benefit manufacturing rather than the banks.

- Create and protect jobs through government investment, including by taking equity ownership (i.e. shares) with full voting rights in firms receiving any kind of financial assistance from the public purse.
- Support manufacturing in Britain, through effective public procurement measures to ensure the public sector supports and purchases from domestic industries and services.
- Invest in clean coal technology to accommodate mining and obviate the millions of pounds spent on imported coal while at the same time creating engineering jobs.

North West/ Chemical, Pharmaceutical, Process and Textiles Regional Industrial Sector Committee

10.

This conference opposes the run-down of manufacturing and loss of jobs throughout industry and calls for government measures to:

1. Control the export of capital for investment abroad, and introduce restrictions on the transfer of profitable production from the UK to cheaper locations elsewhere.
2. Intervene to support domestic production in key industries where they are unfairly exposed to low cost competition from overseas.
3. Create a genuine supplier base within the UK to support manufacturing in the Motor Industry
4. Control the bank of England and effect changes to interest rates policy to benefit manufacturing rather than the banks.
5. Create and protect jobs through government investment, including by taking equity ownership (i.e shares) with full voting rights in firms receiving any kind of financial assistance from the public purse.
6. Support manufacturing in Britain, through effective public procurement measures to ensure the public sector supports and purchases from domestic industries and services.
7. Invest in clean coal technology to accommodate mining and obviate the millions of pounds spent on imported coal while at the same time creating engineering jobs.

North West/ Vehicle Building & Automotive Regional Industrial Sector Committee

11.

This conference condemns the decision of Ericsson to close the antsy Site with loss of 700 jobs. The loss of these highly skilled research and development jobs in the strategically important telecommunications sector represent a grievous blow to the Coventry area and the UK Economy as a whole.

This conference urges the Executive Council of Unite to develop and campaign for policies within the Labour Party and with Government to prevent the export of highly skilled and high tech jobs into low cost, low wage areas. Having failed to prevent the large scale export of manufacturing jobs it is of vital interests to workers in the UK that high value high tech jobs remain for the future.

Furthermore, conferences urges the Executive Council of Unite to develop and campaign for policies within the Labour Party and Government to support the Petition to the European Parliament from the European Metal workers Federation (EMF) and European Works Councils of European Telecoms Infrastructure Vendors on “Improving the competitiveness of the European Telecoms Infrastructure industry”.

This petition notes that:

- Information Communications Technology “ICT” represents more than 5% of total employment in the EU.
- In 2007 the market was over 400 Billion Euros (services:328; infrastructure: 69).
- Europe is losing ground (including export position) to China.
- Lagging behind the USA in R&D.
- Losing jobs and technological independence.
- Threats to security.

And proposes that:

- More is done to support R&D at the EU level.
- More Support for Standardization.
- Invest in networks – 100% broadband coverage of the EU
- Foster Implementation of the rules and processes that put international laws and regulations into force for faire trading.
- Develop regulations that address asymmetrical market conditions where international laws do not apply.

West Midlands/ Coventry Area Activists Committee

12.

This Conference deplores the continued diminution of the manufacturing sector in this country.

The credit crunch, has proven beyond doubt that you cannot run a modern economy on services alone.

It, therefore, calls upon the Executive Council to campaign to ensure that the next government intervenes in the market place in the same way that the German, French and Italian government do, to ensure we build high-tech, hi-wage manufacturing base for the future generation of workers.

West Midlands/ Aerospace and Shipbuilding Regional Industrial Sector Committee

13.

This Conference calls on the Union to campaign for financial support direct to manufacturing companies in the West Midlands Government. A great number of small companies are in a cash flow situation which results in our members made redundant. Instead of paying job seekers allowance the money should be paid to companies directly to ensure at least part-time work for our members until orders are obtained to put back into full-time employment.

West Midlands/ Metals Regional Industrial Sector Committee

14.

This Conference is concerned about the escalating energy costs and the effect on our members' jobs within UK manufacturing.

UK energy costs are significantly higher than our western European competitors, creating a two-tier market in Europe.

Much of Europe's energy supply industry is still controlled by state owned monopolies, the UK being the only unregulated gas market in Europe.

Manufacturing processes consume large amounts of electricity, gas and steam. It is felt in manufacturing that some large users of energy will cease production being unable to continue because of the high energy costs.

Energy is the biggest concern for many in manufacturing, and Government has to act sooner rather than later.

Manufacturing now accounts for only 15% of the UK's GDP, down from more than 20% when the Government pledged to reverse its decline.

Conference therefore calls on our Union to actively campaign for Government to take urgent action to stem the seemingly out of control rises in energy costs by;

- Ensuring UK manufacturing has a level playing field with our European competitors.
- Energy price raises are no more than inflation.
- Stop the sale of cheap gas to Europe, which comes back to the UK with a double marked up cost to the end user.
- Enforce a rebate system from the energy companies' profits to its high use customers.

We demand that the Government take the energy situation, and manufacturing, seriously before it is too late.

**East Midlands/ Chemical, Pharmaceutical, Process and Textiles Regional
Industrial Sector Committee**

15.

Unite recognises that many thousands of its members rely on the Civil and Naval Nuclear Programmes for their jobs, and for the retention and development of skills, across many sectors. These include shipbuilding, mechanical and electrical design, project management and IT, as well as many more in the supporting supply chain. Furthermore, the successful renaissance of the Civil Nuclear industry depends heavily on the retention and development of the skills of Unite members.

Unite policy is therefore to support those members employed in the Civil and Naval Nuclear programmes, and related industries, until such time as there is a clear and unambiguous strategy for redeployment or re-employment on comparable (or better) terms and conditions in other industries.

East Midland/ Rolls-Royce Nuclear Power Branch

ii) Manufacturing and Economic Policy in Ireland

16.

This Conference notes that in order to return to the relatively low levels of unemployment prior to the recession, the numbers in employment will need to expand by at least 30,000 per annum for the next ten years. Hence beginning no later than 2010, the need for a major re-assessment of industrial manufacturing policy for the island of Ireland as a whole, and this to be drawn up in consultation with the unions concerned, state enterprise agencies in ROI, and related bodies in NI, and to include the research facilities of our universities, and the relevant Government Departments as appropriate.

In particular this Conference, calls for a much greater, integrated and innovative drive to create a major Green Products and Services sector, involving development of new technologies, products and services in wind and wave energy, biomass and other bio-fuels, energy conservation products and services and environmental protection services using the skilled and engineering facilities at our disposal and to design and build where necessary.

This Conference calls on the two governments to recognise state and other energy companies as the drivers in this area; and to involve them in drawing up and implementing a ten year development strategy in partnership with private industry.

Conference recognises that a world class physical and telecommunications infrastructure is crucial to success, and we call on both governments to address the many weaknesses still hindering development, especially in the public transport and broadband infrastructure.

Conference is alarmed that 95% of all industrial redundancies are among skilled, craft and other manual workers in the Republic and that over 21% of the workforce of Northern Ireland have no qualifications (almost twice the UK level), Conference believes that a new industrial strategy must implement a programme to ensure that skills are not lost due to recession and that the skills base is greatly expanded based on innovative learning. This requires both an expansion and a redesign of the training infrastructure. In this regard particular attention must be paid to developing the capacity of indigenous industries to grow, innovate and export

Conference notes with particular concern the failure to support the maintenance of highly skilled companies such as Waterford Glass, SR Technics, Visteon, Baker Hughes, Seagate and Arnst Belting and the lack of a cohesive strategy for the financial services sector, in particular the absence of support for a third or indeed a fourth banking force.

Conference further noting that the provisions of the Pensions Protection Fund in the UK is now being found to be inadequate to its purpose and that no such fund exists in the ROI, Calls upon both Governments to comply with the requirements of the EU Directive and provide for the proper protection of workers in both states.

Conference also recognises that as the largest sector of the indigenous economy in both the Republic and Northern Ireland, the Agri-Sector with the largest concentration

of small and medium sized enterprises, requires a review of existing policies and programmes. This is called for, with a view to expanding output and employment in agri-food businesses, marketing the green island, and building on current levels of production in agricultural machinery, agri-tourism, afforestation and forestry related products, with optimal use of cut-away bogs and the identification of the most suitable areas for switching to bio-fuel crops.

Irish Executive Committee

iii) Energy

17.

Conference is greatly concerned that our nuclear industry could be sold off to foreign powers.

We have witnessed the results of selling our former nationalised industries with higher electricity and gas bills. Job losses, and no real guarantees of supply during an ice cold winter.

We call on the Executive Council to wholly support this motion to keep our nuclear industry firmly and securely in our government's control.

London & Eastern/ Great Yarmouth 1866 Branch

18.

This Conference supports a balanced energy policy which includes coal, Renewable and Nuclear and urges the Executive Council to lobby government that any new nuclear build programmes will result in jobs for British workers in the construction, operation and fuel cycle.

North West/ Energy and Utilities Regional Industrial Sector Committee

19.

Unite the Union recognises the potential for harnessing renewable energy sources including inshore wind, offshore wind, hydro and wave in areas such as the Highlands of Scotland. However we are concerned to ensure that the maximum possible economic and social benefit is gained for the local, Scottish and UK economy. This requires urgent government action to ensure that market failure does not limit the development of renewable energy supply and its benefits. Public Sector, leadership, ownership and strategic investment are required to solve key blockages such as transmission charges and connection charges. A national manufacturing strategy is required to ensure that design, manufacture, supply chain, assembly and maintenance provide jobs and local industrial manufacturing hubs based on lower tariffs for industrial electricity provide the maximum number of local jobs as opposed to local assembly and maintenance with manufacturing done overseas. In addition a local community bounty or common good fund operated through a fixed percentage per mega watt should be worked into all proposals building on the success of Norway and the Shetland Islands Councils, oil based trust funds. Conference agrees to press government at UK and Scottish levels for a coordinated public sector led strategy to overcome market failure and secure maximum benefits to indigenous industry and communities.

Scotland/ Inverness Area Activists Committee

iv) Nationalisation and Cancellation of Trident

20.

This conference demands this union campaign the UK government to renationalise the power generation industry and the National Grid and Invest in a programme of building clean burn, carbon capture coal burning power stations to use British mined coal to fill the predicted short fall in electric generation in the UK.

These power stations should be built using British equipment made in British factories, thus starting the regeneration of British heavy industry.

This ambitious programme could be financed by cancelling Trident's replacement and banker's bonuses and profits.

South East/ 2048 Branch

v) Nationalisation

21.

With the fall of the Corus Steel Works at Redcar we call on the union to approach the government to nationalize the steel industry as being in foreign ownership we can see a great industry in the Future going to the wall.

North East, Yorkshire & Humberside/ Hull No1 0474 Branch

22.

This Conference calls upon a future Labour Government to review the option of re-nationalisation of important national sectors of the economy such as the rail network and infrastructure (transport related), major utilities such as gas, electricity and water.

South West/ Docks, Rail, Ferries & Waterways Regional Industrial Sector Committee

vi) Science Education and Research

23.

Unite represents scientist and research staff in a diverse range of industries. As a result these workers are placed in different sectors which represent their direct industrial interests. However these key workers also share a wider interest in many other issues, for example education, research and development, intellectual ownership and social responsibility. These interests have a UK wide and international perspective which is often overlooked as the new union lacks any organizational body capable of co-coordinating and articulating a scientist perspective.

To this aim this conference believes that Unite should establish a cross sectional conference to discuss the science industry and have that body elect a committee capable of furthering and informing the unions work around this vital industry.

London and Eastern/South East London Medical Branch

24.

This Conference is deeply concerned with the proposed cuts that the government is proposing in the Science and Education budgets and the impact that this will have on the UK manufacturing base. The pharmaceutical industry has in the UK been successful in generating significant tax revenues for the UK economy. The success of the pharmaceutical industry has been built on the quality and quantity of professional scientists produced by the UK Universities. One of the key factors that major companies look for when considering investing in existing or new businesses is the availability of a highly motivated and skilled workforce. Any reduction in the quality or quantity of skilled scientists and engineers would have an impact on the investment decision of companies within the UK.

The future success of the UK in the global economy will be based on the invention and innovation of scientists and engineers. To be competitive with the Asian economies the UK requires more not less investment in science and engineering education within the University system. Furthermore, the Government must provide the support and incentive for companies to invest in research, development and production in the UK. Reliance on the service sector has had a major impact on the ability of the UK to weather the current economic downturn. One of the great successes of the UK Science based manufacturing industries has been the pharmaceutical industry. Worryingly there has been a significant reduction in the amount of research and development carried out in the UK by pharmaceutical companies in recent years. This trend must be reversed.

The UK parliamentary Science and Technology Committee are extremely concerned with the proposed cuts in science spending. Unite as a Union should share these concerns and seek to ensure that the future economic success of the UK economy is not compromised by short term spending cuts.

http://www.parliament.uk/parliamentary_committees/science_technology/s_t_spending_cuts.cfm

Conference calls on the Executive Council to lobby and campaign to ensure that the proposed spending cuts in UK science education budget are not implemented and to support the conclusions of the Parliamentary Science and Technology Committee.

Conference also calls on the Executive Council to lobby the government to ensure that support and incentives are provided for Companies based into the UK to invest in research and development and the importance of manufacturing to the UK economy is supported by government policy and action.

North West/ Astrazeneca and Chems 0844M Branch

25.

This conference recognises the importance of science funding and the contribution it makes to the economy and the health of the nation.

We call upon Unite to campaign and lobby government and industry to increase incentives, funding and investment in research in development to maintain the UK's reputation for scientific excellence and ensure the UK's long term competitiveness in an increasingly knowledge driven economy.

South East /Education Regional Industrial Sector Committee

2. THE ECONOMY

i) Economic Strategy

26.

Conference notes with concern both the role of the European Union in shaping UK economic policy and the almost unlimited power that the City of London has wielded over the economy since the removal of exchange controls over capital in 1979.

Conference notes that it is the finance houses that determine key economic factors that affect workers' lives like mortgages, interest rates, house prices, pensions, and saving and borrowing rates. Conference further notes that such factors also relate to wider economic issues such as council tax rates, public expenditure levels, public sector pay and conditions, and the survival of British manufacturing industries. Conference believes that public sector growth is essential also to the rebuilding of the economy and industry.

Conference believes the neoliberal economic policies financiers promote cause untold problems for the British economy and its workers. The de-nationalisation of industries, the break up of manufacturing, agriculture and fishing, the privatisation of utilities and increasing privatisation of public services have all lead to increased profits for the few, but uncertainty and instability for the general workforce. Britain has witnessed the most excessive inequality of wealth for nearly half a century.

Conference demands that a priority for all sectors and the Executive Council of the union is to ensure the union as a whole is consistently pursuing policies that seek to re regulate the operations of the City of London. Conference calls for the re-investment of profits into our productive economy, industry and public services. Conference commits the Union to campaigning for the renationalisation of privatised industries and services.

Conference calls for closer union scrutiny and a research report that looks at the role of the European Union in neoliberal policies in particular:-

- its procurement rules
- its advocacy of public sector privatisation especially health and education (with a knock on impact on employment services, social care and justice)
- its attempts to turn the voluntary sector into a new form of privatised business and
- its attacks on pensions.

Conference calls on each National Committee and the EC to report on progress achieved in this direction.

**Community, Youth Workers and not for Profit National Industrial Sector
Committee**

27.

The policies of economic globalisation and free trade promoted by the IMF, World Bank and the G8 nations are designed to favour international capital and global employers over the majority of the people of the world.

International regulation is wholly inadequate, ILO conventions and trade union rights are trampled upon and developing nations are unable to protect themselves from ruthless exploitation.

The banking crisis was an inevitable consequence of economic policies that put unregulated profit before all other considerations.

Employers were quick to take advantage of the resulting recession to attack pay and conditions and accelerate out-sourcing and off-shoring.

The super rich and corrupt politicians are looting the wealth created by millions of working people.

Many organisations campaign against the negative effects of globalisation and neo-liberalism but there is no coherent, achievable, single alternative economic strategy that puts the interests of workers throughout the world before profit.

The alternative economic strategy of the 1970s, supported by unions and other progressive organisations, was useful in its time but needs replacing by something relevant to the present day and the immediate future.

This conference calls on Unite the Union to use its substantial influence to bring together trades unions, politicians, academics, think tanks and campaigning organisations to develop a credible strategy for world economic development that can counter the neo-liberal policies currently dominating Government thinking in this country and across the world.

South West/ Bristol Rolls-Royce 0904M Branch

ii) Credit Union

28.

This conference recognises that the financial crisis had a detrimental effect on our members. It further recognises that for many of our members, access to low interest rate credit is very difficult, if not impossible.

Many people on low or irregular income are unable to access credit from high street banks. Many of our lowest paid members will be forced to use doorstep lenders, or even loan sharks, in order to meet temporary shortfalls in income.

Although the Co-operative bank provides some alternative to traditional lenders, it does not offer short term, small amount loans. Currently, the only option for people in this position of need is to use disreputable lenders.

This conference therefore calls for a Unite credit union to be set up. This will enable our membership to access credit at a fair rate, and will also enable our membership to save in an ethical way.

North West/ Levers 704 Branch

iii) Worker's Co-ops

29.

This conference calls for Unite to actively promote worker Co-ops policy and promote it amongst it's membership and branch's.

South West/ 2/248 Branch

iv) Financial Crisis

30.

This Union call upon the British government to take greater control of all banks operating within the United Kingdom in order to end the possibility of financial crisis and recession. Banking is a service industry and should receive no privileged status. When the taxpayer is called upon to rescue a bank then it should be nationalized.

The current obscene bonus system which banks argue is necessary to discontinued in view of the bonuses paid to reward failure in the recent crisis, following what amounted to gambling by staff.

West Midlands/ Wolverhampton 0758M Branch

v) Employers NI Contributions

31.

This conference calls upon the union to use it's influence to campaign for a change in the way that the employers' national insurance contributions are paid.

Presently many employers avoid the full cost by employing employees on a part time basis thus paying no national insurance below the lower earnings threshold. This trend has recently being being highlighted in the recession where many employees have been forced into part time work. Also there is a growing trend for employers to employ employees above the normal retirement age. This has the effect of being indirect discrimination against young workers because no national insurance contributions are paid on the earnings of these older workers making the overall employment cost lower than those of younger workers.

Therefore national insurance needs to be collected as a percentage of employers total wage bill in order to redress this situation.

This could be calculated so that it was at a lower level than at present with no upper or lower earnings limit. Therefore there would be no overall increase in costs to employers who are presently not seeking to avoid the payment by these methods. However employers who are presently using these methods would no longer be able to gain a competitive advantage by doing so. This resolution does not propose any change to the way that the employee makes national insurance contributions.

North East, Yorkshire and the Humber/ Bradford 2 (0130) Branch

vi) Fair Taxation

32.

This conference condemns the practice of Tax avoidance by both individual and corporations and calls for the examination and revisions of tax law to ensure everyone shoulders their fair share of the tax burden in the UK.

This conference notes the content of TUC reports indicating that the public purse loses £13 billion a year through individual tax avoidance by the wealthy and £12billion a year through tax avoidance by corporations. This equates to around £1000 for every man and woman who works in the UK.

This conference is aware that tax avoidance strategies include the turning of earned income to investment income, which enjoys favourable taxation, and the shifting of income to spouses in lower or nil tax bands. Further practices include the movement of income transactions out of the UK to countries with more favourable tax regimes.

This conference is conscious of the relationship between tax harvesting and the affordability of public services as well as the financial stability of our country at this time and calls for immediate action to close down loopholes currently being exploited by greedy individuals and corporations and for the resultant billions of pounds collected to be channelled into enhanced public services and the reduction of the national deficit.

Scotland/ 126 Branch

vii) High Pay Commission and a National Maximum Wage

33.

This Policy Conference notes that the gap between rich and poor has doubled in the last 30 years and recognises the huge inequality in pay levels in the UK. This inherent unfairness in the distribution of wealth is at the expense of ordinary workers, and must be addressed. We believe that the excessive pay levels of senior executives have fuelled this gap both in the private and public sector.

In order to close the gap and contribute to the restructuring of the economy necessary after the economic crisis, this conference calls for the introduction of a National Maximum Wage.

This Conference further agrees that a High Pay Commission should be created to review and consider proposals to restrict disproportionate remuneration such as maximum wage ratios and bonus taxation across both the private and public sectors.

Finance and Legal National Industrial Sector Committee

34.

This conference urges the Government to consider the introduction of a maximum wage.

London & Eastern/ South East Essex Branch

viii) Minimum Wage

35.

This Conference calls upon the Executive Council to support the idea of a European Minimum Wage and lobby for its introduction.

In April 2005, researchers from Germany, France and Switzerland presented their theses for a European minimum wage policy according to which every country in Europe should guarantee a national minimum wage. The researchers proposed a national minimum wage norm which corresponds to 60% of the average national wage. As a short-term target the researchers called for a norm of at least 50% of the national average wage in order to prevent the expansion of working poor.

On 21 and 22 April 2005 an international conference on ‘minimum wages in Europe’ was held in Zurich (Switzerland) with participants from seven European countries including representatives from the European Commission, the European Trade Union Confederation (ETUC), several national trade union organisations and various industrial relations experts. During that conference researchers from Germany, the (IRES) in France and the Denknetz in Switzerland presented a joint paper entitled ‘*theses for a European minimum wage policy*’ which demand a co-ordination of national minimum wage policies at European level.

The paper argues that in recent years most European countries have been faced by increasing wage dispersion and significant extension to low wage earners. Among the latter there is a growing number of working poor which receive a poverty wage that does not allow a normal participation in social life. Moreover, the low wage sector

has a strong gender bias since the number of women working in that sector is more than twice as high as the number of men.

The existence of working poor is regarded to be in fundamental contradiction to the right to a 'fair' or 'decent' remuneration enshrined in many European and international agreements. The Community Charter of Fundamental Social Rights for Workers from 1989, for example, contains a provision that according to the situation in each country workers should be guaranteed a fair remuneration for work that is sufficient for a decent standard of living. Similar provisions are also to be found in the 1961 European Social Charter of the European Council as well as in the national Constitutions of many European countries (e.g. Belgium, Italy, Spain, Portugal and the Czech Republic).

In order to prevent a further expansion of working poor in Europe the researchers from France, Germany and Switzerland call for a European minimum wage policy. Referring to proposals made by the European Commission and the European Parliament already in 1993 the researchers demand that all European countries should guarantee a national minimum wage which corresponds to a certain percentage of the average national wage: 'As a target figure, all European countries should set their sights on a national minimum wage norm of at least 60% of the average national wage. As a short-term interim target, all countries should introduce a minimum norm corresponding to 50% of the average national wage.'

For the implementation of a European minimum wage policy the researchers propose to use the well established 'open method of co-ordination': At European level the various countries have to agree on concrete objectives and timetables which would then be implemented at national level. Depending on national tradition and practice, the individual countries can choose between statutory minimum wages, collective agreements declared generally binding or combinations of both systems to fulfil the European targets. The European level would have the responsibility to supervise the implementation at national level and, by closely monitoring national minimum wage policies, helping to disseminate 'good national practices'.

The authors of the theses argue that a European minimum wage policy would not only be an instrument to limit a further expansion of the low wage sector but would also help to fulfill other social and economic objectives. It would make an important contribution to limit cross-border wage dumping and to implement the principle of 'equal pay at the same place'. Furthermore, a European minimum wage policy would help to narrow the gender pay gap and to improve the quality and productivity of work. It also would have a positive impact on macroeconomic developments since it would contribute to stabilise private demand and would serve as a buffer against deflationary tendencies.

Finally, the French-German and Swiss group of researchers see a European minimum wage policy as an important tool to guarantee one of the fundamental principle of the European social model 'whereby the wage must enable every dependent worker to live their lives in dignity and financial independence'.

Electrical Engineering & Electronics National Industrial Sector Committee

36.

This conference recognises the role of the minimum wage in setting a minimum rate of pay to lift low paid workers out of poverty wages.

Despite the introduction of the minimum wage its contribution to reducing the gap between rich and poor has had no impact with the gap growing between rich and poor.

The earnings of high earners has obviously therefore increased at a much higher annual rate than the increases to the minimum wage which needs to be addressed.

Conference is called upon to pursue a policy as follows:

1. The minimum wage adult rate to be paid at age 18.
2. The minimum wage should be living wage and therefore there should be a substantial increase.
3. A premium rate should be paid in addition to the minimum rate for hours worked in excess of contractual hours.
4. A premium rate should be paid for working unsocial hours for example night shift working.

West Midlands/ 5/140 Branch

ix) Homeworkers

37.

This conference that investigations are made by Unite the Union to launch a national campaign to highlight the growing trend of members working from home and not being adequately compensated either by employers or by HMRC.

Today's technology allows for a greater number of employees to work from home. In the limited surveys which have been conducted, they show employees are more productive and are generally happier and take less time off.

Home working benefits the environment. This is preferable rather than travelling everyday to a city centre office, clogging the roads or being packed like sardines in the tube using gallons of fuel or kilowatts of energy which has been produced by emitting tonnes of CO2 into the atmosphere.

Thus conference resolves that the union actively pursues HMRC to increase the current £156 tax allowance/tax free payment allowable for employees who work from home. Fuel, heating, lighting etc all increased last year by significant amounts about the RPI futures. It is felt that the current value of this allowance is not sufficient.

London & Eastern/South Eastern Engineer Surveyor MO371 Branch

x) Government Training Fund

38.

Conference recognises that the labour government has made a valuable contribution to training over the last years and acknowledges that initiatives such as Train to Gain have benefitted since 2006 whereby 1.4 Million qualifications have been started and that apprenticeships have increased from 65,000 in 1996/97 to 234,000 in 2008/09.

However, the current government approach is to remove funding from these programmes which will be to the detriment of those individuals who will find it necessary to re-train and seek new employment as part of the economic downturn.

Conference believes that the Skills Funding Agency will adopt an approach of clawing back budgets through reductions in funding rates based on a “rebasings” approach and through refocusing towards a higher contribution expected of employers.

Conference also believes that the burden of cost will progressively move towards employers and that this will be unsustainable at this time of economic challenges. Employers are more likely to lay off workers rather than contribute to the cost of training and therefore exacerbate the situation.

Conference calls upon government to review its approach to the funding of training and make such funds available to ensure that individuals are able to access quality and relevant training from local providers in such a way and at such a time that equips them to enter or re-enter the workplace.

**North East, Yorkshire and Humberside/ Administrative, Professional,
Managerial and Supervisory Staff Regional Industrial Sector Committee**

xi) Employment Opportunities for Young People

39.

This conference instructs the National Executive to Campaign Energetically for real, relevant and well paid employment opportunities for young people (18-25).

South West/ Southern Parcels 30900 Branch

xii) Youth Fight for Jobs

40.

This Conference notes the high levels of youth unemployment in the present recession with over 1 million unemployed young people aged 16-24. There is a real danger that this generation could become a lost generation with poor access to skills and training or even a recruiting ground for far right and anti-trade union parties and groups.

This Conference commends the ‘Youth Fight for Jobs’ campaign for seeking to organise amongst youth on a socialist and trade union platform including by organising a march through Barking, East London, on the slogan ‘Jobs and Homes, Not Racism.’

This Conference therefore calls for Unite branches, Area Activist Committees, Regional Industrial Sector Committees and Regional Committees to support Youth Fight for Jobs where they can and support their work of steering working class youth towards a positive campaign for a better future.

North West Regional Committee

41.

This conference notes that:

- There are around one million young people who are looking for a job and cannot find one, and more than two and a half million all together.
- These figures have increased hugely since the onset of the crisis, growing around 30% over the course of 2009.
- Figures of job vacancies are consistently under half a million.
- The government’s main solution is the Future Jobs Fund, which forces into temporary work those unemployed for over six months.
- A board has been set up to discuss increasing universities fees, comprised of many who have previously called for large increases.
- Further Education has been £400million cuts announced.
- Other Unions have already affiliated to Youth Fight for Jobs, including the RMT and CWU.

This conference believes

- Young people and the working class are being asked to pay the price for the bosses crisis.
- The Future Jobs Fund program, in increasing the number of temporary workers, opens the door to attacks on union-won working conditions, and to a loss of permanent jobs on offer.
- That the best way to tackle unemployment is to create permanent jobs to fulfil essential services
- Cutting education budgets, and charging more for universities, will also reduce young people’s opportunities to make full use of their abilities, whether that is school, college or university level.

This conference supports the aims and objectives of Youth Fight for Jobs, which are:

- The right to a decent job for all, with a living wage of at least £8 hour
- No to cheap labour apprenticeships! All apprenticeships to pay at least the minimum wage, with a job guaranteed at the end.
- No to university fees.

This conference therefore agrees to affiliate to Youth Fight for Jobs at a cost of £250 (national).

Wales/ 4/1 Branch

xiii) Right to Work Campaign

42.

The economic crisis is leading to unemployment, insecurity, attacks on terms and conditions, threats to public services, scapegoating of minorities and the devastation of communities. This conference applauds the resistance of UNITE members across many sectors against attempts to make working people pay for a crisis born out of an economic system that puts profits before people and triggered by the greed and irresponsibility of the rich and powerful.

Organising and campaigning in the workplace is the foundation of effective defence of workers' interests. This can be assisted by linking in to wider networks of solidarity and resistance within the trade union movement and our communities.

This conference resolves to:

Encourage UNITE branches to affiliate to and participate in their local Trades Councils

Affiliate to the Right To Work campaign against cuts, unemployment and racism

Affiliate to the National Shop Stewards Network (NSSN), which links up elected union representatives and support its conference which is taking place on 26th June 2010

IT & Communications National Industrial Sector Committee

43.

Conference notes:

That cuts in health, education, councils and other key public services have already begun and will accelerate after the general election.

That employment is continuing to rise, particularly among young people.

That many workers face pay freezes, and the majority will receive wage "rises" lower than the rate of inflation.

That companies are using the recession to push through attacks on pay, conditions, pensions and union organisation.

Conference believes;

That we should support broad-based campaign against cuts, unemployment and racism.

That the Right to Work campaigns conference of Resistance and Solidarity on 30 January saw over 900 people gather in united opposition to the effects of the recession. Its slogans were:

- Fight for every job
- Organise to stop the cuts

- Defend services and pensions
- Unite the public and private sectors
- Demand a million climate jobs
- Opposite racism and the BNP

That the conference drew together trade unionists, unorganised workers, students, unemployed people, pensioners and campaigners.

That the conference won official backing from 60 trade union branches, 2 national unions and many other bodies.

That locally the Right to Work campaign is holding meetings on a similar basis.

Conference resolves:

To affiliate to the national Right to Work Campaign
To participate in right to work's local meetings and activities.

East Midlands/ IT & Communication Regional Industrial Sector Committee

xiv) Corporate Social Responsibility Charter

44.

Unite the Union shall implement a corporate social responsibility charter
This will allow the union to adopt local living wage standards and other minimum standards, such as allowing trade union access to the workforces of external suppliers of goods and services.

We ask that Unite recognises the importance of local living wage agreements for low paid and poorly organised hotel workers nationwide.

We ask that Unite adopts the principle that hotels which meet the CSR standards are given priority over other hotels where hotel rooms or conference/meeting rooms are booked for union business.

**London & Eastern/ Food, Drink and Tobacco Regional Industrial Sector Committee,
London and Eastern/ 1393 Branch and South East/ Hotel & Catering 1647 Branch**

xv) Full Employment

45.

Unite the union deplores the high levels of unemployment and underemployment in our society, including the hidden reality of vulnerable or precarious employment where workers have little or no rights, insecurity and low wages. It is deplorable that our new labour government has appeared to abandon huge sections of the working

class of this country to such a plight with all the damaging social consequences of family debt, child poverty and marital breakdown.

Unite the union totally opposes the government's welfare reform which seeks to minimise welfare support and drive claimants to take the most unsuitable and lowest paid jobs or face cuts in benefit. Therefore we oppose government plans to force lone parents and others into unsuitable employment and to outsource job centre plus work to the 'third sector' and so-called employment agencies.

We call on the government to provide more help to young unemployed people who have been especially badly hit by the recession. To guarantee a job or a place on a training scheme within one year is a totally inadequate response and requires much more imaginative thinking such as public programmes of work to green our environment, and funded job placements in industry and the public sector.

In order to engage young people, the unemployed and the most vulnerable in our society with the trade union movement in programme for change, we call on Unite to lead a major campaign for a return to full employment and decent jobs for all, involving the wider trade union movement including the TUC, the trades councils and linking up with civil society groups and organisations.

North East, Yorkshire and Humberside/ CWYU – 32 Branch

3. EMPLOYMENT RIGHTS

i) Repeal of Anti Trade Union laws

46.

This First Unite Policy Conference welcomes Unite's policy of campaigning to repeal the anti trade union laws in the UK. Conference notes that UK unions are the most restricted and regulated organisations in the UK and demands that the current anti-trade union laws are removed from the statute book.

As a priority, we call on all Unite branches, chapels, regions and sectors to campaign to ensure that the anti union laws are repealed and are replaced with a framework of positive rights in accordance with basis ILO standards including:

- The right to organise quick and effective industrial action – including solidarity action, without the threat of legal action.
- Workers taking lawful action to be protected from dismissal.
- Legal provisions to ensure that lawful industrial action is not prevented on technical grounds – where the majority of workers vote in favour of industrial action.
- Employment rights for all workers from day one.
- To remove the exemption for small workplaces employing less than 21 employees from securing recognition through the CAC procedures.
- That unions are free to negotiate Union Membership agreements with employers.

That unions are free to decide their own Rule Books, including policy on industrial action, membership admission and expulsion and union election arrangements.

- Strengthen unfair dismissal legislation with an enforceable right to re-instatement. Allowing every worker to be represented individually and collectively by a trade union on any issue.
- Improving paid time off and facilities for all union reps.

This conference therefore declares that we will too fight to end Britain's anti-union laws, no matter how long that might take. We owe this to our members and future generations. Trade Union freedom is an essential measurement of general freedom in any society which claims to be a 'democracy'.

Graphical, Paper & Media National Industrial Sector Committee

47.

Under Margaret Thatcher's Government unions were literally the "enemy within" and according to Tory dogma had too much industrial and political power, and over a period of thirteen years the Tories introduced punitive employment legislation that pushed back the UK industrial relations scene some 50 years or more.

Since Labour came into power have had numerous opportunities to redress this imbalance in UK industrial relations but chose not to and instead embarked primarily on employment legislation which nurtured the belief among individual employees that the law would protect them and provide them with legislation that all employers would adhere to.

“The Truth” – whilst employment legislation supposedly promotes fairness for the individual, the balance of power to exploit unorganised labour remains with the employer and employees acting along cannot truly alter the course of action of the employer.

Workers in the UK have limited protection when taking industrial action and continue to be hindered in supporting fellow workers under this aspect of shackling legislation whereas workers on the continent have far greater protection. This situation cannot be tolerated.....

Therefore, Conference urges the Executive Council to lobby the next Government to overturn the laws on secondary picketing, increase protection for workers taking industrial action and re-introduce the statutory closed shop legislation.

North East, Yorkshire and Humberside/ 8-10/156 Branch

47A.

Conference calls for Unite to be at the forefront of a campaign for the repeal of the anti-union laws and their replacement by a framework of positive employment and trade union rights. Conference believes that such a framework should reflect the proposals for a Trade Union Freedom Bill previously supported in early day motions by many Labour MPs. Conference also resolves to campaign against any further proposed anti-Union laws, such as those being suggested by some Tory politicians to limit trade union facility time, introduce no strike regulations in some sectors of the economy, restrict the maintenance and operation of trade union political funds and reduce funding support for trade union projects such as around lifelong learning.

Scotland/ Ayr Area Activists Committee

48.

This Conference calls on the Union to reaffirm its commitment to the removal of the Anti-Trade Union laws introduced by successive Tory Governments and kept on the statute book throughout the period of the labour Government.

South West/ 2/660 Branch

49.

This East Midlands Regional Health sector industrial committee calls upon conference through the Executive Council to apply pressure on the Government to address the Imbalance of the current draconian employment laws.

Conference notes that over the last 13 years very little has been done to give working people a real voice either locally/nationally or in the courts, to pursue just terms and conditions. Instead the courts are unfairly treating working people by bullying them back to work after legitimate calls for industrial action.

East Midlands/ Health Regional Industrial Sector Committee

50.

Conference urges the Executive Council to pursue by all methods available, a change in the legislation to make tribunal rulings enforceable in law.

North East, Yorkshire & Humberside/ 8-9/30 Branch

51.

This Conference recalls that over 100 years ago, under powers derived from the Taff Vale judgement, railway employers sued the Amalgamated Society of Railway Servants for £23,000 for taking industrial action. Conference notes the subsequent 1906 Trades Disputes Act removed trade union liability for damages caused by strike action. Conference reiterates its policy of repealing the anti-trade union laws and on the reintroduction of laws to prevent any trade union taking industrial action.

Whilst the Labour Party has enjoyed three consecutive election victories, with the support of the Trade Unions almost certainly crucially last time, and has been able to make significant and pleasing progress in areas such as Health, Education and Low Pay, there has been no change whatsoever to the Tories Industrial Relations Law. It is high time that some of the worst excesses of the anti-union legislation were addressed.

Conference notes that the 2005 Labour Party Conference voted 70:30 in favour of a motion that would, amongst other things, give Unions the right to take solidarity action, without the threat of legal proceedings by employers, protection against dismissal for workers who go on strike and the barring of replacement workers being drafted in by companies during disputes.

Conference calls for the Executive Council to actively campaign for the simplification of the Industrial Action ballot procedure. Conference accepts that under current circumstances the Executive Council may have to act to avoid possible sequestration of funds as a result of unofficial industrial action, but notes that members in dispute have the right to refuse to work collectively with no legal action being taken against them.

It is a national scandal that company managements can, almost instantly, do whatever they choose in making changes to working conditions or dismissing employees, while Trade Union members in the establishments concerned must trudge through legal minefields before they are able to react.

‘Status Quo’ should hold whenever there is failure to agree between management and the membership. We should not be forced into fighting rearguard actions whenever there is a dispute.

Conference requests the Union to campaign and lobby the Government to prevent the Government from watering down European legislation which is for the good of the British worker and to ensure that employees are not treated less favourably under UK employment law than under employment law in other European Union Countries.

Conference calls upon the Executive Council to recognise the importance that equality issues play in building up trade union organisation and membership. The range of

issues surrounding equalities: gender, disabilities, work-life balance, race pay gaps, LGBT, work against bullying and harassment can help develop and strengthen our union movement.

Conference instructs Unite to prioritise the equalities agenda. This must begin with a strong campaign to secure statutory legislation and rights for Trade Union Equality Representatives. Only by ensuring these rights and legislation, will the full potential of the Equality Representative be utilised.

Conference fully supports the terms of the 2005 Trades Union Congress Composite Resolution 1: Fairness at work. The Motion calls for the repeal of the anti-union laws and their replacement with a framework of positive rights in accordance with minimum ILO standards:

- i. giving unions the right to organise industrial action, including solidarity action, without the threat of legal proceedings by employers and for workers taking lawful industrial action to be protected from dismissal;
- ii. providing employment rights from day one of employment;
- iii. allowing every worker to be represented individually and collectively by a trade union on any issue;
- iv. extending paid time off for all family - friendly leave provided by statute;
- v. allowing unions to trigger statutory equal pay audits and appoint equality reps with statutory rights on a par with these for workplace, safety and learning reps;
- vi. allowing unions to choose to conduct workplace ballots;
- vii. the abolition of restrictive balloting and industrial action notice procedures;
- viii. the right to strike and the right to automatic reinstatement for taking lawful industrial action;
- ix. the freedom to take solidarity action for workers who are in dispute;
- x. strengthening unfair dismissal legislation, ensuring an enforceable right to reinstatement;
- xi. improving time off and facilities for union reps and lay officials;
- xii. strengthening protection against exploitation and discrimination of migrant, agency, temporary workers, women, black, disabled, young and LGBT workers and those in smaller firms;
- xiii. ensuring workers receive proper compensation when their employer is declared bankrupt;
- xiv. ensuring pensions, training and equality are included as issues on which collective bargaining must take place when statutory recognition is awarded, and
- xv. Statutory sectoral forums to establish minimum terms and conditions.

Conference calls on the Executive Council, the industrial sector committees, the equalities committees, and regional councils to initiate campaigning activities in support of these policies. Conference calls for the campaign to be supported, in cooperation with other unions, by a national march, rally and lobby of Parliament.

Conference instructs the Executive Council to raise this policy forcefully with the Unite Parliamentary Group.

Conference agrees that 100 years after the introduction of the Trades Disputes Act of 1906; it should be policy of Unite to campaign for the full repeal of all the Anti-trade union laws to be replaced with a Trade Union Freedom Bill.

Conference calls for the Government to amend current legislation and strengthen the assurances given under the Warwick Agreement to ensure that those employers which are advised by Employment Tribunals to reinstate previously dismissed workers do so. Employers should have to produce evidence to justify and substantiate their decisions in the use of discipline up to and including dismissal of their employees.

Conference instructs the Executive Council to:

1. lobby MPs to introduce legislation to make these decisions legally binding;
2. in similar circumstances instruct the appropriate National Sector to call an emergency meeting of Reps on the National Sector Committee to agree a strategy for defending our union;
3. campaign to change the current employment law regarding employers only having to have a reasonable belief, in order to undertake discipline or dismissal of an employee;
4. employers should have to produce evidence to justify and substantiate their decisions in the use of discipline up to and including dismissal;
5. campaign for the rights for workers not to be unfairly dismissed from their employment after they have completed 13 weeks service as opposed to the current situation where, with the exception of discrimination cases, employees are required to have worked 52 weeks before having the right to be treated fairly and reasonably by their employer.

East Midlands/ Passenger & Transport Regional Industrial Sector Committee

52.

The current anti-union laws (brought in by Thatcher's Tory government, and made more constricting under Labour) damage the trade unions' ability to organise, to achieve solidarity, and prevent us from protecting and defending our rights. They give more rights to the employers than to workers. Employers are taking advantage of these reactionary laws with more and more ingenuity and confidence (see the overturning of last year's London bus and British Airways workers, and this year's Milford Haven Port pilots and launch crew's strike ballots). Why should we have to fight on an uneven playing field?

The ability of trade unions to organise is the only force which has been able to protect and advance the interests of the working class.

The rights that most people regard as social progress, our "civil liberties" are the result of long and hard working class struggles. The right to work and to decent wages and conditions, to a home, to security in times of poverty, sickness and old age, the to an education, to an effective voice in the way the local area and the country are run: all of these were fought for and won by previous generations of working class people who had to organise themselves in trade unions (and political parties) to achieve their objectives.

This conference therefore resolves:

- a) That our union will give no support, financial or otherwise to Members of Parliament who do not seek to abolish the anti-union laws.
- b) That our union encourages all other unions to give no support, financial or otherwise to politicians who do not seek to abolish the anti-union laws.

London & Eastern/ 524 Branch

53.

This conference notes that:

- o The anti-trade union laws put into place by Thatcher government have not been repealed by New Labour, despite 12 years in power
- o In fact, these laws have been extended; further undermining trade union rights and the ability of trade unions to effectively defend their members.
- o These laws have been further compounded by EU legislations and judgements, such as the Laval ruling.

This conference further notes:

- o Over the course of 2009, there were a number of high profile judgements against ballots for industrial action.
- o In December, one unselected judge was able to rule a strike ballot with a majority of 92% illegal in the case of BA cabin crew.
- o This judgement has been followed by further interference of the Courts in preventing strike action at Milford Haven Port Authority in February 2010.

This conference recognises that:

- o Despite prohibitive and undemocratic anti-trade union laws, a number of industrial disputes have taken place in 2009 which have resulted in victories or partial victories for working class people.
- o In a number of instances, these struggles have involved action that is deemed 'illegal' under anti-TU legislation, such as 'unofficial' strike action at Lindsey Oil Refinery & other construction sites, walkouts by members of the POA and the factory occupations at Visteon and Vestas.
- o Not once in these struggles where workers took decisive action were anti-TU laws implemented, though it was threatened.

This conference believes that:

- o In the face of the attacks the employers and all three establishment parties have lined up for working people under the cover of the recession, struggles such as these are likely to continue and increase.
- o In certain cases these struggles will come up against the anti-TU laws and workers will defy them, not on a whim but because it is necessary to defend jobs, pay and conditions.

This conference resolves to:

- o Continue to campaign for the repeal of all anti-Trade Union legislation, to be replaced with legal rights at work from day one of employment for all workers, full or part-time, casual or permanent.
- o Call on the TUC to organise mass demonstration in support of the above, leading to general strike action if the government refuse to repeal the anti-trade union legislation.
- o Offer full support and solidarity to all workers in struggle, including those whose action is wrongly deemed 'illegal' under proscriptive and archaic legislation.

Wales/ Swansea 0901 Branch

ii) The People's Charter

54.

This Conference calls on the EC of our union to actively campaign for all MPs supported by and supporters of Unite to publicly give their backing to the Peoples Charter as supported by the TUC at the 2009 conference

North East, Yorkshire and Humberside/ Sheffield 1 0823 branch

55.

We call on Conference of Unite the Union to pro-actively support the People's Charter, which sets out a programme for challenging the economic crisis and for a fairer society including:

i) A Fairer Economy: taking leading banking, insurance and mortgage industries into public ownership; ending raids on pension funds, asset-stripping and corporate tax loopholes; restructuring tax so big business and the wealthy pay more

ii) More and better jobs: building full employment, protecting existing jobs and investing to create new jobs with decent pay; raising the minimum wage and ending the lower rate for young workers

iii) Decent Homes: stopping repossessions, controlling rents, giving local government the power and funds to build and renovate millions of affordable quality homes and buy empty properties

iv) Saving and improving our Services: ensuring energy, transport, water, post and telecommunications are in public ownership; ending profiteering in public services; stopping EU privatisation directives

v) Fairness and justice: free heating and transport for every pensioner; linking state pensions and benefits to average earnings; protecting pension schemes; ending child poverty; enforcing equal pay for women; ending racism and discrimination; no scapegoating migrant workers; guaranteeing training, apprenticeships and education with grants and no fees; restoring trade union rights

vi) Secure and sustainable future: ending the cost of war and nuclear weapons; bringing our troops home; getting rid of the debt economy and cancelling the debts of the poor of the planet.

- Conference agrees to build support for the Charter in workplaces and communities to assist in achieving a million UK signatures to demonstrate that the Government must put people first.
- We welcome Unite's 2009 TUC delegation to support the motion at Congress
- That the union lobbies our Parliamentary Group of MPs to support the aims and principles of the Peoples' Charter.
- Unite, at all levels, will lobby and push for its support within the union.

- To get Unite delegates to CLPs and trades councils to build support.
- Conference agrees to send a message of support to the People's Charter campaign.

**North East, Yorkshire and The Humber/ Polestar (Sheffield) Unite General,
Paper & Media Chapel**

56.

UNITE The Union welcomes the People's Charter and the fact that it is official TUC policy.

UNITE The Union commits to take the campaign for one million signatures out into our workplaces and communities, involving trades councils and local campaigning groups, in particular those defending public services.

The principles and policies of the Charter include:

1. A fair economy for a fairer Britain.
2. More and better jobs.
3. Decent homes for all.
4. Protecting and improving public services.
5. Social justice.
6. A secure and sustainable future.

We believe that a mass popular campaign for the People's Charter can help to bring about a change of direction in government policy, away from the interests of big business and towards the interests of workers and their families.

“To that end we call on Unite to promote progressive policies in the Labour Party and to drive this campaign forward within Parliament and Government.”

Scottish Regional Committee

iii) Trade Union Freedom Bill

57.

Unite the Union Reaffirms its commitment to the removal of the anti-trade union laws introduced by successive Tory Governments and kept on the statute book throughout the period of NEW Labour control.

Unite the Union also expresses its deep disappointment that the Trade Union Rights and Freedoms Bill, which won the support of the TUC, Scottish TUC, Welsh TUC and Labour Party conferences together with 180 signatures from supporting MPs and a large number of trade union activists, failed to reach the statute book.

We are also disappointed that the Employment Act, which received Royal assent in November 2008, failed to reflect any of the collective issues raised by the Trade

Union Rights and Freedom Bill despite three specific amendments being tabled in relation to ballots, agency workers and protecting strikers from unfair dismissal.

Unite the Union will strongly oppose any attempts to curtail the right of public services workers to take industrial action and condemns statements made in this respect by David Cameron in November 2009.

Unite the Union congratulates the work done by both the Institute of Employment Rights and the United Campaign for the Repeal of anti-Trade Union Laws in developing and promoting the contents of the Trade Union Rights and Freedom Bill. Their work on promoting moderate but important amendments to the Employment Bill, though ultimately unsuccessful, highlighted the growing support for trade union rights amongst back bench MP and the wider public.

To ensure this work continues and to assist in promoting the case for trade union freedoms in this period of economic recession, this Unite the Union calls on the Scottish, Welsh and regional TUCs to actively support the Institute of employment Rights and the United Campaign in their work, and to seek an early meeting with both organisations to discuss how best to take the campaign forward across Great Britain and Northern Ireland.

East Midlands/ Mansfield 1826 Branch

58.

This conference affirms its commitment to the removal of the anti-trade union laws introduced by successive Tory governments and kept on the statute book throughout the period of New Labour government.

This conference also expresses its deep disappointment that the Trade Union Rights and Freedom Bill, which won the support of the TUC, Scottish TUC, Welsh TUC and Labour Party conferences together with the 180 signatures from supporting MP's and a large number of trade union activists, failed to reach the statute book.

This conference is also disappointed that the Employment Act, which received Royal assent in November 2008 failed to reflect any of the collective issues raised by the Trade Union Rights and Freedom Bill despite three specific amendments being tabled in relation to ballots, agency workers and protecting strikers from unfair dismissal.

This conference will strongly oppose any attempts to curtail the right of public services workers to take industrial action and condemns statements made in this respect by David Cameron in November 2009.

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To ensure this work continues and to assist in promoting the case for trade union freedoms in this period of economic recession, this conference call on the union to actively support the institute of Employment Rights and the United Campaign in their work and to seek an early meeting with both organisations and the Unite group of MP's to discuss how best to take the campaign forward.

As part of that work, this conference urges the union in conjunction with the TUC, Scottish and Welsh TUC's and regional TUC's to plan a tour promoting the Trade Union Freedom Bill Throughout Britain.

London & Eastern/ West London General – 0974 Branch

iv) Positive Right to Strike

59.

Conference deplores the decisions of the UK Court in cases such as Metrobus and British Airways representing as they do a long string of decisions that have restricted workers rights to take legitimate industrial action in defence of collective bargaining and their interests. Conference believes that as long as the right to strike is subject to unreasonable restrictions by punitive ballot requirements workers rights will constantly be challenged by employers in the courts.

Conference notes that the rights of UK workers to take collective action remain the most restricted in Europe and that the ability to support the human rights of our members is being thwarted by the fear of financial and legal reprisals against the union.

Conference believes that UK workers should be covered by a positive legally protected right to strike and we call upon the Executive Council to support all reasonable efforts to achieve this.

In a series of recent cases The European Court of Human Rights has supported the International Labour Organisation's recognition that the right to strike is "an indissociable element of the right to collective bargaining".

This approach is in marked contrast to that of the European Court of Justice where workers rights and freedoms to exercise their decision to use collective action have been made subservient to vested economic interests. The right to trade has been given precedence over the rights of workers detrimentally affected by the actions of employers in such situations.

Conference calls upon the Executive Council promote the incorporation into the Human Rights Act of a right to strike which will allow that:

- Participation in a strike would not be a breach of contract by the workers concerned
- Participation in a strike would not be grounds for dismissal, either at common law or under the statutory unfair dismissal regime.
- There would be no civil liability for trade union officials or workers who organise, call or take part in strike action
- There would be no liability of a trade union in damages where their members or officials have organised, called or taken strike action.

London & Eastern/ IT & Communication Regional Industrial Sector Committee

v) Statutory Redundancy Pay/Rights

60.

Calls on the Union to: continue to campaign for the Government to update the redundancy scheme to compensate workers fairly for their service and loyalty on the loss of their job. Redundancy pay should reflect the average weekly wage (prior to any short time working or lay offs) and be based on years service of the employee at the very least. A maximum of £11400 for over thirty years is scant recompense for loyalty.

The present minimum wage has been a step in the right direction for the poorly paid but it is apparent that this figure doesn't adequately compensate someone with short service for the loss of their job and this conference believes that there should be a minimum figure of at least £5000 for any redundancy

During the past year because of the recession the Servicing & General Industries Sector has seen thousands of redundancies as businesses have either gone to the wall or have taken the opportunity to streamline their operation

The very nature of this sector means that many members are paid poorly and consequently the devastating effect of the loss of ones occupation is in no way mitigated by the compensation received

This Union has been at the forefront of the campaign to boost redundancy pay and this conference recognises those efforts but we also believe that for far too long it has been the easy option for companies to cast British workers on to the scrap heap

This conference believes that the present redundancy calculator is totally inadequate and encourages business to offload workers when times get tough. A Labour Government should ensure that when working people lose their jobs through redundancy they are adequately compensated.

East Midlands/ Servicing & General Regional Industrial Sector Committee

61.

This Conference recognises that workers in the United Kingdom are at a distinct disadvantage in comparison with their counterparts within the EU. Multi-national employers find it quicker, easier and cheaper to dismiss British Workers. It is becoming apparent that our workplace representatives are now faced with a problem with regard to the regulations on ageism. Hard fought for collective agreements are now potentially illegal and our members are faced with the possibility of a reduced financial package.

Multi-national companies across all sectors of the economy close sites in the UK even when those sites are more profitable and productive. We believe this can only be the result of low closure costs and redundancy payments in the UK.

Consultation in circumstances of proposed redundancies should always have a minimum of 90 days before the first redundancy with the need for an agreement to be reached; further the levels of compensation payable should be increased to become a substantial figure that will compel employers to seek alternatives.

Conference calls on the General Secretary and the Executive Council to use all of the political influence at the disposal of Unite:

1. to campaign for an increase in the statutory redundancy payments to include a social package attached to redundancy pay that better our best European counterparts and amendment of the redundancy regulations to ensure the protection of negotiated agreements when faced with redundancy.
2. to pressurise this Government to make improvements in the statutory redundancy pay so that a “weeks pay” should mean “a weeks actual pay” inclusive of shift premium, bonus and overtime earnings with no monetary limits, and remove the limit on service; and
3. to campaign for improved statutory redundancy rights through both consultation and in relation to the level of compensation.

East Midlands/ Derbyshire Area Activist Committee

62.

This conference calls on the government to introduce a Redundancy Protection Fund (RPF) and to make those workers who are made redundant because their employer has entered administration/receivership preferred creditors, for all monies they are owed.

This conference demands that government introduce legislation to protect workers who find themselves redundant because their employers went into administration/receivership.

Conference further asks that this be treated as an important and significant issue that will be legislated for in the lifetime of the next Parliament.

Ireland/ 3/12 Branch

63.

This conference is concerned that statutory redundancy pay has fallen well below the level of average earnings

This conference calls on the government to increase statutory redundancy pay to be in line with average wage rather than be capped at current level.

Scotland/ Construction Regional Industrial Sector Committee

64.

This Conference calls upon the Executive to formulate a policy that legislates that companies should not be allowed to cap redundancy payments.

This committee feels that it is grossly unfair that individuals who have in the region of 40 years faithful service are being made redundant with the exact same terms as people with a lesser service.

Scotland/ Food, Drink and Tobacco Regional Industrial Sector Committee

65.

That this conference recognises the significant measures taken in the past to offset the losses our members face when selected for redundancy. This conference however is concerned that the cap on statutory redundancy pay has moved negatively in relation to average male earnings and therefore has a significant impact on our members. This conference calls on the government to increase the cap on statutory redundancy pay to the level of average male weekly earnings.

Scotland / Rural & Agricultural Regional Industrial Sector Committee

66.

Conference calls on the Executive Council to continue to campaign and raise the profile for improving protection and more assistance for workers facing redundancy.

Conference believes that employers should take more responsibility when announcing redundancies by-

- Providing a longer period before making employees redundant to allow outplacement organisations to fully explore alternative job opportunities.
- Provide, partial or full, training grants to allow their ex employees to retain or re-skill.
- Especially in either a major redundancy or closure of site companies should pay back in full any regional Government Grants received five years prior to redundancy date which should be reinvested into the affected areas.

Conference notes that most of our European Colleagues enjoy better protection attracting to move operations situations therefore companies still find it financially attractive to move operations abroad. Conference therefore calls on the Executive Council to lobby Government for improved legislation regarding protection and assistance to employees facing redundancy.

Scotland/ Services & General Industries Regional Industrial Sector Committee

67.

This conference calls for the implementation of legislation to give enhanced Information, Consultation and Negotiation rights to workplace representatives regarding business restructuring and, in particular, on decisions likely to lead to business closures or workplace redundancies.

This conference notes that such rights are in place within other European countries and believes that this leads to accelerated closure and job losses in the UK due to quick, cheap and easy nature of our legislation framework.

This conference believes that positive changes to information, Consultation and Negotiation rights would enable workplace representatives to challenge detrimental business decisions more effectively and would help in providing a more level playing field when options for location and retention of manufacturing are being considered within businesses.

Scotland/ Chemical, Pharmaceutical, Process and Textiles Regional Industrial Sector Committee

68.

The value of the £30K tax free allowance when redundant has evolved considerably over the years and therefore this conference instructs the union to lobby the government to get this payment raised to a more acceptable level.

South East/ Servicing & General Industries Regional Industrial Sector Committee

69.

This conference urges the Executive Council to reinvigorate the Unite campaign to improve statutory redundancy payments by increasing the cap on weekly earnings to at least £500, conscious of the increasing trend of redundancies.

South East/Finance & Legal Regional Industrial Sector Committee

70.

We call on this conference to give support to the our unions campaign to improve the Statutory Redundancy Scheme. The removal of the 20 year limit on length of service used in calculating a workers payment in compensation for losing their job will provide a more realistic level of payment that reflects the length of service they have given to the employer.

South East/ Portsmouth and District No 0750 Branch

71.

Conference recognises that the majority of part-time workers are women who have often moved from full-time role to a part-time role with the same employer because of childcare and increasingly to care for elderly dependents.

Many employers have also reduced full-time jobs during the recession leading to more men and women working part-time. This is set against a background of high unemployment and increased redundancies affecting members across the union.

Conference is concerned that the state and employers' redundancy schemes do not take account of the pay that an employee received who previously worked full time

for the organisation in calculating redundancy pay if the employee is employed part-time when the redundancy takes place.

Conference calls on the union to:-

- Campaign for the redundancy scheme to be amended to include the pay that an employee received when working for an employer full time if they are working part-time for the same employer at the time of redundancy; and
- That employer redundancy schemes are required by law to include the pay of an employee who worked full-time for the same organisation, if they are working part-time at the time of redundancy.

South West/ Gloucester Area Activist Committee

72.

This Conference calls on the Union to petition the Government, whichever party is in power, to make the outsourcing of redundant posts illegal.

South West/ Bath & West Wiltshire (0901M) Branch

73.

This Conference is concerned at the continuing job losses across all sector's being suffered by workers. The affects and consequences this will have are far reaching for short medium and long term for workers, and their families.

Conference stands by those taking action to raise awareness in the workplaces to try to negotiate and reduce the impact and to untimely stop closures.

Conference recognises the hardship inflicted by action taken to raise issues BA is facing in this present climate, and supports its colleagues. The BA situation highlights the disproportionate attack on the BA workers, and trade union.

Conference believes that BA should be under a greater legal responsibility to engage in meaningful consultation with employees and their trade union representatives to seek alternatives to action.

Conference further notes that the current recession has once again demonstrated the absence of a level playing field when with company's using the recession to attack the work force on many different fronts.

The costs of making a UK worker redundant fall far short of that in most EU competitor countries.

Conference believes that the experience over the last 2 years highlights the need for improvements to statutory Redundancy Pay.

Conference has been disappointed that the review of statutory redundancy pay in the lifetime of this Parliament has not been implemented, and hopes this will be addresses in the next term of government.

Conference also asks to look to seek a reduction in the qualifying period for Statutory Redundancy Pay.

Workers should be entitled to Statutory Redundancy Pay from day one of their employment.

Wales/ Administrative, Professional, Managerial and Supervisory Staff Regional Industrial Sector Committee

74.

This Conference urges the Union to influence the Government into moving forward with a policy of equality with other European States on Redundancy payments as per the European Social Chapter.

West Midlands/ Chemicals, Pharmaceuticals, Process & Textiles Regional Industrial Sector Committee

vi) European Court of Justice Decisions

75.

The Policy Conference calls on Unite the Union to carry out further research on the recent ECJ rulings with regards the posted workers directive. The results of this research should be disseminated to the membership and a vigorous campaign, accompanied by our fellow trade unionists across Europe, should take place to reverse these unfair ECJ rulings.

North West/ Liverpool Construction 0541 Branch

76.

European Court of Justice Rulings on Viking, Laval, Ruffert and Luxembourg
Unite the Union deplors the profound attack on trade union rights resulting from the four European Court of Justice rulings – Laval, Viking, Ruffert and Luxembourg – and the legal primacy given to the EU court by the Lisbon Treaty over national laws.

The ECJ is an EU institution which has decreed that the right to strike and collective bargaining agreements can contravene rules governing the EU's 'single market'.

The rulings mean that an employers' right to so called '@freedom of establishment' anywhere within the EU take precedence over fundamental trade union rights. They encourage 'social dumping' across the EU, reintroducing the 'country of origin' principle by the back door.

The ECJ has also ruled that it can impose restrictions on the 'exercise of fundamental rights, in particular in the context of a common organisation of the market'.

Conference congratulates our Union for its website www.lavalvikingruffert.eu and encourages members and activists to sign the online petition.

Unite the Union calls on the union to carry out further research on these rulings, disseminate information to the membership, campaign with trade unions across Europe for their repeal, and pursue a case to the European Court of Human Rights to overrule the ECJ.

**Scotland/ Offshore Catering Branch 7/48/1B/1 and
West Midlands/ Birmingham South 0803M Branch**

vii) Working time Directive

77.

Conference is appalled the government's complicity with right-wing governments in the EU to ensure that the UK kept the opt-out. The working Time Directive is health and safety legislation and is designed to stop exploitation and to protect workers from being forced to work long hours.

The UK Government's opposition to ending the opt-out runs counter to stated Government policy in ending the "long hours" culture and improving family life.

Conference notes that there is flexibility in the Working Time Directive to allow for the 48 hour limit to be calculated over a 52 week period if negotiated and agreed by the union and that there are other protections for workers including statutory meal breaks, time off between shifts and compensatory rest in genuine production emergencies.

These important points are deliberately misrepresented by employers, the media and the Government – who described the any ending of the opt-out as being "a bad deal for Britain."

Therefore Conference calls upon the Executive Council to campaign for the ending of the opt-out and to publish a positive explanation for members of the benefits of the Working Time Directive and why the Opt-out should be ended.

South East/ Graphical, Paper &Media Regional Industrial Sector Committee

viii) Bank Holidays

78.

This Conference calls upon the Executive Council to seek an amendment to the current Bank Holiday legislation in order to protect those workers in the retail and manufacturing sectors who are subject to 7 day contractual working including Saturdays and Sundays, under the provisions of the relevant Act of Parliament (1971 Banking and Financial Dealings Act).

East Midlands/ Food, Drink and Tobacco Regional Industrial Sector Committee

ix) Working Hours

79.

Conference considers that Employers should pay for all time worked and employees should certainly not be pressurised into giving their time for nothing.

London and Eastern/ East London and Romford Branch

x) 35 Hour Week Campaign

80.

This conference understands the potential risk of the 35 hour week fund becoming orphaned and as such recognises that steps must be taken to ensure this does not happen, however the conference maintains that the use of the fund must remain restricted to it's original purpose of delivering a shorter working week within Shipbuilding and Engineering sections of affiliated unions to the CSEU.

In light of recent attacks from a major employer within the engineering sector on a 37 hour working week and the employers declared ambition to increase the working week to a minimum of 40 hours in both new and existing factories, the first part of the attacks being to negotiate a 42 hour week with an existing workforce while they were under threat of closure and to sign a Memorandum of Understanding with the CSEU to allow a 40 hour working week in their proposed new UK facilities, we fundamentally believe this action along with a potential change in Government will encourage employers across Aerospace, Shipbuilding, Rail and General Industries, within and outside of the CSEU jurisdiction to now actively seek a similar retrograde working week.

We feel the 35 hour week campaign fund was a major deterrent to employers who had a desire to increase the working week and that the recent debate surrounding it's use has given some employers the view that we are no longer prepared to defend our working hours. Re-energising this campaign would send a clear message to employers that not only will we defend our working hours but we are organising to defend our working hours.

In order to prepare for the attack from employers that will undoubtedly follow, the conference instructs Unite the Union, the major Union on the CSEU, to support an urgent CSEU lay delegate conference and to support the following proposals, which remain within the aspirations of the original purpose of the fund;

- The 35 hour week campaign should be restarted at the earliest opportunity, with the fund being made available to all CSEU affiliated Trade Union organised Committees / Branches.
- That as part of the campaign the fund is also available to the aforementioned groups to be used in defence of their current basic working hours where an employer seeks to increase their working week.

- That the 35 hour week campaign is re-launched and re-energised with a call for a levy of the members across the CSEU and it's affiliated Unions of a nominal regular charge to ensure the fund remains active thus protecting the fund from being orphaned.
- That the regular nominal charge increases when dispute benefit is being paid.
- That the dispute benefit is to be agreed by the Lay Delegate Conference.

**North West/ Bamber Bridge and Leyland 0056 Branch and
North West/ Liverpool Unite 0538 Branch**

81.

This conference calls for Unite, the major union on the CSEU, to support an urgent CSEU lay delegate conference to agree the following proposals:

- That the 35 Hour week campaign be restarted at the earliest opportunity with the fund being made available to all CSEU affiliated trade union organised committee/Branches and to be also used in defence of their current basic working hours.
- That the 35 Hour Week campaign is relaunched and re-energised with a call for a levy of the members across the CSEU and its affiliated unions of a nominal £1 per Month but rising to £10 per month when dispute benefit is being paid.
- The dispute benefit to be agreed by the delegate conference

North West/ Preston 0754 Branch

82.

The economic crisis of 2009/2010 created by the banks and bailed out at the tax payers expense is now clearly being felt by the sectors employing our members. The employers' solution is to expect employees to fund the recovery by pay cuts, pay freezes, longer working hours and changes to terms and conditions.

An example is the recent Memorandum of Understanding between Rolls Royce and the Confederation of Shipbuilding and Engineering Unions which appears to establish a 42 hour week and undermines the aims and aspirations of the CSEU 35 Hour Week Campaign.

This Memorandum of Understanding will encourage other employers across Aerospace, Shipbuilding, Rail and General Industries within and outside CSEU jurisdiction to now seek a similar retrograde working week.

Our Union must be seen to defend the members we represent.

Conference calls for Unite, the major Union on the CSEU, to support an urgent CSEU Lay Delegate Conference, to agree the following proposals;

- That the 35 Hour Week Campaign be restarted at the earliest opportunity, with the Fund being made available to all CSEU Affiliated Trade Union organised

Committees/Branches and to be also used in defence of their current basic working hours.

- That the 35 Hour Week Campaign is relaunched and re-energised with a call for a levy of the members across the CSEU and its affiliated Unions of a nominal £1 per month but rising to £10 per month when Dispute benefit is being paid
- The Dispute benefit to be agreed by the Lay Delegate Conference.

**North West/ 0111 Branch and
North West/ 6/111 Branch**

83.

The economic crisis of 2009/2010 saw the bankers bailed out at tax-payers expense without any fundamental changes in the way they operate.

This crisis is now clearly being felt across all sectors employing our members. The employers' solution is to expect employees to pay for the crisis and achieve economic recovery with pay cuts, pay freezes, longer working hours and adverse changes to terms and conditions.

An example is the recent Memorandum of Understanding between Rolls Royce and the Confederation of Shipbuilding and Engineering Unions (CSEU) which appears to establish a 42 hour week and undermines the aims and aspirations of the CSEU 35 Hour Week Campaign.

This Memorandum of Understanding will encourage other employers across Aerospace, Shipbuilding, Rail and General Industries within and outside CSEU jurisdiction to now seek a similar retrograde working week and inferior terms and conditions.

Conference believes:

1. that UNITE members did not create this crisis and should not be expected to pay the price in inferior terms and conditions.
2. UNITE should not negotiate pay cuts and job cuts as this approach can only lead to a race to the bottom and does not address the real causes of the economic crisis.
3. our Union must be seen to defend members terms and conditions and must organise and campaign to protect the members we represent when faced with these aggressive employers demands, wherever they occur.
4. that a shorter working week without loss of pay is the best solution to underemployment, unemployment and any lack of effective demand.

Conference calls for UNITE, the major Union in the CSEU, to support an urgent CSEU Lay Delegate Conference, to agree the following proposals:

1. The CSEU commits itself to opposing the race to the bottom and refuses to negotiate further pay cuts and job cuts that adversely affect our members and prospective members.
2. That the 35 Hour Week Campaign be restarted at the earliest opportunity, with the Fund being made available to all CSEU Affiliated Trade Union organised Committees/Branches and to be also used in defence of their current basic working hours.
3. That the 35 Hour Week Campaign is relaunched and re-energised with a call for a levy of the members across the CSEU and its affiliated Unions of a nominal £1 per month but rising to £10 per month when Dispute benefit is being paid.

*The Dispute benefit to be agreed by the Lay Delegate Conference.

**London and Eastern/Aerospace & Shipbuilding Regional Industrial Sector
Committee**

xi) Collective Bargaining

84.

UNITE welcomes the decision of the European Court of Human Rights to elevate the right to collective bargaining in status to that of an essential element of Article 11 of the European Charter of Human Rights.

This Conference recognises that the decisions contained in the Demir and Baykara cases as representing a significant legal change for workers rights in the EU.

This Conference calls upon the UNITE Executive Council to place UNITE in the vanguard of challenging those UK laws that restrict and undermine the legitimate aspirations of our members.

Conference requests the EC as a priority to begin this process by:

1. promoting knowledge of a collective perspective on recent labour law decisions and how they affect UNITE and UK workers through the established lay activist forums
2. to approach the Institute of Employment Rights to hold a conference sponsored by UNITE on the opportunities presented by these decisions
3. to engage the Political, International and Education departments of the Union to explore how their respective spheres of activity can assist
4. to commence drawing up a list of examples from the UNITE membership that could be used to challenge those UK laws that curtail workers' rights

In particular this Conference requests the UNITE EC to exploit the Demir and Baykara decisions and to commit to challenging:

1. the ban on statutory collective bargaining rights for workers in companies employing less than 21

2. the opportunity for employers to enter into voluntary recognition agreements with a non-independent trade union thereby preventing an independent trade union from using the statutory procedure as exemplified by the News International Staff Association's agreement with Murdoch
3. the requirement that a trade union must have majority support in the bargaining unit as determined by an external agency before it can secure recognition
4. the limited scope of the protection against unfair labour practices during the period of when workers are organising themselves for recognition as exemplified that they are only applicable during the balloting process.

Finally, previous legal challenges have been both very expensive and time consuming. The fact that the decisions of the Grand Chamber of the European Court of Human Rights have genuine teeth and do not involve the usual stages of the UK legal appeal system in trying to prove the UK Government had either no right or no legal justification to pass such laws is also very significant. Nevertheless, since any gains in workers rights will be for the benefit of all UK trade unionists Conference requests the EC to work where possible with other UK and European unions.

London & Eastern/ Graphical, Paper and Media Regional Industrial Sector Committee

xii) Changes to Employment Terms and Conditions

85.

This policy conference acknowledges and recognises that Unite protects individual's rights, health, safety and wellbeing at work and negotiates on behalf of our members with employers and the UK and European governments to ensure members get a fair deal at work.

It notes that all 24 industry sector committees and conferences operate directly in key sectors and in partnership with other sectors to enhance pay, working conditions and training opportunities for members.

Unite recognises that mediation seeks to provide an informal and speedy solution to individual workplace conflicts by encouraging communication and helping the people involved to find a solution that both sides feel fair and offers a solution that favours all parties that can be used at any stage of the disagreement or dispute.

Conference calls upon UNITE EC to encourage and lobby the Government to ensure the Public sector is properly financed and both the public and private sector employers to work in partnership with UNITE and other TUC affiliates and where necessary using mediation to reverse the current unacceptable trend of unilaterally imposing changes to terms and conditions, and the issuing of new contracts without negotiation and to immediately adopt and accept the agreed principles of the ACAS digest on how to deal with redundancy in order to minimise its effects and methods seeking to avoid job losses and focus on redundancy avoidance.

East Midlands/ Education Regional Industrial Sector Committee

xiii) Hostile Takeover from Companies and Legal Protection for British Workers

86.

Conference is concerned regarding the number of UK owned businesses being taken over with high levels of debt attached to these companies.

Conference believes this practice leads to higher job insecurity and to transfer of work from our members to other parts of their business. Sales personnel have seen job losses.

Conference calls on the Union to ensure that when takeovers occur legally binding legislation is in place to protect our members.

London & Eastern/ PSA Eastern 9017M Branch

87.

The Conference urges the Executive Council to campaign to stop the hostile takeover of companies such as Kraft which sacrifices British workers jobs in favour of shareholders greed.

We urge the Union to lobby Government to give British workers the same protection as our European workers and stop Multi-National Companies from being able to close Companies in Britain and throw British workers on the scrapheap by taking advantage of cheap labour abroad.

South West/ Food, Drink and Tobacco Regional Industrial Sector Committee

88.

This conference urges the Executive Council to campaign to stop the hostile takeover of Companies such as Kraft, which sacrifice s British workers jobs in favour of shareholders greed.

We urge the Executive Council to lobby the Government to give British Workers the same protection as our European Workers and stop Multi-National Companies from being able to close Companies in Britain and throw British Workers on the Scrapheap by taking advantage of cheap labour abroad.

South West/ 2/90 Branch

89.

This Conference adopts policy on a Cadbury Law, which prevents a dept ridden Multi-national from acquiring further debt and taking over a salient British owned business, which is performing very well with decent profit margins such as what has recently happened with Cadbury. The workforce members and all employees of Cadbury had no say in this decision, although they are shareholders of the business. This cannot be allowed to happen again and legislation needs to change to affect the way that multi-nationals can seek to buy successful British branch through hedge funds and finance that is concerning.

West Midlands/ Food Drink and Tobacco Regional Industrial Sector Committee

xiv) Right to Work

90.

Conference notes as a result of EU policy to deregulate professions, trade union members across the whole spectrum face accusations of “protectionism” as they struggle to defend their jobs, standards and skills, and thereby protect the rights and safety of the public.

Conference further notes, European Directives agreed by Westminster have encouraged international companies to exclude qualified workers from applying for jobs in their own countries. Companies instead claim the right to bring in their own cheaper, and in many cases less skilled workforce.

This joint Policy Conference instructs the Executive Council to redirect policy and resources into immediate support for members campaigning and taking action for the right to work where they live and to regain control of their working lives.

London & Eastern/ Association of Professional Tourist Guides Branch

xv) Protection for self-employed workers

91.

Conference notes that as a result of EU policy to deregulate professions, trade union members across the whole spectrum face accusations of “protectionism” as they struggle to defend their jobs, standards and skills, and thereby protect the rights and safety of the public.

Conference further notes, that European Directives agreed by Westminster have encouraged international companies to exclude qualified workers from applying for jobs in their own countries. Companies instead claim the right to bring their own cheaper and in many cases less skilled workforce.

Trade union self-employed members have been particularly the hardest hit with this influx of growing market of cheap workers, undercutting properly trained workers. This unionised working force is not getting enough help from the union to convey its needs and fight for causes that affect it all. Self-employed workers are easy to be exploited by unethical practices from commercial agencies.

This Policy Conference instructs the Executive Council to redirect policy and resources into immediate support for members campaigning and taking action for their right to work where they live and regain control of their working lives.

London & Eastern/ NUPIT Branch

xvi) Temporary Short Time compensation

92.

This branch calls on the EC to lobby the Labour government with the active support of our Unite sponsored MPs to introduce immediately a lay off payment scheme to cover the cost of lay off pay to the tune of 75% of average earnings. This would help alleviate financial difficulties of effected individuals, support the local economy and help secure future employment.

North West/ Bolton 0121 Branch

xvii) Works Councils

93.

Over recent years we have seen more and more employers embrace works councils as their preferred choice for negotiating terms and conditions that directly affect workers rights, and not only their but other workers standards of living.

Many of these works councils operate under a cloud of secrecy (not always of their own making) and even if they wanted to, do not have any rights to gauge workers support for any of the decisions that they make, due to the employer controlling any communication routes, in other words, these works councils are open to pressure from employers to agree to any proposal put forward.

Our belief is that these works councils are having a direct impact on our strategy for growth as well as driving down any workers ability to protest legally against measures pushed through by unscrupulous employers.

We call upon Conference to challenge the legislation that allows these bodies to operate in this way. While our union is forced to jump through hoops and are challenged in the courts by the likes of BA, these 'workers' bodies have no such problem; we will never see a works council in court.

We propose that works councils have to adhere to the same legislation that unions have to, by forcing consensus, by forcing secret ballots, even by protecting works council members (many of which are already union members), and in doing so forcing accountability - which every union has to do.

We believe that by our union adopting this strategy, works councils will no longer be the employers friend especially with the extra funding that would be imposed on the employer, after all these negotiating bodies were created by employers for employers, and why do we think they did that - to attack union membership!

**North East, Yorkshire and Humberside/ Vehicle Building & Automotive
Regional Industrial Sector Conference**

xviii) Agency Labour

94.

In the United Kingdom wages and terms & conditions are continually being attacked by employers in order to maximise profits. Many companies in the UK prefer to take on agency workers rather than employing permanent staff. Terms & Conditions of employment for agency workers fall way behind that of full-time workers in companies. In real terms this means that agency workers are being used to undermine the terms and conditions that this and other unions are trying to improve in our work places. This is particularly prevalent in the transport industry. The trade union movement needs to combat this.

Conference calls on:

1. The trade Union movement to oppose the use of agencies as a means to keep down the terms and conditions of their members.
2. The trade Union Movement to oppose the use, in their workplaces, of agencies that do not have recognition agreements with a representative trade union.
3. The Trade Union movement to ensure that agency workers used in trade union workplaces have the same terms and conditions and rates of pay as full time workers in the workplace.

South East/5 Branch

xix) Short Term Employment

95.

This Conference seeks the auspices of the Untie Executive Council requesting them to initiate a campaign with the situation that agency immigrant labour is being used as cheap labour in a variety of industries in the UK on short term seasonal employment less than 12 weeks duration. We ask for legislation to be implemented swiftly on this irregular occurrence on shop floors throughout the country.

We suggest the legislation required is parity wages, plus terms and conditions of our aspired national and local agreements in all industries. The legislation has to be available to all workers in Great Britain regardless of country of origin. We ask the National Executive to make this motion a priority for imminent action.

North West/ Manchester Craft I8B-2814M Branch

xx) Remuneration

96.

This Conference will strive to ensure that performances based remuneration schemes are fully transparent in terms of linkage of reward to performance and will vehemently defend members where employers take unilateral steps to alter terms of such performance schemes.

Ireland/ Republic of Ireland APMS Regional Industrial Sector Committee

xxi) Zero Pay

97.

Zero Pay is a problem for an increasing number of members in a growing list of companies in more and more industrial sectors.

CBI forecasts freeze across private sector. CIPD says job lite and pay tight recovery. BCC/BRC calls for freeze in minimum wage. Politicians across the board line up to call for public sector pay freeze. No matter who you are or who you work for your war cry must be- Zero Pay – No Way. Conference join me in demanding that Unite leads the campaign to end the injustice of pay freezes for all our members.

North East, Yorkshire and Humberside/ Finance & Legal Regional Industrial Sector Committee

xxii) Tax Relief on Union Contributions

98.

Some union members already receive tax relief on their contributions.

Conference urges the Union to campaign to get fairness in the system and ensure all union members received tax relief on their contributions.

South West/ Gloucester 9712M Branch

xxiii) Time off for life long learning courses

99. SC/40:

This conference call upon the union to campaign for all employees to be given reasonable time off work in pursuit of lifelong learning courses in addition to course for continuous professional development.

Scotland/ Aberdeen Education 0300M Branch

xxiv) TUPE

100.

Conference recognises the continuing trend of outsourcing work and services within the public and private sectors. Once only used on a small scale to provide specialist or secondary services to a main employer this sector is now used increasingly by employers to reduce costs with no regard to the human cost as they transfer workers and business to the outsourcing and service sector. Many of these employers profit from further contracting out their work, squeezing local firms and having a negative impact on the wider economy. Conference believes that the current Transfer of Undertakings (Protection of Employment)

Regulations do not fully protect workers who face transfer. Conference calls on Unite to initiate and lead a campaign to ensure that pensions are included in TUPE regulations and that workers are not disadvantaged by moving employers.

Conference notes the growth in the Outsourcing and Services sector where many companies do not recognise Trade Unions. This conference agrees to support campaigns for recognition across this sector as a priority in order to protect current members who are transferred into the sector and those who work there with no union recognition.

Scotland/Finance & Legal Regional Industrial Sector Committee

xxv) Victimisation of Trade Unionists

101.

After the 1972 Building Workers National Strike, 24 Trade Unionists were tried at Shrewsbury in a hostile act perpetrated by a Tory Government to criminalise picketing.

A number of these men were given severe prison sentences. Best known of them were Des Warren and Ricky Tomlinson, who became known as the “Shrewsbury 2”

Des died as a direct result of the treatment that was meted out to him during his lengthy incarceration.

Successive Governments, both Tory and Labour, have remained unresponsive to the calls for these perverse judgements to be set aside, and these men cleared.

There is now a renewal of the campaign, even after all this time, and the death of some of those involved, to secure justice for these Trade Union comrades.

At the former T&G Biennial Delegate Policy Conferences in 2005 and 2007 the call for a pardon and a full enquiry into those Building Workers wrongfully arrested and convicted, was fully supported.

Documents released at the National Archives of Sir Michael Hanley, then the MI5 Director, relating to the Shrewsbury Pickets, specifically relating to Des Warren and Ricky Tomlinson, parts of which are still classified as a matter of National Security.

The former T&G affiliated to the current campaign and more recently in September 2009 the Unite Executive Council has supported the “Justice for the Shrewsbury Pickets Campaign” and made a financial donation.

Conference now calls for Unite to continue supporting the campaign by affiliating to it and stepping up the pressure politically and legally to ensure that this travesty of justice against the Shrewsbury Pickets is reversed and calls for a pardon for these men and a public enquiry into the whole matter and the release of the so called classified documents.

Construction National Industrial Sector Committee

102.

This Conference resolved that the policy of Unite the Union pledges its full support to any agenda’s Unite representatives who is subject to harassment, victimisation, de-recognition or dismissal for Trade Union duties or activities.

We call on Conference to support a rapid response strategy to assist any Unite representative in such difficulty. This means include instructions to Regional Secretaries to ensure all Unite Regional Officers are equipped and trained to give speedy and maximum support to lay representatives regarding these issues. This to include knowledge of interim relief, legal support and/or industrial action ballots, and to ensure that the relevant National Industrial Sector Committees and its organisers are fully informed.

This motion was carried unanimously by the committee.

North East, Yorkshire and Humberside/ Passenger Transport Regional Industrial Sector Committee

103.

The conference urges the Executive Council to support the ongoing legal campaign and support for Unite the Union members in all industries, who have been the victims of blacklisting.

South East/ Construction Regional Industrial Sector Committee

104.

This conference is concerned that in a number of cases victimisation of Activists has taken place where it appears our Union has not been prepared to fully defend the interests of those members.

If Unite is not seen to vigorously defend and protect its own activists this conference is concerned that this will result in a green light to employers and reduce the number of activists.

An important signal is sent to employers when its shown that our members can expect the full protection of the union if it appears they are victimised.

This committee demands that the Executive Council does everything in its power to defend members in such cases even where legally there is less than a reasonable prospect of success.

South East/Evonprint – 41905 Branch

xxvi) Fighting Back Union

105.

Conference applauds the UNITE Executive's decision to increase Dispute Benefit to £30 per day from Day One of any dispute. This demonstrates UNITE the Union's commitment to become a Fighting Back Union focused on defending our members in the workplace and giving them the resources and confidence to win against bad employers.

Never has this been so important as in the recent economic crisis when even profitable multinationals have taken advantage of the recession to try and impose job cuts, wage reductions, worse conditions and attacks on pensions way beyond what is necessary to ride out the current economic climate.

We congratulate our members at British Airways, FirstGroup, Fujitsu and many workplaces who have gained the confidence to stand up and fight back against wholly unjustified attacks.

Conference believes that a successful Fighting Back union which gains a strong reputation of standing up and fighting for its members will have a payback in stemming membership decline and attracting a whole new generation of union members and activists.

Conference notes that many of our recent ballots for industrial action have been frustrated by wholly unjustified court injunctions and we can expect more of the same in the future. In order to best prepare us to fight these challenges effectively, this Conference calls upon the Executive Council to ensure that:

- a) our balloting procedures are watertight and streamlined so that the likelihood of any injunction is removed, and that industrial action ballots can be processed speedily and with confidence that they will not be challenged

- b) urgent improvements are made to our membership data systems so that we are always in a state of readiness to run a ballot for industrial action
- c) we introduce focused education and training of our Officer and lay representatives on the legislation governing industrial disputes and on best practice procedures and strategies to overcome the many legal obstacles and engage in successful industrial action.
- d) UNITE sets up a Disputes Unit to give assistance and advice to union representatives and their members in dispute, including co-ordination of media, legal, financial and material resources, and political campaigning where required.
- e) UNITE continues to campaign forcefully for the Trade Union Freedom Bill including new legal provisions to restrict the rights of employers to seek an injunction to stop a strike on technical grounds when a clear majority for industrial action has been secured through a legal postal ballot

Conference notes that in some circumstances our members have taken unofficial action and won, notable in the Lindsey Oil Refinery disputes in 2009. Conference congratulates those members who have taken such action successfully but acknowledges that UNITE The Union would incur debilitating financial penalties under UK 's the anti-union legislation if such disputes received official backing. Nevertheless Conference resolves to support all and any legal means to support our members in the form of struggle they have chosen to take.

Conference affirms its support for UNITE's fighting back strategy and calls for maximum unity across the Union in defence of our members' rights to fight for job security and better terms and conditions in their workplace

**North East, Yorkshire and Humberside/ Unite Sheffield First South Yorkshire
Platform Staff 8/9-10 Branch.**

106.

The Conference calls for the Executive Council to authorise an emergency dispute fund that can be accessed regionally in order to support and provide funding for transportation, communication and refreshments etc for workers involved in the first stages of any dispute. This would give support to our members when it is needed.

North East, Yorkshire and Humberside/ South Yorkshire Area Activists Sector

107.

The level of strikes has been low for a significant number of years, so many of our officers and representatives have limited experience of conducting disputes. Employers are frequently using the anti-union legislation to try to undermine the democratic wishes of our members.

This conference resolves to instruct the Unite Executive Council to:

1. Produce a guide for Unite Officers and representatives on how to conduct industrial disputes successfully. For example:
 - a. Where to get the latest legal guidance on balloting and industrial action
 - b. Practical tips on preparing for a ballot
 - c. Collecting email addresses and mobile numbers in advance of a dispute
 - d. What the different UNITE departments can do to help, how to contact them and access that help
 - e. Maximising members' involvement in activity
 - f. Involving members in "low-risk" action as you move towards industrial action
 - g. Building support outside the workplace(s)
 - h. Fundraising and running hardship funds
 - i. How to seek support in Unites lay –members structures (areas, regions, sectors, etc..)
 - j. How to get Unite to circulate an appeal for support to branches and reps
 - k. Dealing with the media
 - l. Involving members in decision-making during a dispute
 - m. How to claim Unite dispute Benefit
 - n. How to obtain placards and other materials for pickets and protests
 - o. How to get leaflets and other materials produced
 - p. How to access support from regional officers and other officers
2. Mirror the success of the virtual phone bank set up the Political Department which allows activists to ring members by doing something similar for industrial disputes:
 - a. Invite members beyond a particular campaign (including retired and unemployed members) to volunteer to assist
 - b. Check membership data to speed up balloting and reduce the risk of litigation
 - c. Remind members to vote and encourage a YES vote
 - d. Such a phone-bank could also be used for member retention activity if there were volunteers available and no dispute requiring assistance

**North West/ IT & Communication Regional Industrial Sector
Committee**

4. ORGANISING

i) Organising, Recruitment and Retention

108.

This Conference welcomes the union's commitment to the central importance given to organising workers and rebuilding shop floor trade unionism. Conference also welcomes the specific commitment to aim for a spend of up to 10 percent of income within three years of the establishment of Unite for organising to ensure Unite will be a growing union. This commitment must become a reality.

Conference believes that it is essential that the union not just maintain but significantly and systematically increase the numbers of organisers employed in the regional organising units and the number of national and regional organising campaigns.

Conference also believes that for the organising agenda to really success many more lay activists need to be involved and participating in the organising agenda. To facilitate this, the training programme for lay activists need to be substantially expanded so that the culture of organising is brought to every workplace.

Conference also believes that the 100% campaign being undertaken by officers of the union is not working as well as it should. Conference instructs the Executive Council to reinvigorate and relaunch the 100% campaign. All officers need to be fully involved in this campaign and accountable to the Executive Council.

Organising is the agenda of every committed trade unionist. It is the collective responsibility of lay members, organisers and officers working together to ensure organising is at the heart of everything we do as we build Unite into the most powerful trade union Britain and Ireland have seen.

East Midlands/ Nottinghamshire Area Activists Committee

109.

This conference calls upon the Executive Council to review our organising strategy on a regular basis to ensure that the union remains focussed on sustainable growth and exploits all opportunities.

Whilst Conference welcomes the success of recruiting members through the websites, controls over the expectations of individual members needs to be applied. Financial and human resources are being used by new joiners in workplaces that do not represent a meaningful organising target. Attendance at formal hearings by full-time officers and access to legal resources are often expected by individual joiners in non-organised workplaces. The UNITE websites should make it clear to such joiners under what conditions they do join and if necessary a probation period should be considered.

In addition we call upon the Executive Council to undertake a more through analysis of the union's membership from an organising viewpoint using our current databases.

Developing bargaining units amongst existing members and analysing membership recruitment trends across sectors are tools under utilised in developing workplace strategies.

In order to successfully organise and recruit across the whole of our union, all sectors should be included in strategic organising campaigns and 100% campaigns. Many of our well organised sites fall outside of the union's current strategy whilst they fight to secure recognition agreements.

Conference welcomes the inception of RISCs and their role in developing organising strategies but these efforts need to be budgeted and given professional guidance from the organising Department if they are to deliver real growth.

Whilst we acknowledge the success to date of the national and regional organising teams, this strategy does not go far enough to help the work of our workplace representatives in the sectors and companies not involved in the national campaigns.

At a minimum we should ensure

- that all Unite organising materials used by the national/regional teams are available on line for workplace reps to download and tailor to their own companies
- that an organising toolkit be developed for all workplaces to use in their day to day activities – both online and in hard copy format
- this should include a workplace checklist so that an organising audit can be undertaken at all companies
- that the organising training modules are available online for workplace reps to access in short two hour sessions

The union must seek better rights to time off for organising purposes from the government if workplace activists are to stand any chance of balancing work, life and union activities.

London & Eastern/ CMS Branch

110.

The 1/667 is concerned that our union is losing membership but has no strategy in recruiting or retaining members and calls on the executive committee to initiate comprehensive research into why Unite are not gaining membership and are having difficulty in retention of members. The branch further calls on the executive committee to act on the results of the research.

London and Eastern/ 1/667 Branch

111.

This conference instructs the Executive Council to use the formation of Unite to launch an intensive recruitment campaign with dedicated officers assigned to appropriate sections in industries such as construction where agreements are being ignored by employers. Union membership has shrunk continuously over many years. This has resulted in attacks on apprenticeships, blatant blacklisting, ignoring or negotiated rates of pay and conditions, dilution of skilled jobs and employment of fast track trained personnel to replace properly qualified tradesmen. This is not unique to the construction industry, but an organised, unionised workforce is the answer to ensure such practices are no longer acceptable whatever the workplace or industry.

Scotland/ EPIU Branch

112.

This Unite Policy Conference calls on the Union to develop and refine its organising strategy. This includes more regional input into organising targets and a more coordinated approach between organisers and activists where stewards may already exist in a 100% target area.

Unite must continue to explore all opportunities for growth including mergers, green field targets and individual officer targets. This should be done in consultation with the national organising unit who are overseeing the strategic direction of the organising strategy.

Organising workers is challenging therefore, suitable training for all activists must be accessible through the Unite education programme. It will only be through input from all levels of Unite's officer and lay member democracy that organising will be successful.

South West/ 2/59 Branch

ii) Organising and Young Workers

113.

Conference recognises recruiting and organising new members is now a major priority for Unite. In order to increase Unite's industrial and political strength we will need to ensure we build organisation and recruitment work into all of the union's activities.

Conference calls upon the Executive Council to focus a campaign aimed at youth and school leavers. Unite should consider Utilising resources and affiliations with organisations such as schools, youth organisations, colleges etc to ensure the broadest possible awareness of the vital role that Unite continues to play in British society. Such a campaign should be supported by professionally designed materials to encourage the youth of the UK to consider the benefits of Unite the Union Membership.

North East, Yorkshire and Humberside/ Food, Drink and Tobacco Regional Industrial Sector Committee

114.

Over the last thirty years we have seen the development and growth of an anti-union culture nurtured by previous Tory governments who introduced anti-worker legislation and a current labour government who have continually ignored calls to rescind unfair legislation that is intended to limit the effectiveness of trade unions. Where union workplaces are non-existent or are weak some employers show scant regard for workers' rights, increased the usage of temporary and agency workers and continue to attack employees' terms and conditions.

The strategy for growth and the 100% campaign, that has been introduced to develop strong and sustainable union workplace organisations, is working and in many workplaces, workers' confidence is growing, organised around collective issues, membership has increased but through economic decline, Unite as with other unions is seeing a decrease in membership and only a commitment to the organising agenda will give any hope of reversing this trend, especially in depressed economic environments, a time when workers turn to the unions for protection.

It is also true that the new generation of workers are not steeped in traditions of collectivism and worker solidarity that unfortunately is the detestable testament of 'Thatcherism'. Young people entering industry do not understand trade unionism and the benefits that can be obtained by collectivism and solidarity. Schools and colleges have business studies, social history and social sciences subjects taught, that often include local chamber of commerce members but do not include trade union input. These subjects will have some subject matter relating to trade union history and concepts but Unite are missing an opportunity if engagement and involvement by Trade Unions themselves is not pressed. Trade union education should be integrated so that young people can have all the information at hand when they decide whether or not to join trade unions before entering industry and make a decision to buy into collectivism.

Conference in re-affirming the Strategy for Growth and the 100% campaign that the union target prospective young people and future workers by providing resources for the education department to engage with schools and colleges in delivering trade union history and concepts. Conference agrees that the union should also lobby the government to ensure local education has real trade union input delivered locally, regionally and nationally, this will help underpin our union's strategy for growth and the 100% campaign and the trade union movement overall.

North East, Yorkshire and Humberside/ Docks, Rails, Ferries and Waterways Regional Industrial Sector Committee

115.

One of the Government targets is that 50% of people under 30 will have been through higher education with most of these being qualified to graduate level. Many of these young people will be the children of current Unite members from all areas of the union.

This conference calls on the Unite Executive to develop and put in place a structure to facilitate effective support for these potential members in the wide variety of businesses and professions they will occupy. This will enable Unite to successfully recruit and retain them as members.

South East/ UKAPE 1922 Branch

iii) 100% campaign

116.

Conference welcomes the union's commitment to the central importance given to organising workers and rebuilding shop floor trade unionism.

Conference also welcomes the specific commitment to aim for a spend of up to 10% of income within three years of the establishment of Unite for organising to ensure Unite will be a growing union. This commitment must become a reality.

Conference believes that it is essential that the union not just maintain but significantly and systematically increase the numbers of organisers employed in the regional organising units and the number of national and regional organising campaigns.

Conference also believes that for the organising agenda to really succeed many more lay activists need to be involved and participating in the organising agenda.

To facilitate this, the training programme for lay activists needs to be substantially expanded so that the culture of organising is brought to every workplace.

Conference also believes that the 100% campaign being undertaken by officers of the union is not working as well as it should. Conference instructs the Executive Council to reinvigorate and relaunch the 100% campaign. All officers need to be fully involved in this campaign and accountable to the Executive Council. Organising is the agenda of every committed trade unionist. It is the collective responsibility of lay members, organisers and officers working together to ensure organising is at the heart of everything we do as we build Unite into the most powerful trade union Britain and Ireland have seen.

**East Midlands/ Administrative, Professional, Managerial and Supervisory Staff
Regional Industrial Sector Committee**

iv) Relations with other Trade Unions

117.

The conference continue to be extremely concerned by the actions and intention of other trade unions (TUC affiliates/ USDAW) who work with employers to undermine Unites organizing strategy and threaten our union's influence in organizing workers in particular across the Retail Distribution Sector.

There is substantial evidence both with the General Secretaries, having been place before the Executive Council which identifies those Unions and their actions. This has resulted in the employers de-recognising Unite, handling recognition to other TUC affiliates removing our established industrial influence resulting in worse terms and conditions then being imposed on workers with those same employers removing 'Unite recognition' disenfranchising our union membership and organization.

Whilst we understand and have accepted that Unite has not wished or wanted to enter into the field of 'competitive trade unionism' it is clear that others have decided that is their intention and agenda in establishing 'illegitimate trade unionism' the same by another name.

We therefore call on the Executive Council of Unite to action immediate steps to identify those unions to the TUC seeking their intervention and assistance to ensure that those principles agreed by the Trade Union Congress are protected namely-

1. Protect the rights of workers to join a trade union of their choice is guaranteed.
2. That affiliated trade unions will not be allowed with the assistance of the employers to undermine established spheres of influence of Unite the Union or any other affiliate (S).
3. That recognition of legitimate trade unions is established by those workers at that employer.

We also condemn arrangements or agreements with employers that provide the opportunity to ignore those statutory obligations provided by TUPE in cases of a business transfer.

Failure on any part in not recognizing those principles set out and agreed at the TUC, that the Executive Council endorse those actions necessary to protect both our union and its membership and those rights of workers to organize in a union of their choice, and shall insist that the TUC carry out its responsibility for the same

**North West/ Road Transport Commercial, Logistics & Retail Distribution
Regional Industrial Sector Committee.**

118.

This conference asks that we change our policy of ignoring the actions of USDAW:

- That we insist our members remain our members with Unite committed to ensuring continued recognition.
- That we fight any union that threatens the recognition of our members and that we condemn the action of any union that seeks sweetheart deals or would rather recruit employers than workers.
- That we insist the TUC recognise our members whether they are transferring to a new employer or a new site and their right to be recognised by their existing Union of choice.

North West/ 6/677 RTC Branch

5. EQUALITIES

i) Moroccan migrant Workers in Gibraltar

119.

This conference fully support the campaign undertaken by this branch on the violation of human rights suffered by our Unite members in Gibraltar, who are non – EU nationals (mostly Moroccans). Furthermore, it seeks the political, Trade Union and Legal support for this cause.

Gibraltar Branch

ii) Migrant Workers in Britain and Ireland

120.

Conference notes that our Republic of Ireland BAEM members who do not have European citizenship have huge problems around freedom of movement throughout Europe. These members have work permits or residency but yet when they want to travel outside the Republic of Ireland for holidays, visiting friends and attending union meetings they need to obtain visas and re-entry visas at a considerable financial cost to themselves. Most of our members are low paid and cannot afford these extra costs which restrict their travel outside the country.

We feel this is unnecessary and prohibitive and call on our union to lobby government to amend the immigration legislation as we feel it discriminates against Black, Asian and Ethnic minority Workers' in its current form.

Ireland/ Black, Asian & Ethnic Minority Members Regional Committee

121.

That this conference and unite the union welcomes the contribution made by migrant workers and their families to the economy and society in Britain. We also recognise that legitimate concerns can arise in relation to wages, jobs and housing when employers exploit vulnerable migrant workers to undercut local labour. Therefore we urge the trade unions and the labour movement to address these concerns in a way which creates unity rather than division among working people, by fighting for policies such as;

1. An end to pay and employment discrimination against migrant workers by employers and agencies which undermines terms and conditions for all workers.
2. Full and equal employment rights from day one for all, including through mandatory pay audits and strict enforcement of the national minimum wage.
3. Government legislation to regulate and penalise employment agency abuse of workers on its books in all sectors, in essence extend the remit of the gang masters licensing authority.

4. Trade unions to seek agreements with agencies to guarantee equal terms and conditions for temporary workers.
5. An amnesty for illegal migrants to assist those who are working or living in exploitative or coerced conditions.
6. Mass recruitment of all workers into trade unions, where necessary targeting migrant workers in their own language.
7. A substantial programme in the public and social sectors to build more houses and flats for rent at affordable rates.
8. Adequate funding for educational initiatives designed to integrate migrant workers and their families into our society while respecting and valuing their own cultural identity.

Unite the union reaffirms its commitment to the unity of working people irrespective of race, religion, language and nationality.

London & Eastern/ BLE-2007 Branch

122.

That this conference and unite the union welcomes the contribution made by migrant workers and their families to the economy and society in Britain. We also recognise that legitimate concerns can arise in relation to wages, jobs and housing when employers exploit vulnerable migrant workers to undercut local labour. Therefore we urge the trade unions and the labour movement to address these concerns in a way which creates unity rather than division among working people, by fighting for policies such as;

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2. Full and equal employment rights from day one for all, including through mandatory pay audits and strict enforcement of the national minimum wage.
3. Government legislation to regulate and penalise employment agency abuse of workers on its books in all sectors, in essence extend the remit of the gang masters licensing authority.
4. Trade unions to seek agreements with agencies to guarantee equal terms and conditions for temporary workers.
5. Measures to compel employers and sub-contractors to make full and proper use of labour exchanges, with a review of the role of gangmasters
6. An amnesty for illegal migrants to assist those who are working or living in exploitative or coerced conditions.
7. Mass recruitment of all workers into trade unions, where necessary targeting migrant workers in their own language.
8. A substantial programme in the public and social sectors to build more houses and flats for rent at affordable rates.
9. Adequate funding for educational initiatives designed to integrate migrant workers and their families into our society while respecting and valuing their own cultural identity.

Unite the union reaffirms its commitment to the unity of working people irrespective of race, religion, language and nationality.

Scotland/BAEM Regional Committee

123.

We the 7/87 Branch call on the Policy Conference to support existing T&G BDC policy on ratification of the UN and ILO Conventions on Migrant Workers and confirms its support for the protection of everyone, regardless of immigration status, considering the recent suicides in Glasgow. Further, we call on the union to support education to ensure that exploitation of migrant workers is not used to divide the workforce. We believe workplaces must be safe places for workers, not places of immigration enforcement. We also deplore the dangerous arguments presented by the Far Right and will continue to campaign against racism and fascism in all its forms. This Branch calls on the Unite the Union:

To continue with its campaign for regularisation and by working with our internal union structures, other unions, the IER, Joint Council for the Welfare of Immigrants, the CRE, and the National Coalition of Anti-Deportation Campaigns, lobby the Government to support the call for regularisation, based on a residency qualification and not controlled by employers.

Strict enforcement of the national minimum wage with severe financial penalties for employers that break the law

Adequate funding for education initiatives such free access to English language courses (ESoL) designed to integrate migrant workers and their families into our society while respecting and valuing their own cultural identity, and support for the campaign against the proposed withdrawal of free ESoL for migrants.

Scotland/ 7/87 Larkfield Passenger Branch

124.

This Conference notes with concern the findings of a study conducted by the Department of Works and Pensions about discrimination by employers.

The DWP sent out 3,000 bogus applications to employers with a mix of applicants whose qualifications and work experience were similar but with names that were British and foreign-sounding. The study found strong evidence to indicate that employers were discriminating against applicants with foreign sounding names by rejecting those applications even if the qualifications and experience was similar to or superior to that of candidates with British names.

This Conference further notes its concern about the practice of asking BAEM employees to provide evidence of their nationality and immigration status even when they have been with their employer for several years.

Conference calls on this Union nationally and the TUC to:

- lobby this and any successive government to name and shame the employers targeted in the DWP study found to be guilty of discriminatory behaviour ;
- issue clear guidance to members, employees and workers about what to do if they are asked to provide proof of their nationality and immigration status; and
- continue to campaign for fair and effective employment and anti-discrimination legislation to improve the lives of all people living and working in the United Kingdom.

London & Eastern/ Black, Asian & Ethnic Minority Members Regional Committee

iii) Equalities Legislation

125.

This policy conference affirms its commitment to equality for all and acknowledges all the work done by Unite and Government to achieve respect and dignity through legislation for all sections of the community.

It notes that sector conferences have been set up to cater for all groups whom may be potentially disadvantaged and the composition of all committees reflect the same ethos.

Conference calls upon Unite Executive Council to actively campaign and lobby Government and TUC affiliates to promote through its own resources, changes or refinements to legislation to ensure that all legislation designed to promote respect and dignity is equality neutral across the rest of the community and society as a whole.

East Midlands/ Leicester Education 9809 Branch

126.

This conference welcomes the new provisions for disabled people in the Equality Bill but remains disappointed that the Government has not taken the opportunity to strengthen discrimination legislation with the provisions of statutory rights for union equality reps and mandatory equal pay audits for all employers to include disabled workers.

This conference calls on the Union to lobby Government to ensure that the Equality Bill is enacted during the term of this Government and that the union continues to campaign for statutory rights for union equality reps. And that all employers are required by legislation to carry out mandatory equal pay audits.

South West/ Local Authority Regional Industrial Sector Committee

iv) Domestic Abuse/Violence against Women

127.

Conference recognises that domestic violence is a worldwide crisis. Rape and domestic violence rated higher than cancer, motor vehicle accidents, war, and malaria in a study by the World Bank on risks facing women today.

Domestic violence is a crime and a violation of Article 5 of the UN Universal Declaration of Human Rights –“that no one shall be subjected to torture or to cruel inhuman or degrading treatment or punishment”.

Conference is very concerned that violence against women continues and we need to protect their careers and campaign on behalf of all victims of domestic violence in the workplace or at home. Domestic violence impacts greatly on a victim’s working life as many suffer physical injuries, sleep deprivation, low morale, poor self esteem and

heightened anxiety levels, all of which draw attention to their performance and can lead to discipline because of unsupportive sickness and absence policies. These victims are also losing their jobs.

We need to ensure victims experiencing domestic violence have a safer supportive work environment which protects their careers. This can be done by ensuring employers implement domestic abuse policies which support victims and signpost them to outside professional bodies for help. It is a welfare issue and victims should be supported by their employers implementing more flexible sickness/ absence policies that recognise the issue which mostly affects women of all ages.

Conference calls on our union to ensure that workplaces implement domestic abuse policies and sickness/ absence policies which protect the lives and careers of victims of domestic violence.

Ireland/ Women' Regional Committee

128.

That this Conference calls upon Unite the Union to step up its campaign around Violence Against Women. This is a workplace issue affecting our members on a daily basis. This conference believes that too many of our members are being systematically let down by their employer when suffering the rippling effects of violence. This can include poor performance, a breakdown in working relationships, absenteeism, lack of self esteem, all factors that some employers may use as a tool for disciplinary action without fully understanding the underlying reasons why our member is in this position.

Conference calls on Unite Union to work closely with relevant campaigning/support organisations, around this terrible issue. The EHRC have a current Campaign, Violence Against Women – Asking For It? This campaign focuses on the fact that today offenders justify their behaviour around the idea that women and girls “ask for it”.

The campaign key messages are that:

- I have a right to wear whatever I want
- To go wherever I want
- I have a right to walk home free from fear
- And I have the rights to live my life free from violence

This Conference calls upon Unite to recognise that there are many connections between all forms of violence. These forms do not necessarily stop at the factory gate/office door. Violence Against women is a Union issue and there is clear evidence within the EHRC report that:

- Domestic abuse currently costs UK Businesses over £2.7 billion a year.
- In the UK, in any one year, more than 20% of employed women take time off work because of domestic violence and 2% lose their jobs as a direct result of the abuse.

- 75% of domestic violence victims are targeted at work – from harassing phone calls and abusive partners arriving at the office unannounced, to actual physical assaults.

This Conference further calls upon Unite to:

- Campaign that employers extend and improve their current anti-bullying policies to refer explicitly to sexism and define clearly sexual bullying.
- Campaign so that every workplace has a domestic abuse workplace policy to prevent domestic abuse, provide protection and ensure provision of services for those affected by domestic abuse.
- Give adequate training to Lay Reps to raise their awareness about Domestic Abuse in the workplace, supported by those support organisations that specialise in each of our regions on this issue. This training should then be available as a toolkit online alongside specific information for anyone seeking further advice or guidance online.

Wales/ Women’s Regional Committee

v) Unite Equalities Policies

129.

This Conference notes with concern that Union activists have worked tirelessly over the years to ensure that the constituent unions of Unite had sound policies on Equalities in place. Further, the North West LGBT Committee is concerned it would be to the detriment of Unite to lose these policies following the merger.

Therefore, we call on Conference to ensure that this good work done by trade unionists of the T&G and Amicus in forging good and progressive equality policies is not unrecognised by Unite.

We call upon Unite to:

- a) Review existing Equalities policy from both former sections and where both former sections had similar policies on Equalities these should continue to be Unite policy.
- b) Review and update any policies which should require it, due to events overtaking policy.
- c) The National Equalities Committee’s should have responsibility for this task with a remit to report back to the EC.

Furthermore, conference calls upon the union to publish these policies in a convenient format (printed or electronic) so that all activists can have easy access and knowledge of Unite equalities policies.

North West/ Lesbian, Gay, Bisexual and Transgender Regional Committee

vi) Equalities Education

130.

To ensure that all officers, staff and accountable representatives are fully trained and compliant in all equality issues.

North East, Yorkshire and Humberside/ Regional LGBT Committee

vii) Hate Crime

131.

This Conference calls upon Unite to ensure that the issue of Hate Crime is highlighted as a workplace issue and is therefore part of our Bargaining Agenda on Equality issues.

It is evident from recent Police Reports across the UK that Hate crime is rising. In Wales Hate Crime is noted as “any offence committed against a person or a person’s property which is perceived by the victim or any other person as being motivated by prejudice or hate”. (Gwent Police Community Cohesion Team)

Trevor Phillips said last April that...When the black teenager Stephen Lawrence was murdered at a South London bus stop by five white thugs, national outrage at the police's handling of the case, and the determined campaign of the Lawrence family, led to a public inquiry that rocked the very foundations of our institutions' response to racism. We haven't achieved anything comparable yet in the field of disability...and...confirms what many in the field have long suspected - that disabled people are proportionately at greater risk of violence than non-disabled people and that hostility against them is common and widespread.

Hate Crime is also a workplace issue and it is vital that Unite:

- Campaigns so that anti bullying policies refer explicitly to Hate Crime and clearly define the impact that Hate Crime can have on workers.
- Ensure that our own Policies has a Hate Crime policy to prevent Hate Crime incidents, to provide adequate protection and ensure provision of services for those affected by Hate Crime.
- To campaign so that employers not only acknowledge the detrimental impact Hate Crime has in the workplace, but, more importantly works with local Unite Reps and Officers to eradicate it. Unite must campaign robustly so that every employer understands that because this type of crime may not start in the workplace, doesn't mean their responsibility or duty of care ends at their factory gate/office car park.

This Conference further calls upon Unite Union to ensure all Equality Reps are adequately trained to deal with the impact of Hate Crime and produce a suitable support pack for all Officers and Reps to use, which should include contact information of local/regional/national support organisations.

Wales/ Disabled Members Regional Committee

viii) Unite Charter for Women

132.

That this conference welcomes progress for women's equality that has been struggled for and achieved, but is concerned at continuing discrimination, unequal pay, harassment and violence against women, and the under-representation of women in leadership at all levels.

Conference therefore welcomes the National Women's Committee proposal to establish and monitor a Unite Charter for Women encompassing the Women's Charter supported by our union and the TUC Women's Conference, and calls for action by Unite reps, members, negotiators, officers, staff and organisers to implement the charter at the workplace, in Unite the Union, the wider trade union and labour movement, with relevant organisations that share our policy and aims, and in lobbying the government :

Women at the Workplace

- an industrial campaign for equal pay regionally and nationally – mandatory pay audits incorporated into bargaining agendas of all our workplace negotiators
- ensuring union negotiators promote and check implementation of flexible working policies and choice, alongside enhanced paid maternity, paternity and parental leave
- a national campaign on breast screening and early detection through the workplace – particularly encouraged in workplaces where there is shift work
- encourage women to become representatives and monitor involvement of women at workplace level
- elect union equality reps and negotiate with employers for paid release
- good workplace policies covering sexual harassment and domestic violence within the workplace, including recognition for Unite listening support network on harassment, bullying and discrimination

Women in the Wider Community

- a national campaign to challenge violent and abusive attitudes against women and girls and campaigning on the International Day to End Violence against Women
- continued support for a woman's right to choose
- gender balance in public appointments
- active support for Unite women in political and public life
- Unite involvement on International Women's Day 8th March regionally, nationally and internationally, and celebrating Women Chainmakers achievements on a minimum wage

Women in the Union

- Unite to strive to be an example of best practice in tackling under-representation and supporting the involvement of women, including recognition of childcare and other caring responsibilities, that women are more

- likely to be low paid and to be in part-time work and the value of union education, shadowing and mentoring
- Audit of women's involvement throughout Unite as the basis of a cohesive Action Plan on all women's involvement
 - Promoting Unite Women's Week education course and United Together Women's Magazine
 - Encouraging women members to build their involvement through direct contact e.g. reps surgeries where members can talk confidentially, and production of a short guide to getting involved in Unite

National Women's Committee

ix) Disabled Members

133.

Conference condemns all forms of disability discrimination and congratulates the achievements led by disabled workers over the last decade: strengthening rights to protection from disability discrimination at work and in the wider community; increased funding for Access to Work to support disabled workers. Conference also recognises and condemns that in the current economic climate disabled workers have been facing additional bullying and discrimination, including unfair selection for redundancy.

Conference is seriously concerned that:

- disability discrimination prevents disabled men and women getting and staying in work
- fear and lack of information are still major factors at the workplace
- many disabled workers and their employers are not aware of rights to reasonable adjustment, and financial support available
- threats or cuts to benefits available to disabled people increase poverty without eliminating barriers to employment, and therefore continues to support the retention of entitlements to universal benefits backed up by supported employment and ethical procurement

Conference calls for a National Campaign on Disability Equality at the Workplace in all regions and across industrial sectors, with progress monitored by Unite Regional and National Disabled Members Committees and reported quarterly to the Executive Council; and for Unite reps, negotiators, officers and organisers to take forward this campaign through:

1. Vigilance against all forms of disability discrimination, including invisible impairments such as mental health, learning disabilities and dyslexia; particularly monitoring redundancy matrices, stress and ensuring explicit protection from disability discrimination in sickness absence policies, 'fit notes', health and safety, bonus, and capability procedures
2. Active opposition to disability discrimination and support for the involvement of disabled workers at the workplace and in the union through:

- demonstrating the importance of trade union membership to disabled men and women workers of all ages, and monitoring/profiling disabled members in the union
 - representing disabled members facing discrimination in getting and staying in work, and having the expectation of a career structure, backed up by provision of information from the employer
 - bargaining for: regular workplace disability audits, paid disability leave, facilities to paid release for union equality reps and disability champions
 - addressing specific industrial disability equality issues including : accessible transport and
 - recognising road traffic accidents as industrial injuries, public sector duty to promote disability
 - equality
 - vigorously tackling access barriers to involvement at the workplace and in the union
 - to support disabled members' involvement at all levels
 - publicising and promoting successes. including campaigning on International Day of Disabled People 3rd December
3. Supporting education and awareness of disability equality rights, an inclusive culture, and elimination of disability harassment, bullying and hate crime, and arranging Unite courses and materials for reps, officers, organisers and union equality reps on the Equality Act, Unite Disability Awareness and Disability Champions courses and sessions on other courses.

Disabled Members National Committee

134.

This conference fully supports Unite's commitment to the involvement of activists in the lay democratic structures in our new union and fully supports the need for accountable representatives as channels for Unite workers at all levels in the union.

However, it is also crucial that no barriers exist which limit the involvement of activists, including disabled members and other minority groups, who are occasions disenfranchised from full involvement in their trade union and are not represented at all levels throughout the union.

Therefore this motion calls on Unite to ensure that every effort is made to have a trade union fully representative of all its membership.

Ireland/ Dundalk, Drogheda and South Down Area Activist Committee

135.

This Conference wishes to endorse Unite's commitment to Equality for members with disabilities by making strenuous efforts to remove all barriers to full participation and inclusion of disabled members by ensuring:

- (a) Members with disabilities are encouraged to become lay activists.
- (b) All union events and activities are fully accessible and that inaccessible venues are not patronised.
- (c) Members with visual impairment receive documentation and information in the appropriate format and on time.

- (d) Members with intellectual impairment are accommodated.
- (e) Members with auditory impairment have appropriate communication support e.g. induction loops and interpreters.
- (f) Personal Assistants are welcomed and accommodated.
- (g) Members with disabilities should be representative on committees at every level throughout the union.
- (h) Members with disabilities are to be given the opportunity and encouraged to undertake Equality Rep and Disability Champion training.
- (i) Inappropriate and hurtful language is avoided.
- (j) Recognition that reasonable accommodation may include: timing and length of meetings and other adjustments.
- (k) Members with disabilities are consulted regarding their access requirements and confidentiality is respected at all times
- (l) Signage is in place and is accurate.
- (m) Guide dogs are accommodated.

Therefore this motion calls on Unite to fully involve our members with disabilities and facilitate their involvement by ensuring staff and activists are aware of the reasonable adjustments needed to accommodate all members

Ireland/ Disabled Members' Regional Committee

136.

Conference notes that the “public procurement regulations” (derived from Europe) have been effective in UK law for a number of years now.

It is UK government policy to actively encourage “public bodies” to reserve contracts for firms/organisations providing “supported employment” (and to encourage conventional employers to sub-contract to firms/organisations providing “supported employment”).

Conference calls on Unite to use all its power and influence to urge government and public sector bodies to remove obstacles to reserved contracts, thus allowing organisations such as remploy to more easily bid for this work !

London and Eastern/1971 Remploy Branch

137.

This conference notes with concern the increasing vulnerability to disciplinary action and redundancy of disabled members.

Conference further notes the unwillingness of some disabled members to reveal their disability to their employer. This may be due to the fear of stigma and redundancy.

Conference therefore calls upon Unite the Union to mount a campaign with the following objectives:-

- 1) To promote the social model of disability within the union and within the workplace.

- 2) To inform all members of their statutory rights regarding employment as laid down in British and European legislation.
- 3) To raise awareness amongst the membership of ways in which the union can protect and support them should they experience discrimination on the grounds of their disability or their caring responsibility.

Conference calls upon Unite to include the issues faced by it's disabled members and carers as a central part of all it's campaigning initiatives.

North West/ Disabled Regional Industrial Sector Committee

138.

This conference is concerned that Unite members with disability are still facing discrimination in employment.

We believe one of the main factors behind this is that many employers still do not recognise the difference between illness and disability, leaving disabled members particularly vulnerable when sickness absence procedures are invoked.

For this reason we call on all negotiators to approach employers to introduce "Disability Leave" into their attendance policies, should this not already exist.

This will help employers understand that colleagues are not off work because they are sick, but they are off as a consequence of their disability.

North West/ Finance & Legal Regional Industrial Sector Committee

139.

Conference calls on Unite the Union to ensure that Health and Safety legislation protects all our members and is not be used as a tool for discrimination by employers.

Conference calls on Unite the Union to have on its bargaining agenda:

- Involvement of all disabled workers in the workplace.
- Accessibility of health and safety to all, therefore preventing employers discriminating on grounds of health and safety in recruitment and retention.
- Risk assessment for all as well as disability-sensitive risk assessments.
- Preventing disability discrimination on certain conditions such as sleep apnoea and diabetes.
- Inspections including disability audits
- Reasonable adjustments.

Scotland / 7/93 Parkhead Passenger Branch

140.

Many disabled people want to work, but cannot obtain employment because of discrimination by employers. Additionally, existing disabled workers are more likely to be targets for unfair dismissal and redundancy by unscrupulous employers as a result of the recession.

Research before the recession revealed that one million disabled members want to work, but are unable to obtain employment because of discrimination by employers and this number is likely to increase with high unemployment in this country.

Conference realises that it is important that disabled members are able to participate fully in the union which is difficult if a disabled member is not in employment.

Conference, calls on the union to:-

- Issue guidance to union officers and reps on employers' obligations under the Disability Discrimination Act and the forthcoming Equality Bill if enacted, particularly the obligation of employers to make reasonable adjustments, to ensure that disabled members are not unfairly targeted for dismissal and redundancy;
- Make employers aware of the financial support that is available under the Access to Work Scheme;
- Ensure that all officers and reps are full trained on disability discrimination legislation;
- Encourage more disabled members to stand for election as Reps and become active in the union structures; and
- Ensure that all union communications, literature and buildings are full accessible to disabled members

South West/ Disabled Member's Regional Committee

x) BAEM members

141.

Conference is committed to building on past achievements of BAEM members and others - winning race equality in the workplace, the union and the wider community. These hard fought for gains must continue to be at the forefront of the Unite agenda.

However, Conference is very concerned that BAEM members are seriously under-represented at different levels of workplaces and of our union, including as officers and in public life. We call for effective action to address this under-representation. Progression of BAEM members in the union and the workplace should become a priority in the union's fight to combat race discrimination.

Conference recognises the importance of promoting race equality and calls on the union to take action on involvement and participation of BAEM members, through:

- Strong support for the union's Race Forward Campaign aiming to close the ethnic minority employment gap, tackle the pay gap for black workers, address equality of opportunity in promotion, deal effectively with racial harassment, discrimination

& bullying, promote fairness for black women workers, negotiate for Union Equality Reps, campaign for fair treatment for migrant workers and organise and recruit BAEM workers

- To strongly encourage the involvement of young BAEM members at all levels of the union and the workplace
- Develop and establish effective structures and take specific action to increase the involvement of BAEM members in branches, committees, conferences, Executive Council, officer level, etc. Also, ensure that issues affecting BAEM members are kept high on the union's industrial and political agenda
- Ensure the union's policies and practices reflect its commitment to placing Equality at the Heart of Our Union and encourage and support BAEM members to get involved as union reps, conveners, officers, executive members, assistant general secretaries and general secretaries
- Prioritise full ethnic monitoring of union membership
- Audit and monitor BAEM involvement and participation at all levels. Also, ensure ethnic monitoring on recruitment and selection by the union as an employer and BAEM political representation.
- Education - raising awareness among all members and officers, making race equality a key part of all union courses. To include efforts to increase BAEM participation as delegates on courses as well as regional and national tutors and supporting BAEM members with learning disabilities

Conference calls on the union to ensure that race equality is an integral part of all Unite campaigns including:

- Health & safety of BAEM workers – raising awareness of the disproportionate effects of mental health on BAEM people and the stress caused as a result of this as well as race discrimination at work
- Pensions – campaign for a fair pension system for BAEM workers including for those who in retirement return to live in their country of origin
- Political – make every effort to ensure BAEM members are encouraged and supported to play a political role including as MPs. Also, ensure that the Labour Party and MPs who are members of Unite raise and adopt issues affecting our BAEM members

Black, Asian and Ethnic Minority Members National Committee

142.

Unite call upon conference to support Black History Month at a regional level and that funding be provided by the region for this to encourage regional participation by promoting and holding Unite BAEM events in order to maximise support for this event.

North East, Yorkshire and Humberside/ Black, Asian & Ethnic Minority Members Regional Committee

143.

Conference understands the importance of encouraging a more diverse range of members to join and become active in the union, including BAEM workers. Unite the union must reflect the workforce in which it is organising and operating, if the union is to grow and gain strength in the future.

Conference recognises the work that the union has done to encourage BAEM members to join and become active in the union, including the election of the Regional and National BAEM Committees, which are enshrined in the union's rules; and the development and election of union Equality Reps who are organising and campaigning on equality issues in the workplace.

However, the union must ensure that more BAEM members are encouraged to become active in our union workplaces as Reps and within the union's structures at all levels and that there is a focus on recruiting more BAEM members to our union.

Conference calls on the union to:-

- Launch national and regional campaigns to increase the number of union BAEM members to reflect the proportion of BAEM workers in organisations where the union is recognised and is organising;
- Run regular seminars for BAEM members in every region to introduce them to the union's structures, organising and campaigning;
- Ensure that all officers and reps are made aware of the "Race Forward" campaign and are implementing it in workplaces;
- Maintain the campaign for officers and reps to continue to encourage and support members to come forward to take on the UER role and carry out the UER training programme; and
- Maintain the union's campaign for statutory rights for UERs and for the inclusion of UERs in union recognition agreements.

South West/ Black, Asian & Ethnic Minority Members Regional Committee

144.

This Conference calls upon Unite Union to establish and develop and review a suitable Training and Development programme aimed at building on the diversity within our own Union and creating a Diverse Officer core that more ably reflects the diversity of the workplace and society.

The purpose of this Training and Development programme would enable dedicated, active and competent activist from within Unite the opportunity to apply for a post that would combine training, shadowing and work placement with a Unite Officer.

This programme would recognise the fact that despite our best efforts so far, Unite is woefully failing in recruiting BAEM Activists into our Full Time Paid Officer structures.

This programme would be a step in the right direction to demonstrate that Unite is striving to be a diverse trade union that fights back with our under represented groups.

This cannot be shown more clearly than by making the financial commitment that is necessary to address this.

This Conference asks that a pilot project be set up within 3 Regions whereby the diversity of our union is most high/where we have fewest numbers of BAEM members playing an active role in their union. This programme can be set up for 3-6 months, sufficient time to enable the participant to gain a clearer understanding of how the Officer role takes shape on a daily basis and, more importantly enable their own Union to deepen its commitment to building a diverse and inclusive trade union.

Wales/ Black, Asian & Ethnic Minority Members Regional Committee

xi) LGBT members

145.

Conference congratulates LGBT members on their hard work in ensuring LGBT equality has been part of our union's agenda. It is vital that past achievements are not lost and are carried forward in Unite.

To ensure respect and dignity for LGBT workers and to build on our past gains, Conference calls on the union to challenge discriminatory policies, practices and behaviour towards LGBT workers in the workplace and the community. We must include young and older, BAEM and disabled LGBT members in all our regional and national campaigns and in all the work of our union in order to mainstream equality.

Conference calls on the union to ensure that LGBT equality is an integral part of everything we do, including our campaigns on:

- Organising
 - To improve union's action on organising by encouraging the involvement of LGBT members.
 - To be proactive at events such as Pride in order to recruit and organise LGBT workers.
 - To organise young LGBT workers by linking with our youth workers through Community and Youth Workers Union, CYWU as well as members working with young people in other sectors.
 - To organise joint events with young people across all union committees.
 - To produce specific LGBT publications e.g. pamphlets, books, leaflets.
- Harassment and bullying
 - To support LGBT members facing harassment, discrimination and bullying and promote safety and security in the workplace.
 - To continue raising the profile of the Listening Support Network providing personal support through active listening to members suffering harassment and bullying.
 - To ensure that all reps are familiar with the union's Report Form (HDB1) for recording every incident of harassment, discrimination and bullying.
- Education
 - To include LGBT equality in all our courses for members and provide training for all officers.

- To set up training workshops for and with young people. To visit schools and produce a book on LGBT aimed at pre schools and/or use the “Schools Out” DVD aimed at young people at schools.
- Health & Safety
 - To raise awareness on workplace stress due to LGBT discrimination, harassment and bullying as part of the union’s campaign on stress at work
- Pensions
 - To include civil partners and same sex couples in all workplace policies
- Political
 - To continue with our campaign for improving and strengthening the implementation of LGBT anti-discrimination legislation as part of the Equality Act 2010
- International
 - To raise issues concerning the treatment of LGBT people around the world as part of our campaigns with international trade unions, for example the International Lesbian Gay Bisexual Trans and Intersex Association (ILGA).

Conference calls on the union to audit and monitor the result of these measures and recommend further action where necessary.

Furthermore, conference calls upon the union to publish all policies in a convenient format whether hard copy, electronic, etc. so that all members can have easy access and knowledge of Unite policies including those on equalities.

LGBT Members National Committee

146.

The Labour government has enacted several very welcome and positive reforms for Lesbian, Gay, Bisexual and Transgender people such as equalising the age of consent and adoption rights for same-sex couples. But there is a need for more progressive changes from the government to tackle homophobic and transphobic discrimination in key policy areas.

Therefore Unite the Union resolves to adopt the following points to campaign upon throughout the labour movement for action to be taken by the government and others on every issue in order to meet full equality for Lesbian, Gay, Bisexual and Trans people

1. To campaign to amend the Equalities Act to ensure that all public bodies have a legal duty to:
 - a. Combat discrimination based on sexual orientation and gender identity;
 - b. Actively tackle homophobic, biphobic and transphobic prejudice, harassment and violence;
 - c. Include a general and specific duty to promote equality and bring in positive action in those areas.
2. To eradicate the two-tiered system of partnership law and marriage in order that same-sex and heterosexual people can have a choice of both and amend legislation to enable real choices for trans persons and not force them to annul existing

arrangements where both partners want them to continue, or to amend the Marriage Act such that it applies to same-sex relationships with a clause conferring automatic recognition of civil partnerships and removing the requirement for trans people to dissolve marriage to gain a Gender Recognition Certificate.

3. To campaign for a review of legislation and Home Office practice in respect of asylum for LGBT people, to ensure that they are treated fairly in accordance with their specific situation, when they seek leave to remain, and to uphold the principle that they will not be returned to countries where they are likely to be tortured as a result of their sexuality or gender identity.
4. To campaign to bring about legislation which deals with transphobic crimes and hate crimes, including laws against incitement to homophobic, biphobic and transphobic hatred.
5. To campaign to remove the exemption of religious institutions from the legislation, which currently allows discrimination against LGBT employees in any workplace and related workplace activities.
6. To campaign for appropriate sex education and sexual health advice lessons that address the specific need of young Lesbian, Gay, Bisexual and Trans people
7. To campaign to remove exemptions in the Equality Bill that allows LGB persons to be harassed with regards to the provision of goods and services, and the disposal and management of property. Also, to remove the exemption that would enable the harassment of school pupils who identify as LGBT.
8. To campaign to broaden the narrow definition of Trans, not confining it to persons planning, undergoing or have achieved transition to the gender with which they identify.
9. To campaign for the inclusion of education against homophobia and transphobia in the National Curriculum Education Guidelines, and to promote an understanding and acceptance of Lesbian, Gay, Bisexual and Transgender people. Again, religious exemption needs to be challenged and removed.
10. To support NHS fertility treatment for Lesbian women and oppose any legislative or government policy proposals that seek to deny LGBT people's right to a self-determined family.
11. To campaign for appropriate monitoring processes to be enacted in all public authorities to ensure they are delivering an equalities agenda which also includes LGBT people.
12. To campaign for legislative change to retrospectively remove convictions for offences which were only applied to LGB people and have since been removed
13. To extend Equality Legislation for LGBT people to the private sector.

East Midland/ Lesbian, Gay, Bisexual and Transgender Regional Committee

147.

This Conference calls upon all trade union members of Unite to challenge unacceptable behaviour in the workplace and the wider society towards LGBT communities.

We ask that all union members, officers and staff ensure that respect, dignity and understanding be given to this minority group.

This could be achieved by

- Encouraging the role of Trade Union Equality Reps in the workplace.
- Awareness rising within the union and workplace on LGBT issues.
- Ensuring that LGBT workplace issues are encompassed in Trade Union Education Programs.
- That LGBT issues are part of the trade union bargaining agenda.
- That Unite engage with the government to ensure that LGBT awareness is raised within schools, colleges and universities to educate and support students.
- To challenge homophobia at all levels of society and media.
- To continue to support Pride and Community Events

Scotland/ Lesbian, Gay, Bisexual & Transsexual Regional Committee

xii) The Revised Cotonou Agreement

148.

This agreement is a trade agreement between the European Union and African, Caribbean and Pacific (ACP) states. The European Commissioner - Andris Piebalgs - previously intended to include non-discrimination on grounds of sexual orientation in the new terms (as demanded by the European Parliament), but finally agreed to conclude a deal with ACP states that does not mention the human rights of LGBT people, despite blatant increases in state-supported violence against lesbian, gay, bisexual and transgender people in the ACP region.

Out of the 79 ACP states, 49 of them criminalise homosexuality with up to 14 years in prison and FIVE punish LGBT people with death.

Despite the EU promoting non discriminatory practices, it has unbelievably signed a tentative/ provisional agreement with these States to trade.

These states openly discriminate, imprison, torture and kill people because of their sexual orientation. This is totally unacceptable and Conference hopes that Unite will bring all its international, and political pressure to bear to enable all MEPs to challenge and correct this decision of the European Commission and uphold Human Rights and non discriminatory practices everywhere.

We don't have much time. This agreement has been tentatively agreed and the official signing off is planned for 23rd June 2010 in Ouagadougou in Burkina Faso.

West Midlands/ Lesbian, Gay, Bisexual & Transsexual Regional Committee

xiii) The Sexualisation of Children

149.

That this conference is concerned about the sexual exploitation of children in the media, in products directed at children and in the advertising of children's goods.

“It notes that the sexualisation of children and the advertising of certain products target children from an early age. Conference notes that international studies show that seeing particular images which imply that physical appearance and beauty are central to social and self-worth may put children at risk of depression, shame, anxiety and eating disorders. Conference also believes that sexual imagery of children objectifies children, particularly girls, portraying them as sexual commodities.

“Conference welcomes the research and consultation into the sexualisation of children by the government.

“Conference notes that the 2010 FIFA World Cup will be held in South Africa and concern is already growing about commercial exploitation of women and children.

Conference urges the Unite to:

- Raise awareness within your own regions of this issue and its possible outcomes
- campaign against this abuse of children
- publicise who benefits commercially from such images;
- campaign to reduce the amount of sexual imagery of children in media;
- urge the Government to take appropriate action to challenge his abuse; and
- support campaigns against the sexual and commercial exploitation of women and children associated with the 2010 football tournament, the Olympic Games in 2012 and other major sporting events.

Scotland/ Women's Regional Committee

xiv) Gender Dysphoria

150.

Conference is concerned that gender dysphoria is currently classified as a mental illness and that such a classification can have a detrimental impact on trans people's careers and job prospects. Conference recognises that any such discrimination against trans people on the grounds of such a diagnosis would be in breach of both the Disability Discrimination Act and the Sex Discrimination (Gender Reassignment) Regulations.

Conference calls on the union to continue the campaign to repeal the definition of gender dysphoria as a mental illness in the UK.

South West/ Lesbian, Gay, Bisexual and Transgender Regional Committee

xv) Human Trafficking

151.

This Conference calls for support for the campaign against the planned closure of the Metropolitan Police Unite dedicated to tackling human trafficking, especially as the UK is one of the world capitals of trafficking, which is expected to increase as the 2012 Olympics approach. Unite joins with the NSPCC, Amnesty International and the Poppy Project in stating that "Human trafficking is a complex sensitive issue....Policing trafficking for forced labour, domestic servitude and all other forms of exploitation requires specialist knowledge and understanding of trafficking, dedicated resources and commitment," and pays tribute to the positive events organised by the STUC and Scottish Women's Convention on these issues this year, and the International Transport Workers Federation (ITF) campaign against trafficking around the time of the last Olympics. Action on trafficking of women reflects our unions longstanding history in support of the most vulnerable workers, such as specific campaigning for gang masters legislation and campaigning by and for our members who are migrant domestic workers with Kalayaan. The need for a strong and effective domestic workers convention at the 2010 International Labour Conference is also an integral part of the campaign against human trafficking.

South East Regional Committee

6. PENSIONS

i) Pensions

152.

The Leicestershire Area Activists committee believes that State Pension provision needs to be revitalised and extended so that it makes a more substantial contribution towards ensuring that all employees secure a decent income in retirement.

The position of the Basic State Pension is fundamental as it is the only pension scheme which is progressive and redistributive in providing a flat-rate pension income to meet basic needs whilst relating contributions collected through National Insurance to employees' level of earnings.

The Leicestershire Area Activists committee welcomes the Government commitment to restore the earnings-link for the Basic Pension but believes that this should be implemented immediately, rather than being delayed until 2012. Pensioners should share fully in the growth of national income.

Arresting the decline in the Basic Pension should only be the first step in a programme designed to restore the ground lost in the quarter century when it has only increased in line with prices and to raise it beyond that so as to eliminate the need for means-tested benefits for pensioners.

The Leicestershire Area Activists committee recognises that this will require a general increase in the level of National Insurance, which could be phased in over a period of years, and some further supplementation from progressive taxation. The union has called for an open debate on the future options for the Basic Pension and on its financing and believes that public support can be won for this programme.

While the Basic Pension should lift all pensioners out of poverty, the Leicestershire Area Activists committee would look to second-tier pensions to achieve incomes in retirement for employees, which represent a good proportion of their income in work.

The Leicestershire Area Activists committee believes the State Second Pension, (S2P) a defined benefit provided through the State system, should play a continuing major role in this, especially as more and more of our members are likely to be in defined contribution pensions and contracted-in to State Second Pension. To this end the Leicestershire Area Activists committee is committed to campaign for:

- Linking S2P to earnings in payment, as well as in accrual so its value does not decline during retirement. This is particularly significant for women. At present the declining value of S2P after retirement will mean older pensioners slipping below the poverty threshold.
- Improve the targeting and performance of S2P, to give greater benefit to parents, carers and the low paid so that everyone can achieve an adequate income in retirement.

The Leicestershire Area Activists committee opposes the evolution of Second State Pension to a flat-rate benefit and believes its present earnings-related basis should be maintained and extended. Improvement in the Basic Pension should not in any way be financed through the down-grading of State Second Pension.

Women & Pensions

The Leicestershire Area Activists committee recognises the particular importance of the Basic Pension for women, who fare so badly in building up occupational and private pensions due to their interrupted work patterns and their concentration in lower paid work and in jobs where occupational pensions are often not provided. These issues have been highlighted in reports by the Pensions Commission and the Department of Work and Pensions, and what is needed now is action to address them.

The Leicestershire Area Activists committee notes that 25% of all women aged 45 to 64 are carers, with 25% also caring for children. The numbers of women who are saving for retirement halves when they have a baby while the figure for men remains unchanged when they become new fathers.

The Leicestershire Area Activists committee supports the Government proposals to reduce the qualifying conditions for achieving full Basic Pension and believes that they should be further extended to help those in low-paid employments and with caring responsibilities. State pension income should reward fully contributions to society made by carers. Whilst the Pensions Bill does include measures to improve crediting for carers, the definition that has been adopted will still leave a number of carers who are not certificated and remain outside the system. This gap in provision needs to be addressed.

As with the Basic Pension the Leicestershire Area Activists committee welcomes Government proposals to credit carers with State Second Pension benefits and it also values the enhanced basis of accrual established for low earners when State Second Pension was evolved from SERPS.

The Leicestershire Area Activists committee is committed to campaign for women's pension provision to be addressed as a matter of priority and to this end will:

- Campaign for a reduction in the lower earnings level for national insurance contributions.
- Argue for combined earnings from several different sources of employment to be able to count towards the lower earnings limit in order to accrue state pensions.
- Seek greater support for the over 45s who are still at risk of not getting even a full BSP in their own right by perhaps backdating some of the changes to ensure that over 45's benefit from the reforms, extending it to all women, including those already retired or introducing the reduction in qualifying years to 30 before 2010.

National Pensions Savings Scheme (NPSS)

The union has campaigned for all employers and employees to be compelled to contribute to work-based pension schemes. The Leicestershire Area Activists committee has noted the Government proposals for the establishment of the National Pensions Savings Scheme as a welcome step in this direction. However the Leicestershire Area Activists committee believes that these proposals need to be further amended and improved. In particular it believes that employers should always be compelled to make contributions, whether their employees opt-out or not, and that employers should be required to contribute at a higher percentage than employees. The Leicestershire Area Activists committee reaffirms its view that the proposed level of compulsory contributions should be lifted to a level which provides a living income for pensioners.

An improved State Second Pension and the NPSS would achieve an objective of universalising a quality second-tier pension for those many employees, disproportionately women, whose employers have refused to make any voluntary pension contribution.

The Leicestershire Area Activists committee is opposed to any increase in the State Pension Age beyond the age of 65. This would impact most heavily on those whose other pension resources are limited, who are least able to continue working and who have lower life expectancy, and for who state pension age is most crucial in determining their ability to retire. It would also encourage further moves by employers to raise retirement ages in company schemes.

Public Sector Pensions

The Government plays a major role as employer of millions of workers in the public sector and the Leicestershire Area Activists committee welcomes the Government's commitment to consult on and negotiate changes in those schemes and its commitment to maintain the major schemes on a defined benefit basis for both existing and new employees.

The Leicestershire Area Activists committee notes the Public Sector Forum agreement negotiated under TUC auspices which the public sector Trade Unions accepted and which retained a normal retirement age of 60 for existing staff, whilst establishing a retirement age of 65 for new starters. In the LGPS, where normal pension age was already 65 and age discrimination legislation forced amendment of the early retirement terms (the Rule of 85) the union continues to press for improved transitional protection for existing members.

The Leicestershire Area Activists committee welcomes the negotiation of improved terms of accrual of pensions and other beneficial changes applying to new starters in the NHS, and to all members of the LGPS, which go some way towards offsetting the disadvantage of the higher normal pension age.

Occupational Pensions

Conference recognises and applauds the campaigns undertaken by Unite on pensions.

Conference calls upon the Government to protect workers in the public and private sector in defending their pension provision that has come under attack in recent months and in the event of takeovers, mergers or joint venture arrangements.

The demise of final salary Pension Schemes in the Private Sector is leaving hard working employees who have paid their dues and demands throughout their working lives, facing penury in retirement. Conference views with concern the moving away from final salary pension schemes towards money purchase schemes which are poorly funded by their employer. Conference also has concerns at how long employees have to work to receive full benefits. Lifting the retirement age would be a disaster. Pensions are part of a fundamental right for workers and are not an extra to be eroded at the whim of management but are deferred wages for retirement with dignity.

Conference deplores the growing divergence in pension provision between the public and private sector. It calls on the Government to recognise that a pension basis which is good for its own employees, and valued by them, is good for all employees.

Conference believes that a decent quality of company pension requires that employers should not only assume the greatest part of the cost of pension provision for their employer but that they should also assume the greatest part of the inherent risks involved in providing pensions. Employees on their own cannot afford to take on the greater part of those costs and they are not well placed to take part on the risks as they are forced into money purchase schemes which effectively “privatise” those risks.

Employee’s pension are continuously being attacked and eroded, yet company executives ensure their own pensions are safeguarded and in many cases have awarded themselves significant increases to their own pension pot.

This conference recognises that while a two – tier pension system exists in the UK, workers pensions will continue to be attacked. We believe it is a disgrace in an advanced technological society that whilst company directors are able to line their pockets in an unrestrained manner, workers who reach retirement ages face the increasingly bleak prospect of living in poverty.

Increased life expectancy, poor stock market returns, more onerous legislation has meant the cost of Final Salary has spiralled and with many schemes closing to new members less money is being paid into funds. Many employers have already taken a swift knee jerk reaction to close their final salary pension schemes based on cost and funding issues – but they have also made the decision to close their schemes based on the concerns of the future costs risk to their businesses.

The Government introduction of the PPF is welcome, but employees feel that this measure gives them and other British workers no guarantees or protection.

Conference notes that failure of this Labour Government to act on the findings of the Parliamentary Ombudsman. Conference also notes the European Court of Justice Judgement delivered on the 25 January 2007. This Conference therefore calls upon the Leicestershire Area Activists committee to seek the support of Unite Members of Parliament to restore the full pensions lost to our members.

Conference wishes to affirm its continued opposition to the deeply iniquitous policy of operating pensions ‘clawbacks’ which is denying millions of pounds a year which would be paid to pensioners.

Conference recognises that inequality at work means that there is even wider inequality in pensions particularly for black and minority ethnic women who suffer the highest poverty in retirement.

Conference recognises that in some areas of employment flexible and portable pensions are relevant, but that these should also require compulsory contributions from employers and employees.

Conference calls on the EC to campaign for the right for trade unions to negotiate on pensions as well as a requirement for employers to deliver fair and transparent pay audits around the issues of pensions.

This conference congratulates the EC for the excellent service to members provided by our Pensions Department and calls upon the General Secretary and Executive Council to:

1. campaign for the defence and extension of Final Salary Occupational Pensions Schemes for all workers; stop companies terminating final salary schemes and denying new employees access to them;
2. lobby Government for stronger legislation to prevent employers from attacking Occupational Pension Schemes and to introduce compulsion for employers and employees to be part of Final Salary Pensions Schemes, so that every employer and employee must pay into a pension fund;
3. press for legislation which ensures employees and executives are in one scheme where the same conditions apply to all and that members should be able to voluntarily retire at the age of 60 and receive due payment from their pension contributions without being penalised;
4. campaign in order to protect final salary pension scheme and for a change in the law to force employers to introduce or maintain final salary pensions;
5. use its political influence with Government to rescind laws allowing claw back of pensions by employers;
6. consult with the Government with a view to amend legislation that prescribes that pension schemes that are creditors of sponsoring companies should no longer be unsecured creditors, but preferential creditors;
7. have the TUPE regulations extended to include the transfer of pension provisions along with all the other existing terms and conditions;
8. support with all the resources of the union workers in the public and private sector in defending their pension provision that has come under attack in recent months;
9. organise industry briefings to consider the protection of Final Salary Pension Schemes and at the same time target higher funding by employers into Money Purchase Pension Schemes;

10. exploit every opportunity to push the public debate around the pensions crisis and invite the Government to join with us in this campaign and to develop policies which will encourage and reward employers who maintain and extend membership of good quality defined benefit and final salary pension schemes.

TUPE & Pensions

This Conference is concerned that despite the continued lobby from our members little or no progress seem to have been made with the government with regards to TUPE and Pension Protection. This Conference calls on the EC to:

- Take the strongest possible steps in our relations with the government to strengthen the TUPE legislation to protect members pensions especially where members transferred under these regulations from all public services are involved in PPP to PFI transfers.
- To lobby the government to introduce legislation to give all employees and workers the right to attain a mirror image pension scheme when TUPE applies.
- To ensure that in this current climate of uncertainty surrounding pension schemes, the right for all individuals to maintain their contractual right to their existing pension arrangements is crucial. The ever-increasing use of TUPE legislation as a result of competitive tendering, places a growing number of Unite members at risk with no guarantee of pensionable income continuing.

This Conference therefore calls on the EC to:

1. Step up its campaign to impress on the Government the urgency of closing this legal loop-hole which allows employers to use TUPE to save millions of pounds to the long term detriment of our members.
2. Campaign for the retention of pensions rights to all employees transferred under the TUPE Regulations 1981.

East Midlands/ Leicestershire & Rutland Area Activists Committee

ii) State Pensions

153.

This Conference calls on the Government to not only restore the link to earnings of Pensions in payment but to agree to increase State Pension in line with average male earnings in the UK.

Today's pensioners are facing real poverty and as the UK is the fourth richest nation on earth it is embarrassing that we are only just off the bottom of the European table for Pension Provision.

Scotland / 7/20 Branch

154.

This Conference believes that successive governments have failed to adequately tackle the issue of pensioners' poverty. Therefore in line with the National Pensioners Convention and Scottish Pensioners Forum policy, we call on the Executive Council to support an immediate increase in the basic state pension for all men and women of pensionable age; and to further support the immediate restoration of the link to earnings. Conference is totally opposed to forcing more people onto a discredited means test system.

Scotland/Dundee 1 Branch 0331

iii) Women and Pensions

155.

Women aged over 65 currently have incomes that are only 57% of men's and as a result many women are living in poverty in retirement. This is due to the pay gap between men and women's earnings over their working lives and the fact that women still have the major responsibility for caring in society. Women are less likely than men to have a continuous employment record and more likely to have periods of working part-time on low wages. Additionally, women who work in the private sector are concentrated in industries with low pension provision for employees, such as retail and distribution.

Improvements are being made to the state pension scheme that will increase women's income on retirement in future, but the state pension system will need further reforms so that it better reflects the working patterns of women.

Unite is supporting the legislation to compel employers to auto-enrol employees into pension schemes which meet a minimum standard, but is disappointed that this scheme is not being introduced sooner, but on a phased basis from 2013-2017. The employer contribution rate is also set too low at 3%.

Conference calls on the union to campaign, in conjunction with the National Women's Committee, Regional Women's Committees, AGS for Equalities and Regional Women's Organisers, for the Government to introduce the following reforms:

- reduce the Lower Earnings Limit and allow part-time earnings from more than one job to be combined for National Insurance purposes;
- Expand the right for carers to build up an additional state pension for those looking after children up to age 18;
- Increase the basic state pension to the Guarantee Pension Credit;
- Ensure the commitment to increase the basic state pension annually in line with average earnings from 2010 is adhered to; and
- That the legislation that will compel employers to auto-enrol employees into pension schemes is introduced in a shorter timescale than planned and that the employer contribution rate is set higher than 3%.

South West/Regional Women's Committee

iv) Occupational Pensions

156.

Conference instructs the Executive Council to vigorously campaign for the abolition of pension claw back prevalent in company schemes.

East Midlands/ EA19 East Midlands No.1 Branch

157.

Unite the union recognises that the good intentions of the Pension Protection Fund is now being exploited by Companies. The PPF is self-consuming and as Company Pension Funds collapse the levy on the other schemes has to be increased. Those that are marginal are then tipped over the edge by the increased levy and this will eventually end with all private schemes in the PPF. This neatly relieves Companies from their obligation of funding pension schemes.

Further the idea that pensions should be funded by investment in the Stock Exchange by workers savings has proved to be nonsense as the Stock Exchange has shown a decline during the last decade. Just for good measure it is not morally acceptable for those who pay tax to have to bail out employers pension schemes. Taxpayers have their own obligations to provide themselves with a pension and adequate savings.

Unite will campaign for the only viable pension scheme which is a compulsory and adequate State Fund. The Government should collect contributions from employers, and employees, and run a fund based on sound social investment principles, which will improve the welfare of British society and provide an adequate pension without having to resort to claiming benefits.

East Midlands/ 5A-1825 Branch

158.

This Conference accepts that although there is proposed legislation to make Occupational Pension Schemes compulsory from 2012 and to ensure employers contribute to these schemes, this does not go far enough and will only provide small pensions for our Members in retirement. This Conference calls on the Union to adopt a policy of affordable and sustainable pension schemes in line with Local Government Pension Schemes currently available to all Local Government workers.

The proposed Reference Scheme will not provide quality retirement for our Members and we ask that the Trade Unions and Trade Union nominated Trustees be included in all future consultations on the matter of Occupational Pension Schemes.

Scotland/Branch 7/194

159.

Conference notes the assault on final salary pensions in both private and public sectors. Watson Wyatt, a consultancy firm, said in its 2009 report that the number of companies that will close final salary schemes will rise to 50% by 2012.

Private companies and the government want workers to pay the price for the economic crisis now and in retirement.

In Wales, we have seen the final salary pension scheme at TRW in Resloven and Pontypool ended. We have also seen the campaign of Visteon pensioners in Swansea and in other UK sites. They are fighting to get their former employer Ford to make good their promises of full Ford-Mirrored pensions for life when they spun-off Visteon in 200. Because Visteon went into administration last year, the pension scheme is being assessed for the Pension Protection Fund which will result in reduced benefit which are also more insecure because the PPF is not government guaranteed and is already estimated to be £1 Billion in deficit.

Conference believes that final salary pensions offer the best guarantee of decent pensions in retirement for all workers. We need to ensure that there is no division between workers in the private and public sectors.

Conference resolves to support any workers who take industrial action to defend their pension rights and those pensioners who campaign to defend their hard-won pensions. Conference also campaigns to ensure that the PPF is government guaranteed to ensure that pensioners are protected if their company goes into administration.

Wales/ Swansea Area Activists Committee

v) Pension Trustees

160.

This conference will ensure that current members' pension funds and trusts are managed with an appropriate level of Governance in so far as:

Pension Funds and Trusts are managed independently of the "parent" company and that the composition of Boards of Trustees

- have no less than 50% staff elected representation
- that 25% of the Trustees are nominated by the parent company
- that the Chairman of the Trustee Board is an independent *Competent Professional* and that the balance (25%) of Trustees are independent professionals appointed by the Trustee Board.

Ireland/Dublin 036M ESPA Branch

vi) Pension Protection Fund

161.

This conference raises concern that the Pension Protection Fund has been besieged with demands to prop up or salvage faltering pension schemes across the United Kingdom during the very recent and devastating recession. At present the Pension Protection Fund is operating in deficit, and it is reported that the deficit has increased to £1.23bn in 2009.

The levy on Pension Protection Fund covered schemes was £700m in 2009, being unchanged from 2008. On this basis the pension Protection Fund's deficit will increase to £188bn. This is a potential increase of 30m per month, and would ultimately take its liabilities over £1trillion. Furthermore as company's both large and small decline because of recession, the Pension Protection Fund will become one of the biggest schemes in the UK and could be incapable of meeting its obligations. The Pension Protection Fund, which is supported by a levy, will have to reduce its benefit or be underpinned by the taxpayer.

As public financial support has been used to bailout bankers, can The Government be counted on when it comes to supporting the Pension Protection Fund, so that ordinary working people can rest assured that they will indeed receive the pension they have paid for and planned for in retirement.

This Conference calls for:

- Government to underpin the Pension Protection Fund in order to Meet its obligations both now and in the future
- Legislation to protect occupational pension schemes from closure.

North West/ 764 Branch

vii) Adequate Pensions in Ireland

162.

This Conference whilst welcoming the publication by Government of the National Pensions Framework, is concerned by the response deficit in a number of areas including the absence of provision of pension protection in line with the ECJ rulings and also the lack of a supportive strategy for defined benefit arrangements.

This conference also considers that the introduction of full pension coverage and adequate income arrangements in retirement should be a right and not a privilege and should not as set out in the Framework be conditional on the prevailing economic circumstances of the time which means in effect that there may never be a right time.

This Conference compliments Unite in the Ireland Region on the work done to date in protecting and advancing the case for adequate pensions in retirement and commits Unite to continuing the campaign by all means at its disposal.

Ireland/Finance and Legal Regional Industrial Sector Committee

7. INTERNATIONAL, PEACE AND DISARMAMENT

i) Nuclear Deterrent/Trident

163.

This conference calls on the Executive Council to support the Government's continued investment and support for the UK Defence Manufacturing base.

This support has come in the form of contracts placed with UK companies, contracts that help support over 300,000 workers in the UK Defence industry, including programme's such as, Tranche 3 Typhoon, A400M, Aircraft Carrier, Astute submarines and a submarine based replacement for the UK's Nuclear Deterrent.

There is strong evidence that several nations that are currently non nuclear power and weapon capable, are investing in Nuclear Weapons and their delivery systems.

Conference also recognises that many thousands of Unite members rely on the civil and naval nuclear programmes for their jobs and for retention and development of skill across many sectors. These include shipbuilding, aerospace, transport, mechanical and electrical design, project management and IT, as well as many more in the supporting supply chains. Furthermore the successful renaissance of the civil nuclear industry depends heavily on the retention and development of these skills of Unite members.

Conference recognises the recent efforts to make the world a nuclear weapons free place and believes that the UK's deterrent should be apart of this process. This process however can only be achieved by having the UK's Deterrent involved in a multilateral process.

Until this is achieved and the world becomes nuclear weapons free, this conference calls on the executive to support the UK Governments decision to replace the current Submarine based deterrent with a new system based on a Nuclear powered, Submarine based platform.

Aerospace & Shipbuilding National Industrial Sector Committee

164.

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

The current Trident submarines will begin to reach the end of their service life in 2024. The present Government is pressing ahead with building a replacement so that

Britain can continue to be armed with nuclear weapons into the 2050s and beyond. This is in spite of the fact that opinion polls consistently show a majority against Britain's possession of nuclear weapons and senior military figures have said they are 'militarily useless' and should be scrapped.

Such a replacement would:

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

Therefore this Conference calls on the Government to:

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

London & Eastern/ Passenger Services Regional Industrial Sector Committee

165.

Unite believes that, as a signatory to the nuclear Non-Proliferation Treaty, Britain should comply with it, cancel Trident and the rest of Britain's nuclear arsenal and not waste at least £76 billion developing a new generation of weapons of mass destruction after Trident. This would end the hypocrisy of condemning other nations for their nuclear power programmes and potential to build nuclear weapons while Britain continues to expand its own arsenal. Finances saved by cuts in nuclear weapons programmes could be used to boost manufacturing and engineering work for peaceful purposes.

Unite condemns the decision taken by the Government to allow the use of Menwith Hill by the USA for the development of missile defence systems with components based in Britain, Poland and Czech Republic. The plans for this missile defence have already had a destabilising effect on international relations, while adding nothing to security. We therefore commit Unite to campaigning against the proposed systems, including the use of British facilities, and demand that the British government add to the pressure on US President Obama to cancel the project.

London & Eastern/ London United Craft Branch

166.

This conference notes the discussions on public expenditure cuts do not include at present the cancellation of Trident.

This conference notes the monies in the public accounts that could be saved by cancelling Trident and diverting those funds to much needed front line services.

Therefore, note the importance of the campaigning work by CND.

This conference calls on the Union to –

- call for the British Government to cancel the Trident renewal programme
- affiliate to the Campaign for Nuclear Disarmament and circulate material and notices from CND
- call on Branches and Regions to also affiliate to CND and be involved in its work at national, regional and local level.

London & Eastern/ 1/1148

ii) Defence diversification

167.

In March 2010 meetings were held involving NATO member states, to discuss the future role of nuclear weapons. Current military capabilities lack structure and are equipped for 20th century cold war. Presently the government's decision that Britain should press ahead with renewing the Trident deterrent was 'on balance'.

This offers Unite the Union a unique opportunity to campaign for further development of a civilised society and be progressive in identifying national security issues such as sustainable energy and food production.

Therefore Unite calls for the new Trident deterrent to be cancelled and the allocated funding be ring-fenced for the research, development and production of sustainable energy systems and food production.

East Midlands/ Long Eaton 1824 Branch

iii) Afghanistan

168.

This Conference of Unite urges the British Government to withdraw British Troops from Afghanistan. The advantages of such a policy would be:

- It would save lives
- It would save the heavy financial burden of war and thus contribute to Britain's economic recovery.
- It would remove a symbolic factor contributing to the recruitment of terrorists in Britain.
- It would recognise that in the ultimate the Afghan people must determine their own future, without election frauds, widespread corruption and dependence on income from the growing of poppies for drugs
- It would respond to the wishes of the majority of the British public who, according to opinion polls, do not support the continuation of British military intervention in Afghanistan.

London & Eastern/ Thameside & London South East 1310 Branch

iv) Palestine

169.

This Policy Conference supports the right of the Palestinian people to national self-determination and to the creation of a viable Palestinian state that coexists peacefully with Israel.

This Conference is outraged at the continued human rights abuses being suffered by the Palestinian people.

Conference therefore supports a vigorous and active campaign to boycott Israeli goods and services similar to the boycott of South African goods during the era of apartheid.

Ireland/ Dublin Area Activists Committee

170.

This Policy Conference supports the right of the Palestinian people to national self-determination and to the creation of a viable Palestinian state that coexists peacefully with Israel.

This Conference is outraged at the continued human rights abuses being suffered by the Palestinian people. We particularly note the following:

- the continued occupation and destruction of Palestinian lands and Palestinian homes in breach of the Geneva Convention and numerous United Nations resolutions
- the continuation of mass arrests, of torture and of extra-judicial killings
- the horrific assaults on the population of Gaza and the West Bank – the frequent killings of civilians including on a mass scale; the enclosure of the people of Gaza and West Bank with razor wire and electrified fences, where they are subjected to frequent invasion and constant surveillance – including the sinister unmanned drones targeting for bombing raids, or the over-flights of ear-shattering jet fighters.
- the deliberate and illegal destruction of civilian infra-structure including electricity and water supplies
- the imposition of collective punishment, banned under international law, including the bulldozing of houses and industrial infrastructure
- the policy of ethnic cleansing designed to make life unbearable for all Palestinians under both Israeli and Palestinian authority - the on-going in-depth surveillance and control of the population including the forced division of families, and restrictions on free movement to deny them access to work, to education and to health-care – even in emergency situations such as child-birth
- the enforced bankruptcy of the Palestinian Authority and the impoverishment of the Palestinian People by the withholding of tax revenues; the impositions on the free movement of finance; the blocking of Palestinian exports and the blocking of international support and grant aid

- the continued building of the Apartheid Wall in defiance of the ruling of the International Court of Justice in the Hague, creating a series of ‘bantustans’ in the West Bank, fracturing families and communities, depriving Palestinians of their most productive land and water supplies and effectively annexing East Jerusalem into Israeli territory
- the continued building of illegal Israeli settlements, with the associated oppressive policing of the local population, the demolishing of Palestinian homes, the theft of land and water and the disruption of Palestinian infra-structure

Conference also notes that the British and Irish Governments and the European Union have failed in their obligations under International Law - in terms of the Geneva Convention, the UN and the International Court – to challenge the activities of the Israeli government. A reasonable response would be the imposition of political and economic sanctions. Instead it is the Palestinians who have been punished by the withholding of grant aid, whilst the criminal actions of the Israeli state are further appeased by continuing to grant them preferential trading rights under Article 2 of the Euro-Mediterranean Association Agreement. Conference notes that the European Union is formally obligated under the human rights clause in Article 2 to suspend the trading privileges enjoyed by Israel if it is in breach of human rights. The litany of human rights abuses, atrocities and war crimes should long ago have led to the ending of the agreement – indeed the European Parliament has already on two separate occasions called on the Council of Ministers to take this action.

In pursuance of this motion UNITE will campaign in solidarity with the Palestinian people, and in recognition of the depths of oppression being suffered by them, Conference authorizes the executive of UNITE to undertake the following:

A] That the UNITE make direct representations to the European Council of Ministers to challenge the withholding of EU funding, and addressing the fact that the EU has failed in its obligations under international law to oppose the actions of Israel. UNITE also demands the ending of the preferential trading status enjoyed by Israel under the Euro-Med. Agreement.

B] That UNITE could seek meetings with the British and Irish Ministers for Foreign Affairs and the British and Irish EU Commissioner to express our grave concerns about these issues, specifically to address the illegality of the Israeli actions, and to call for an appropriate and effective response.

C] That the representatives of UNITE raise these issues at the forthcoming TUC conference and with the European TUC, and call upon concerted EU-wide trade union solidarity action to protest at the indifference of EU governments, at the failure of the strategy of ‘constructive engagement’ with the state of Israel, and at what is effectively the appeasement of the Israeli aggression and territorial expansionism.

D] To actively and vigorously promote a policy of divestment from Israeli companies recognising that it is one of the most effective ways to ensure that the Israeli government is made aware of the extent of opposition to its crimes against humanity. UNITE will encourage companies to apply a policy of ethical investment in terms of pension fund holdings, and seek to ensure that investments are therefore withdrawn from Israeli companies as well as companies such as Caterpillar and Irish Cement

Roadholdings that directly support the Israeli occupation and destruction of Palestinian land. UNITE members will also be encouraged to use whatever influence they can bring to bear on employers in both the private and state sector to apply such a policy of ethical investment.

E] To actively and vigorously promote a boycott of Israeli goods and services similar to the boycott of South African goods during the era of apartheid. UNITE will proactively support such a boycott policy by working with other trade unions and NGOs on a program of educational activities, by a media campaign and by working alongside human rights and humanitarian relief organisations.

F] That the solidarity links between the British, Irish, Palestinian and Israeli Labour movements be strengthened by a delegation from UNITE to the occupied areas. UNITE will also invite Palestinian trade union representatives to visit Britain and Ireland to encourage greater awareness of the situation in Palestine today, and to support the call for divestment, boycott and sanctions.

G] That the implementation of this motion be further strengthened by the formation of UNITE for Palestine solidarity group to work with Trade Union Friends of Palestine groups in the Republic of Ireland and with TUFPP in Northern Ireland. That UNITE hosts a UNITE for Palestine conference, with invited international speakers, to further develop trade union solidarity action.

Ireland/ 3-102 Branch

171.

Conference notes that, since the Israeli government's offensive on Gaza at the end of 2008, there has been an ongoing siege and blockade of Gaza, resulting in a worsening humanitarian crisis. This has left the population trapped, with restricted access to food, medical supplies and clean drinking water. Half a million people in Gaza are without running water, one million are without electricity, and there are acute food shortages.

Israel's indiscriminate land and aerial assault on the civilian population of Gaza saw over 1,400 Palestinians killed, half of them children, and over 5,000 people injured. It included the illegal use of white phosphorus bombs in built-up areas.

In Gaza, some 8,000 homes were destroyed during the Israeli attacks, 15 of Gaza's 27 hospitals were also destroyed. Some 50,000 people remain homeless. The ongoing blockade means that the population is denied the essential building and other materials necessary to address this crisis and rebuild essential infrastructure.

Despite wide international opposition, Israel's blockade of Gaza, imposed in June 2006 continues. The UN secretary general has called the blockade unsustainable and wrong and in October 2009, the UN Human Rights Council reprimanded Israel for its actions.

This conference:

- 1) Reiterates its deep concern at the humanitarian crisis in Gaza
- 2) Reiterates its call for an end to the blockade and for a re-opening of the crossings in and out of Gaza

- 3) commends the policy passed on Palestine at last year's TUC Congress
- 4) Believes that the policy of isolation of the Gaza Strip has failed at both the political and humanitarian level

Therefore this conference calls on the Executive to:

- i) campaign to secure support for a negotiated settlement based on justice for the Palestinians
- ii) oppose Israeli military aggression and call for an immediate end to the blockade on Gaza
- iii) support and work with campaigns including the Palestine Solidarity Campaign and initiatives such as the Viva Palestina convoy.

London & Eastern/ 230 Central London Taxis Branch

172.

UNITE The Union welcomes the TUC General Council Statement of 2009 on Palestine that called on the British government to:

1. Condemn the Israeli military aggression and the continuing blockade of Gaza; end arms sales to Israel.
2. Seek EU agreement to impose a ban on the importing of goods produced in the illegal settlements;
3. Support moves to suspend the EU-Israel Association Agreement.

The TUC also pledged support for a consumer-led boycott of goods originating in the illegal settlements and for a campaign for disinvestment by companies associated with the occupation and with the building of the separation wall.

Unite calls on the TUC Congress 2010 to step up the campaign by calling upon the British government to:

1. End export trade guarantees to British companies trading with Israel.
2. Support UN sanctions on Israel until it agrees to implement international law in respect to the occupied territories.
3. Demand Israel demolishes the so-called apartheid wall, end the blockade of Gaza, stop the artificial stranglehold of the economy of the West Bank, and allow free movement of Palestinian civilians
4. Support UN recognition of a viable and secure Palestinian state.'

Scotland/ Edinburgh Area Activists Committee

v) Latin America

173.

Conference welcomes the progressive change that is sweeping much of Latin America. From the Straits of Florida to Tierra del Fuego another world is being constructed as an alternative to the so-called Washington Consensus accepted by most western governments and their financial institutions.

Cuba has just celebrated its 50th anniversary as a socialist republic. Its achievements in education, health care and the arts are beacons for much of the developing world. Life expectancy and child mortality are often better than in parts of the USA, yet the US has maintained an illegal trade embargo against Cuba for much of these 50 years.

In the US, five Cubans languish in maximum security prisons because they entered the US to fight terrorism. Even though there had been liaison between the FBI and the Cuban Government, the Miami 5 find themselves victims of injustice when at the same time the US authorities show the greatest leniency to those implicated in the bombing of aircraft and tourist hotels.

In Venezuela, the changes ushered in by Hugo Chávez have shifted the balance of forces in favour of working people. Health care has been taken to millions who have previously never seen a doctor. Unions are consulted about key economic decisions. And yet, there is a growing encirclement of Venezuela by the US with the opening of new military bases in Colombia and the reactivation of the 4th Fleet in the Caribbean.

Venezuela has been able to use its oil wealth to create a new economic bloc, ALBA (the Bolivarian Alternative for the Americas), in the region, bringing in Cuba and other progressive states, eg, Bolivia, Ecuador and Nicaragua, plus some Caribbean islands, based on social need not neo-liberal orthodoxy.

However, Conference notes that there are parts of the continent seemingly immune to these trends. Colombia is the most dangerous place in the world to be a trade unionist. In Guatemala, trade unionists in agriculture often risk their lives, as highlighted by Bananalink, and dock workers' leaders have been assassinated with impunity, we note particular the ITF campaign on this issue.

In Honduras in 2009, the left leaning President Zelaya, who took the country into ALBA, was ousted and the coup government have installed a new president, supported by the US. Unite London & Eastern Region was a key player in the Emergency Committee Against the Coup in Honduras.

Finally, Conference notes that all of these events, and more, have been chronicled, examined and debated at the "Latin America" series of conferences with which our union has been closely associated

Conference therefore:

- commits the union to support Cuba Solidarity Campaign, Venezuela Solidarity Campaign, Nicaragua Solidarity Campaign, Bolivia Information Forum and Justice for Colombia;

- congratulates Unite for its commitment to the campaign to free the Miami 5 and resolves to continue to work to free the 5 and end the illegal blockade of Cuba;
- commits the union to support VSC's Venezuela Under Threat campaign; and,
- resolves to continue its association with the "Latin America" series of conferences.

London & Eastern Regional Committee

174.

Unite, like the rest of the world, was shocked by the tragic earthquake that occurred on 12 January 2010 in Haiti.

Cuban doctors were at the forefront of the humanitarian medical effort. However, this Cuban commitment to Haiti is not a one off or only a response to a humanitarian tragedy; 344 Cuban health specialists were present on the island prior to the earthquake – and today 938 Cuban medical staff are volunteering on the island, including 400 Cuban trained Haitian doctors all of whom received free medical scholarships to Havana's Latin American Medical School.

Unite notes with horror the massive death toll of 230,000, and the devastating damage to property, infrastructure, and essential services that the earthquake caused. We extend our heartfelt sympathy and friendship to the Haitian people at this desperate time, as they seek to rebuild their lives and their country and recognise the genuine support that was offered by both the government and the people of the United Kingdom as well as Unite branches and members.

Conference recognises the work of the Cuba Solidarity Campaign to publicise and support the work of Cuban medical brigades in Haiti who received little acknowledgment in UK or international media.

Cuba has shown its commitment to international solidarity once again, and now Unite must play its part in promoting cooperation and engagement with Cuba rather than isolation and aggression, epitomised by the continuation of the American blockade; now in its 48th year.

The recent General Election in the UK is an opportunity move on from the US-led failed policy of blockade towards one of engagement with Cuba.

We call on the National Executive to:

- 1) Work with organisations with the Cuba Solidarity Campaign and the TUC, to help educate our members and the public about the reality of life in Cuba, and the day to day difficulties the Cuban people face;
- 2) Encourage branches to affiliate to the Cuba Solidarity Campaign;
- 3) Promote branch solidarity visits to Cuba as a means of encouraging cooperation and engagement;

- 4) Encourage regions and branches to support the Cuban Medical Brigades in Haiti through direct donation via Cuba Solidarity Campaign.
- 5) Write to the Foreign Secretary asking them to lead a delegation to Cuba to explore areas of mutual and common interest.
- 6) Call on the UK Government to normalise, without any preconditions, all relations between Cuba and the UK and end its support for the discriminatory European Common position on Cuba.

London & Eastern/ North London Area activists Committee

175.

This conference supports the policy of the Unite GPM Sector of extending links and developing solidarity with print, paper, media workers and trade Unionists in Latin America.

Latin America has witnessed significant progressive social changes that have benefited working people – notably in Cuba, Venezuela, Bolivia and Nicaragua and it is right that the Unite GPM Sector should support unions and workers fighting to defend and maintain these advances.

In addition, this Conference calls upon the Executive Council to continue the campaign to stop the murder of trade unionists in Colombia – now described as “the most dangerous place in the world to be a trade unionist”.

Equally we support the campaign to restore a democratically elected government in Honduras.

This conference calls upon Chapels, branches and regions to support the work of the Unite GPM Sector along with other Unite Sectors in building solidarity with trade unionists in Latin America by supporting exchange visits, support for both Public sector and private Sector Unions in these countries and affiliating to Venezuela Solidarity Campaign, Justice For Columbia, Cuba Solidarity, Bolivia Information Forum and Nicaragua Solidarity Campaign.

South West/ Graphical, Paper & Media Regional Industrial Sector Committee

vi) Withdrawal from EU

176.

Withdrawal from the capitalist super state, the European Union is the only way Britain can regain control of its economy, sovereignty and Its Political Powers. A true internationalist outlook is required, developing trading links with the rest of the world, especially Asia, Africa, Latin America and the Caribbean including Cuba which has endured 50 years of criminal economic blockade.

North West/ 6/1400/5 Branch

vii) EU trade in services agreements

177.

Conference notes the highly secretive “trade in services” agenda being pursued by the EU to open up the labour market with negative effects upon wages and labour standards. Known as mode 4 trade agreements, these are negotiated with countries to allow trans-national companies to temporarily transfer cheaper labour to the host country. This process called “intracorporate transferees” allows outsourcing from one country to another, e.g. from the UK to India with resultant job losses in the UK for the same company to temporarily transfer workers from India to the UK on Indian wages and terms and conditions. Taken in the context of the anti-workers judgments from the EU like Viking, Lavel, Ruffert and Luxembourg, global capital is deepening its strategy of the “race to the bottom” to maximise their profits. Conference calls upon Unite to : Consistently campaign amongst the membership to make them aware of the threats to their livelihoods. Campaign in the TUC and labour party to win opposition to this strategy. Raise these questions with all new candidates seeking support from the union to be MPs to secure guaranteed support for union policy. Raise the issue in the European and global trade union federations. Make this a central policy and strategy in workers uniting.

North East, Yorkshire and Humberside / Keighley 0484 Branch

viii) Global Trade Union

178.

The North East Yorkshire and Number Regional Committee applauds the work which has been conducted in recent years by Unite in building an international trade union to create a better and fairer society for working people

As more and more decisions affecting millions workers are now taken at a global level by transnational companies and organisations we believe that by working together with employees across the globe workers can more effectively challenge the power and strength of multi-national and global companies and defend their hard won rights and jobs.

This Conference welcomes the work undertaken so far by Unite to create closer working relationships with the United Steel Workers and the Service Employees International Union. It notes the success in creating strong links across a number of common sectors organised by both Unite and USW through Workers Uniting and the solidarity which has been achieved.

However to be really effective in defending workers rights it is necessary to establish a formal global union which has the same functions and rights which existing individual national trade unions have.

Conference therefore calls upon the Executive Committee to further develop the links between Unite, USW and SEIU with the intention of extending such links to other partners in Europe and elsewhere around the world with a view to forming a fully operational Global Union.

North East, Yorkshire & Humberside Regional Committee

179.

This Conference calls upon Unite the Union to deepen and widen the relationship it already has with sister Trade Unions, particularly in USA and Canada, specifically linking up with the Equality Committee/Forums/Groups within those sister Trade Unions.

As we have already seen effectively demonstrated through the National Organising Unit, where there are common issues and threats to our members, the participation of trade unions facing the same allows this Union to organise around those issues in a broader sense than can be achieved in isolation.

This Conference calls upon Unite to create a visible and sustainable link under the umbrella of Equalities, whereby joined up campaigning can take place around specific issues wherever possible and that our Policy gives under represented workers within our Union a clear sign that their issues are at the heart of our Union

Wales/ Lesbian, Gay, Bisexual and Transgender Regional Committee

180.

This Conference fully supports the creation of Workers Uniting by Unite and the United Steelworkers Union in America and Canada.

Only by creating a global union can workers fight back against multi-national companies.

The work conducted by the Unite Graphical Paper and Media Sector and the United Steelworkers in the Paper, Packaging and Pulp Sector has created the basis to defend and support members in such multi-national companies such as Meadwestvaco, Georgia Pacific, Kimberly Clark, SCA, Smurfit, Graphic Packaging and so on.

The exchange of lay reps and the meetings between lay reps of these companies has created solidarity between union reps and members.

This Conference therefore calls upon the Executive Council to extend and deepen these links which the Unite GPM Sector are forging by including other sectors of Unite and the United Steelworkers with Union partners in other countries and to integrate Workers Uniting into the industrial and political activities of Unite.

South West/ Meadwestvaco Packaging Branch

ix) Mergers with European Unions

181.

This Conference calls upon the Executive Council to look at merging with other European Unions as we look to build the first global union. This is to combat the global companies whose headquarters are European based.

North East, Yorkshire and Humberside/ Energy and Utilities Regional Industrial Sector Committee

8. HEALTH, SAFETY AND THE ENVIRONMENT

i) Climate Change

182.

This Conference believes that Climate Change is an issue which requires action at local, national and international level if we are to safeguard the planet for future generations.

We believe that rising levels of CO₂ pose a serious threat to our environment and urgent action must be taken to reduce emissions and increase carbon capture.

We note that trees and other plants are a highly efficient form of carbon capture, playing a critical role in the carbon cycle by absorbing CO₂ and producing oxygen.

This Conference further notes the recent publication of the report by Professor David Read, “A National Assessment of Forestry and Climate Change”, which demonstrates that an extra 4% of the UK’s land covered by forestry would reduce UK carbon emissions by 10%. This would involve planting approximately 23,000 hectares a year of trees over 40 years.

We applaud Labour’s election manifesto pledge to create 400,000 green skills jobs, which will create new opportunities for our members, many of which would be in forestry if the Read report were implemented.

We believe that the Forestry Commission is a world leader in sustainable forestry and is an invaluable tool in any Government’s fight against Climate Change.

This Conference is dismayed that in such circumstances the Forestry Commission is selling off forests to meet short term cost pressures. These sales take publicly owned land into the private sector, taking those forests out of Government control, and will ultimately threaten staff numbers and lead to job losses if unchecked. Experience shows that private owners harvest forests earlier to maximise replanting grants, drastically reducing the effectiveness of the trees in reducing carbon emissions. The loss of Forestry Commission control also leads to a loss of quality public access to forests for health and recreational use.

We therefore resolve:

1. To campaign for the prevention of the sale of Forestry Commission forests and to call for the increase of forestation through new planting to implement the Read report, including using our resources to pressurise and lobby the Government to protect the Forestry Commission from spending cuts;
2. To campaign for Government action to encourage and persuade every person in the UK and Ireland to plant a tree, supervised by the Forestry Commission, as part of their personal contribution to tackle Climate Change.

Rural & Agriculture National Industrial Sector Committee

183.

Unite the Union recognises that there is a climate emergency and that the catastrophic destabilisation of global climate represents the greatest threat that humanity faces. The world is already above the safe level of atmospheric carbon dioxide concentration for a stable planet. It is impossible to predict how close the world is to dangerous tipping points – however, it is clear that action to reduce emissions now is worth considerably more than doing the same later. This problem cannot be left to the market mechanisms of capitalism to solve – it is those mechanisms which have been part of creating the problem.

Unite the Union therefore urges the labour movement and the government to enact a programme of emergency measures with substantial emissions reductions in the short term of the order of 10 per cent by the end of 2010. The majority of money spent on revising the economy should be on green measures with investment made in energy efficiency and renewable energy, public transport and the retro-fitting of efficient insulation to existing housing stock. The adoption of these technologies should lead to the creation of a million green jobs by the end of 2010.

This Conference therefore resolves:

- a) to actively campaign through its publications for the above policies.
- b) To affiliate to the Campaign Against Climate Change
- c) To actively encourage other unions to campaign for these policies

East Midlands/ Community and Not for Profit Regional Industrial Sector Committee

184.

This conference recognises that:

- Climate change is an issue of major concern. Recent scientific evidence shows that the world is warming even faster than expected.
- Climate change will lead to more flooding, droughts, famine and hurricanes across the globe, affecting the world's poorest first.
- The Copenhagen Conference failed to agree a response that will do enough to address the problem of climate change
- Climate Change is a major issue for trade unions, many of whom have supported climate events in the last year.
- We need the government to invest in green industries such as renewable energy, insulation of all homes and workplaces, re-skilling of workers, and research into further technological development. This will create tens of thousands of jobs at a time when many are concerned for their own future employment.
- The launch of the 'Million Green Jobs' campaign, by the Campaign against Climate Change, supported by PCS, CWU, UCU and TSSA unions.

This conference resolves to:

- Affiliate to the ‘Campaign Against Climate Change’
- Campaign for the formation and official recognition of ‘Green Reps’ in every workplace in which UNITE is represented.
- Encourage members to become a Green Rep in their workplace.
- Change the UNITE Rulebook as necessary in the future.

Wales/ Health Regional Industrial Sector Committee

ii) Greening the Economy

185.

This Conference supports the view that the policy of Unite the Union recognises that there is a climate emergency and that the catastrophic destabilisation of global climate represents the greatest threat that humanity faces. The world is already above the safe level of atmospheric carbon dioxide concentration for stable planet. It is impossible to predict how close the world is to dangerous tipping points – however it is clear that action to reduce emissions now is worth considerable more than doing the same later. This problem cannot be left to the market mechanisms of capitalism to solve – it is those mechanisms which have been part of creating the problem.

This Conference also believes that Unite the Union policy should be to urge the labour movement and the labour government to enact a program of emergency measures with substantial emissions reductions in the short term of the order of 10 per cent by the end of 2010. The majority of money spent on reviving the economy should be green measures with investment made in emergency efficiency and renewable energy, green buses and trains in public transport and the retro-fitting of efficient insulation to existing housing stock. The adoption of these technologies should lead to the creation of a million green jobs by the end of 2010.

This conference therefore resolves:

- A. To actively campaign through its publications for the above policies
- B. To support our Unite members in the energy industry, public transport and particularly vehicle manufacturing, engaged in campaigning for the introduction and promotion of green technology in their respective processes, products and services
- C. To affiliate to the Campaign Against Climate Change
- D. To actively encourage other unions to campaign for these policies.

Scotland/ Grangemouth Area Activist Committee

iii) Green Skills

186.

Conference believes in the development of “Green Skills” for a “low carbon” economy, and to this effect will co-ordinate an audit of skills required for the future from all sectors, identifying those areas that can produce greatest contribution to reducing carbon emissions.

North West/Rural and Agricultural Regional Industrial Sector Committee

iv) Climate Change and the Aerospace Industry

187.

This Conference notes that the conclusions of the Stern Review on The Economics of Climate Change; that transition to a low-carbon economy will bring challenges to competitiveness but also opportunities for growth.

This conference notes that:

- The aim from some environmental campaigners is that the public should stop flying yet only 2% global CO₂ emissions and 3% of UK CO₂ emissions are attributable to air traffic;
- The aerospace industry has targets to reduce fuel consumption and CO₂ emissions by 50% and NO_x emissions in new engines by 80% by 2020;
- The aerospace industry has continuously improved fuel efficiency and reduced engine emissions over the last 40 years;
- The aircraft and aerospace industry employs 120,000 people in high skill jobs;

This conference notes the fact that aircraft emissions will be brought into the EU Trading scheme from 2011 and believes that carbon trading and offsetting are the most effective ways to tackle aircraft emissions.

This conference believes that the aerospace industry must and will continue to reduce its carbon footprint and that discouraging people from flying is a direct threat to high-skill, high value jobs in the UK; thereby undermining the UK economy.

This Conference also believes that an effective carbon trading scheme for air travel could channel large sums of money into low-emission energy projects, improving standards of living in the developing world without damaging the environment.

This conference also believes that the public should take responsibility for their personal CO₂ emissions by off-setting the carbon used in their flights to benefit the developing world.

This conference calls upon the Unite 2010 National Policy Conference to support the foregoing and in so doing calls in turn upon the Unite National Executive Committee to:

- Lobby the Unite parliamentary group to support the aerospace and airline industries to improve the fuel efficiency of civil aircraft,
- Campaign on the benefits of the aerospace and airline industries to the UK economy and counter claims that the only way to stop climate change is to stop flying
- Encourage members to off-set their CO2 emissions;
- Investigate providing CO2 off-set for all domestic and international flights whilst on Union business
- Lobby the TUC General Council to support and campaign on the foregoing.

East Midlands/ Rolls Royce Derby No 2 (0704M) Branch

v) Pleural Plaques

188.

This Conference wishes to place on record its dismay and disgust at the Government decision not to overturn the 2007 ruling of the Law Lords on Pleural Plaques.

Many of our members have worked in industries where they have been exposed to asbestos. If any of our members are diagnosed with Pleural Plaques in the future they will not receive any compensation in contrast to our colleagues in Scotland and northern Ireland where sympathetic and prompt action was taken to reverse the Law Lord's decision.

We note that the Government has put forward an ex gratia payments of £5,000 as a sop to those with claims outstanding when the Law Lords decision was announced. Lawyers estimate this may benefit 6000 claimants at a cost of about £30,000,000 which is scant compensation for the pain and stress suffered by victims.

This inadequate compensation is in stark contrast with the benefits achieved by insurance companies who will see a reduction of around £1.4 million in asbestos liabilities. We also note that on the same date as the announcement, the Government agreed to pay £1.3 Billion to bankers in bonuses in an 80% state owned bank.

Therefore those members in England and Wales who worked in industries (many state owned) and exposed to contamination by asbestos and diagnosed with Pleural Plaques will not receive any compensation.

This conference requests that the Executive Council campaign vigorously for compensation and justice for those suffering from Pleural Plaques.

East Midlands/ Lincolnshire Area Activists Committee

189.

This Conference welcomes, with some concerns, the ‘written ministerial statement’ from the Ministry of Justice entitled “Pleural Plaques”.

The written statement says that there is no medical evidence to support the case for overturning the House of lords decision given on 17 October 2007 in “Johnson v International Combustion ltd and Conjoining Cases” upholding the Court of appeal decision which stated that the existence of pleural plaques does not constitute actionable or compensatable damage.

This Conference feels that as pleural plaques is only contracted through exposure to asbestos fibres, and this exposure was as a result of negligence by the employers in not providing protective clothing and equipment for employees when exposed to asbestos fibres, not following a duty of care, then the disease of Pleural plaques should be compensatable. Therefore, we call upon the government to follow the decision taken by the Scottish parliament in overturning the Law Lords decision thus bringing England and Wales in line with Scotland.

We also welcome the announcement to commit £3 million towards a national centre for asbestos related disease but believe that, compared to funding to other cancer related diseases this sum is insufficient towards the start-up costs for a national centre. Therefore, we call upon the government to increase this financial commitment to £10 million.

We also support the principle of an employers liability insurance bureau, but note that it is only a consultation exercise at the present time.

Therefore, we call upon the Government to implement the “bureau” as a near identical process as the motor insurance liability scheme.

East Midlands/ Derby Central 1814 Branch

vi) Health and Safety

190.

The Conference views with alarm the Conservative party policy proposals contained in the policy paper” Regulation in the post-bureaucratic age”, with particular regard to the potentially damaging effect this would have on health and safety in the UK workplaces in the manufacturing and the Metal Industry.

This conference condemns these recent policy announcements, and in particular proposals:

- To enforce a stringent “One In-One Out” requirement where any new law must include cuts in old laws which, together, produce a net 5% reduction in the regulatory burden.

- To give the public the power to nominate the most poorly designed and burdensome regulations, which would be repealed within 12 months unless they were modified or approved by Parliament.
- To apply a “Sunset Clause” to all Regulators, and during the first term of a Conservative Government re-assess and review the duties of all Regulators.
- To drastically curb the powers of Government Inspectors by allowing firms to arrange their own, externally audited inspections and, providing they pass, to refuse entry to official inspectors thereafter.

The conference believes such proposals to deregulate health and safety and privatise inspection will lead to an increase in deaths, injuries, ill health at work and calls upon the Unite Executive to campaign against these measures.

Metals (Including Foundry) National Industrial Sector Committee

191.

This conference calls on the Executive Council to campaign with the labour party on ensuring that shift workers in the country get the correct health and safety recognition as in other European Countries.

South East/ Surrey and Sussex Area Activist Committee

192.

Conference calls on the Executive of Unite the Union to use all resources at its disposal to ensure that economic circumstances are not allowed to reduce the resources required to ensure the safety and wellbeing of employees and the public at large. This motion is particularly aimed at the maintenance of adequate in-house resources within the Civil Aviation Sector where the current economic recession has severely affected passenger numbers and profits.

Ireland/ Civil Air Transport Regional Industrial Sector Committee

193.

Conference calls on Unite to recognise that driving accidents whilst on work duties be recorded as an industrial injury, as well as a road traffic accident.

This affects all Unite members who drive, regardless of which sector they are in.

North East, Yorkshire & Humberside/ Regional Disabled Members Committee

vii) Employers Liability Insurance

194.

Each year hundreds of employees are killed or seriously injured in what is called no blame/fault accidents, such as crashing due to black ice. Currently if you are unfortunate to have such an accident and are killed or critically injured, your family and you cannot claim compensation as it's a no blame/fault accident.

Conference therefore called on the Executive Council to use all influence possible to have Government introduce legislation to protect workers who find themselves in this unfortunate category of no blame/fault accident.

Ireland/Passenger Regional Industrial Sector Committee

viii) Women and the Menopause

195.

This Conference is aware that many millions of women are currently working through the menopause. These women work in all sections of society, from airports through to zoos.

Conference recognises that many employers are currently obsessed with targets and this can have a negative impact on women when they are experiencing headaches, short-term memory loss, tiredness, hot flushes, a general lack of energy or any of the many other symptoms associated with the menopause.

In itself this can bring on a “Catch 22” situation where the pressure of achieving such targets exacerbates the above symptoms.

Furthermore, as well as these health & Safety issues, this conference believes there is scope for concern around age discrimination, sex discrimination and equal pay.

In view of the above, we call on our negotiators:

- To share best practice with employers regarding the problems some women have when working through the menopause
- To formulate firm policies and procedures so women’s health is not put at risk and they are not disadvantaged in any other way.

North West/ Merseyside Finance 9NW11 Branch

ix) Paid Time off for Health Screening

196.

This conference is concerned that paid time off for health screening is not a right.

Medical advances have resulted in a greatly improved prognosis for many life threatening illnesses particularly if diagnosis is made early. There are a number of health screening tests available through GP surgeries and hospitals which play a critical part in identifying those at risk or suffering from serious illness.

Whilst there are employers who support employees by allowing them to have paid time off to attend appointment for health screening. Others refuse paid time off. In many cases those affected are in low paid jobs and cannot afford to lose pay, even through this could compromise their future well-being.

This Conference believes that everyone should have the right to paid time off to attend health screening appointments and that a campaign be mounted to have the right enshrined in law.

North East, Yorkshire & Humberside/ Regional Women’s Committee

x) Introduction of Fit Notes

197.

Conference expresses grave concern about the introduction of doctor's fit notes and the likely impact this will have on workers.

In the introduction of these certificates there has been a distinct lack of information and clarity on how they will work.

Conference believes that the introduction of fit notes will be detrimental to employees and particularly those that are not yet fully fit and require adjustments in order that they can undertake a staged rehabilitation back into the workplace. It is also likely that employers will use the process to prevent employees from returning to work thereby extending unnecessarily periods of sick leave which could lead ultimately to dismissal on the grounds of capability.

Furthermore, employers are likely to decide that there is no work available as set out in the fit note, which will outline the type of work that is possible, and then lay off workers on the basis that there is no work of that type available.

Conference also agrees that the introduction of fit notes, undermines the existing protection available under the disability discrimination act, where employers are required to consider reasonable adjustment. With a potential increase in the need for adjustments because of the fit note process, employers will fail to undertake their responsibilities and hide behind the fact that it is not financially viable to make adjustments.

Conference agrees that Unite must monitor the impact of the introduction of fit notes and pursue improvements where employee protection has been undermined.

North West/ Liverpool Letters Branch

9. POLITICAL

i) Fighting the BNP

a. Unite Against Fascism

198.

This Conference notes:

1. That the election last year of two members of the British National Party to the European parliament marks an electoral breakthrough for the fascists and threatens to normalise the presence of the BNP in mainstream politics. The BNP hopes to capitalise on these results during the general and local elections this year.
2. That the BNP is dedicated to an all-white Britain, the destruction of trade unions and the elimination of basic democratic rights. Its politics of hate and division threaten the freedoms and safety of those the party would see annihilated – Jews, black people, trade unionists, Muslims and all ethnic minorities, gays and lesbians, disabled people and anybody who stands for a democratic society.
3. That Nick Griffin, leader of the fascist BNP and a man with a criminal conviction for denying Hitler's Holocaust, plans to stand as an MP in Barking, while his deputy Simon Darby plans to stand in Stoke-on-Trent. Stoke-on-Trent and Barking & Dagenham councils are also being targeted by the fascists at the local elections.
4. That the English Defence League – a racist anti-Muslim group with links to the fascist BNP – has been mounting a series of "protests" in towns and cities around the country. These protests regularly feature racist chanting and Nazi salutes. They are aimed at whipping up hatred against the Muslim community. The same applies to the Scottish and Welsh Defence Leagues.
5. That Unite Against Fascism will be coordinating a national campaign in the run-up to the elections urging people to vote against the Nazi BNP, aiming to deliver a knock-out blow to the BNP in the key areas where the fascists are active.

This Conference believes:

1. That racism divides workers and has no place within the trade union movement.
2. That at a time of deepening recession, the BNP's policies of hatred and division offer no solution.
3. That the EDL is a racist organisation whose anti-Muslim demonstrations must be opposed.
4. That trades union organisations which have expelled fascists from their membership are to be congratulated.
5. That, as a matter of urgency, we must unite to build the broadest possible opposition to the BNP and EDL.

This Conference resolves:

1. To reaffiliate to Unite Against Fascism
2. To campaign for the removal of BNP members in public services.
3. To encourage members to actively campaign against the BNP and to organise broad support for mobilisations against future EDL protests.
4. To circulate UAF materials and work with other trades unions to provide UAF with resources and support.

**East Midlands /0168M Branch and
North West/ Greater Manchester IT (9827) Branch**

b. Searchlight/Hope not Hate

199.

Unite the union notes the continued rise of the fascist British National Party. The BNP represent the opposite of everything our union stands for.

The BNP is fundamentally racist, anti-Semitic, anti trade Union and Homophobic. We reject all their analyses and hate filled programme.

Unite the Union believes that the struggles against the BNP is fundamental Trade Union issue. Historic shows that the fascist gangs are a deadly threat to free Trade Unions. We believe that Trade Unions must be at the forefront of defeating the BNP menace. The BNP is further more a menace to the lives and freedom of working people of this country. It is therefore only right and proper that the Trade Unions are at the front of the campaign to stop them.

We further believe that the BNP can be defeated electorally and politically.

This requires an all embracing co-ordinated response from the entire Labour Movement.

Unite resolves to continue to lead the fight against the BNP and to continue to support the Hope Not Hate Campaign that is instrumental in bringing together the movement with the labour Party to achieve this.

We further resolve to continue to campaign to unmask and defeat the scab racist so called Union solidarity which is no more than a front for the BNP.

As part of this campaign we will continue to demand the right to expel fascists from our Union.

**North East, Yorkshire and Humberside/ Community Not For Profit Regional
Industrial Sector Committee and
North East, Yorkshire and Humberside/ Bradford, Huddersfield & Halifax Area
Activists Committee**

200.

This Policy conference agrees to the continuing support of the Hope not hate Campaign and Searchlight in its fight against the BNP and other Racist and Fascist parties.

North East, Yorkshire and Humberside/ 8/9-12 Branch

ii) Selection and Accountability of MPs, MSPs, and AMs

201.

Conference is dismayed by the lack of support shown by Unite sponsored constituency MP's to the aims and objectives of the Union.

Conference therefore, calls on the Union to write to all constituencies that we sponsor, advising them that continued lack of support for the Union's policies will inevitably result in withdrawal of sponsorship.

North West/ Merseyside Contracting 6/1400/2 Branch

202.

This conference demands that Unite our union supports active workplace reps in seeking selection for Parliament.

Workplace reps are the lifeblood of this Union dedicating many unpaid hours to serving our members, they are in touch daily with working people and are best placed to understand their needs and frustrations within society today.

If a workplace rep is on the Unite Parliamentary Panel they are good enough to be a Unite MP, they must be given the support required to be elected to Parliament where they can effectively represent our members.

South East/ Horley 0466 Branch

203.

This Conference calls upon the Unite Political Department to give greater support to active trade unionists when they are seeking to become Parliamentary Candidates.

Unite members who are on the Unite national Parliamentary Panel should have the support of the Unite Political Department and be the preferred candidate and receive active support in the Parliamentary Selection.

This positive action has to be taken if we are to have MPs in parliament who will support trade union values and beliefs such as pushing forward the Warwick Agreements.

South East/ Health Regional Industrial Sector Committee

204.

This conference believes that all Unite Political sponsored representatives need to have a better understanding of members' needs and reflect the issue of our industries:

- To communicate the issues to the general public and feedback to general public.
- We will always support our Labour representatives; however we expect some support in return to the membership.

Wales/ MOD and Government Departments Regional Industrial Sector Committee

205.

The ability of Trade Unions to organise is the only force which has been able to protect and advance the interests of the working class.

The rights that most people regard as social progress, our "Civil Liberties" are the result long and hard, working class struggles. The right to work and to decent wages and conditions, to a home, to security in times of poverty, sickness and old age. The right to an education, to an effective voice in the way the local area and the country are run; all of these things were fought for and won by previous generations of working class people who had to organise themselves in trade unions(and political Parties) to achieve their objectives.

The current anti-trade union laws (brought in by Thatcher's Tory government and made more constricting under Labour) damage the trade unions' ability to organise, to achieve solidarity and prevent us all from protecting and defending our rights. They give more rights to employers than to workers. Employers are taking advantage of these reactionary laws with more and more ingenuity and confidence, as the overturning of last years strike ballots of London Bus workers and British Airways workers show. Why should we have to fight on an uneven playing field?

This conference therefore calls upon our union, Unite to campaign within the Labour Party for the repeal of anti-Trade Union Laws and to direct local financial support towards those MP's who support this campaign.

West Midlands/ Motor Components Regional Industrial Sector Committee

iii) Winning back the Labour Party

206.

Unite the Union knows and understands that support for new labour has eroded because new labour strategy ignores the aspirations of working people expressed by unions and the labour party conferences. Unite the Union believes the labour party should return to its founding principles. We therefore endorse a strategy to encourage our members to rejoin the labour party, take an active role in CLPs and fight to regain the labour party at grassroots levels, including by selecting trade unionists that share our vision as prospective parliamentary candidates.

In order to coordinate the response of the trade union movement to this challenge, Unite the Union calls for a conference of TUC affiliated unions – many of whom pay substantial amounts to the labour party – to discuss how best to restore the labour party based on the original principles of 1906.

**North East, Yorkshire and Humberside/ Metals Regional Industrial Sector
Committee**

207.

Knowing that the General Election is more likely than not, to take place before our, Conference of Unite the Union, 31st May 2010, Unite should lead all other Unions affiliated to TUC to do everything legal in their power to bring the Labour party back to its grass roots, whatever happens at the election and we can assure you that we will work towards Labour victory during the election.

West Midlands/ 5/ 635 Branch

iv) Labour Party Conference

208.

This Conference resolves to lose no opportunity to seek the support of the labour movement as a whole on key issues of concern to our members.

This Conference believes in particular that, when we put forward our priority concerns at the Labour Party Conference, they should not simply be aired and then referred to the National Policy Forum without the Labour Conference being allowed to demonstrate whether or not it supports us.

This Conference, believes on the contrary that the Party Conference should have the right not just to hear motions but also to express its support by voting on them in a normal democratic manner.

Conference therefore welcomes Labour's commitment to take a vote at the start of its 2010 Conference to decide whether the Conference should have the right to vote on motions of contemporary concern, to be implemented immediately at the 2010 Conference itself.

Conference believes, however, that such motions should not, as formerly, be restricted to those on topics involving a specific "contemporary" incident occurring in the few weeks immediately before the Conference.

Conference therefore calls on our representatives to campaign for those Labour Party constitutional amendments which would allow our Union and others to choose freely what motions we wish to submit without having to worry that they may be ruled out-of-order on the grounds that they do not meet the very restrictive previous criteria for being deemed "contemporary".

Conference calls on our representatives to campaign in this way for the means to build the widest possible support for policies which are in our members' interests.

Scotland/ Scottish Professional Executive Staffs Branch

v) Devolved Administrations

209.

Conference recognises that devolution, with the establishment by the Labour Government of a parliament and assemblies for the nations of the United Kingdom, has created new centres of decision making in areas that impact and are important to our members such as: agriculture, forestry and fishing; education and training; environment; health; housing; law and home affairs; local government; natural and built heritage; planning; police and fire services; social work; sport and the arts; statistics and public records; tourism and economic development; and transport.

Conference believes that unite the Union must work both on a political and industrial basis to influence decision making within the new devolved administration to the benefit of our members.

Conference calls upon the Executive Council and Joint General Secretaries, in consultation with the appropriate regional Councils, to produce and publish a strategic plan to enable the union to work effectively within the devolved settlement. The plan must set out how Union policy may be appropriately adjusted and developed relating to devolved matters, in line with the policies of Unite, by lay members through regional Council and Regional Industrial Committee in the area of the particular devolved administration concerned. The plan should also detail and provide for, at the direction of the joint General secretaries, the appropriate necessary resources to enable the plan to be implemented (such as for research and education by way of example).

Scotland/ Health Regional Industrial Sector Committee

vi) Civil Liberties

210.

Unite The Union expresses grave concern at the erosion of civil liberties in Britain and declares our determination to resist further attacks and win back traditional rights and freedoms.

In particular, we believe our union and the whole labour movement should:

1. Oppose any attempts to extend the period of police detention without charge beyond 28 days and demand that it be substantially reduced.
2. Insist that rights to protest and demonstrate, including in the vicinity of the Westminster Parliament, be restored without restrictions on journalists or photographers or other restrictions imposed by recent legislation.
3. Oppose the introduction of ID cards, which will hugely extend state surveillance of our citizens and threaten rights of movement and entitlement which we currently enjoy without a state licence.
4. Oppose the arbitrary taking of DNA samples – particularly amongst youth – and where samples are taken, campaign for the removal of those samples from police files.
5. Oppose detention without trial, the use of non-jury based courts, and complicity in or collaboration with Governments abroad which employ torture

We believe that the courts, police and security services already have more than adequate powers to deal with the dangers of terrorism from any quarter. Encroaching still further on the rights and freedoms of citizens, especially if additional powers are used unfairly against people of a particular ethnic or religious affiliation, are likely to increase those dangers rather help reduce them.

Scotland/ West Scotland Voluntary Sector Branch

vii)) Morning Star

211.

Conference welcomes the backing that Unite is giving to the Morning Star in order that our paper is able to report on and win wide support for the policies of our Union. Such support needs to be developed. Conference agrees to launch a campaign throughout the Union to encourage members and activists to become regular readers. Chapels, combines, branches & regions should be encouraged to become shareholders in the Peoples Press Printing Society, the co-operatives through which the paper is owned by its readers. All sections of the Union are encouraged to contribute to the Morning Star fighting Fund and other fund raising activities that help to ensure that the Morning Star is able to continue to speak up for working people and their families.

London & Eastern/ Morning Star Chapel

viii) Flexible Voting

212.

This Conference believes that Unite should look at different ways in which to make voting more flexible, so ensuring that when members are casting their vote at ballot, there is a larger voting participation. This would mean, therefore, that the maximum return is achieved from the ballot.

Wales/ Energy & Utilities Regional Industrial Sector Committee

10. PUBLIC SERVICES and SOCIAL POLICY

i) Defending Public Services

213.

In light of the announcements by all 3 main political parties to cut public spending after the next election, the Unite Local Authority National Sector Committee calls on the Executive Council to defend the public Sector and oppose privatisation/ outsourcing in any form. Furthermore, we ask that the Executive Council make available the necessary resources in order to mount an effective campaign including producing literature, lobbying and using the Union's political influence at every level within the Labour Party and that we continue to affiliate to organisations such as Defend Council Housing who support our aims and objectives in achieving this policy. Proposed Pat McCourt – Seconded Charlie McDonald.

Local Authorities National Industrial Sector Committee

214.

This conference note that all three major political parties now agree that there will have to be savage cuts in government spending following the general election, as a result of the irresponsible behaviour of our overpaid bankers, with both the Labour and Tory parties examining cuts of 10% or more. Such cuts will have wide-ranging devastating effects, including NHS provisions, education, care for the young, the elderly, mentally and physically handicapped and housing provision and maintenance. Our members are already suffering the effects of cuts, in jobs and public services, either directly, or in various forms of privatisation, such as in health and education. Conference resolves to initiate an active and comprehensive campaign of opposition throughout the trade union and labour movement to:

- a) further cuts in public spending irrespective of the outcome of the general election
- b) the contracting out of public services to the private sector and the use of PFI to fund such services. Conference further resolves to support members taking whatever action is necessary to protect and defend public services and associated jobs.

East Midlands/Northampton 0283 Branch

215.

Since 1948, Britain has supported the principle that state pensions, health care, education and other public services are best provided by society as a whole.

This is now under increasing threat.

- The state pension is totally inadequate, leaving at least 1 in 4 older people to live in poverty
- Seven million households have a child living in poverty and existing benefits provide a very limited safety net

- Unemployment now stands at two and a half million and workfare offers no solution
- Ten million adults are disabled and face huge barriers to escaping financial hardship
- The NHS is being privatised by stealth, behind a smokescreen of choice and competition, and patients are suffering as a result
- Privatisation of our education, prisons, transport and an ever wider range of public services and agencies has reduced public accountability and control, led to attacks on terms and conditions and reduced job security, as well as leaving us with worse standards of public service whilst private providers get rich on public money.
- As a result of the banking bailout and the consequent massive public sector debt, politicians of all the major parties have declared their intention to cut and privatise public services

The welfare state and public services are an essential part of any civilised society, pooling the risk across the population and providing support and services to us all.

This conference therefore resolves:

1. That Unite will play a leading role in organising a coalition of unions, public service campaigners (such as Defend Council Housing and Keep Our NHS Public) pensioners, disability, patients, unemployed and other such groups to take action to defend the Welfare State and Public Services.
2. That Unite will encourage all its members to form similar locally-based coalitions in their local communities to defend the Welfare State and Public services, and will provide resources where necessary for them to do so.

**London & Eastern/ Servicing and General Regional Industrial Sector
Committee;
London & Eastern/ Health Regional Industrial Sector Committee; and
London & Eastern/ Croydon and Crystal Palace Branch,**

216.

Conference notes:

In the UK, in the 21st century, an older woman from a poor background is four times more likely to die prematurely than her wealthy counterpart. A poor man is twice as likely to die as his rich neighbour.

The UK remains a shockingly unequal society, where the relationship between wealth and social class remains overwhelming, and where poverty is linked to adverse outcomes in health and mortality, education, housing, employment (and unemployment). The impact of poverty is often compounded by gender, ethnic origin and disability. Women, people from a BAEM background, and people with disabilities are amongst the most disadvantaged members of our society.

Conference believes:

The current recession will exacerbate inequality in the UK. Working class people and their families face growing disadvantage and poverty through job loss, pay cuts, and the loss of decent pensions.

Cuts to public spending will be immensely damaging in this context, not just in terms of increased unemployment, but with sharply reduced services for the people, particularly women, who need them most. It is nothing short of insane to cut education while youth unemployment rises, to slash expenditure on social care and public housing while poverty grows, and to cut NHS spending while recession leads to ill health amongst a growing number of people. There can be no progress towards equality and social justice without high quality public services.

Unite has a dual responsibility to challenge inequality: as the UK's largest trade union and as a leading public sector union with members in Health, Local Government, Government Departments and Education. We do not accept that ordinary workers should pay the price of an economic crisis that is not of our making, which will have an adverse effect on women within our union.

Conference resolves:

- To highlight and oppose the unacceptable inequalities within our society, taking every possible step to fight for social justice. This will include defending the jobs, pay and pensions of our members.
- That Unite will play a leading role in organising a coalition of unions, public services campaigners (such as Defend Council Housing and Keep Our NHS Public) pensioners, disability, patients, unemployed and other such groups to take action to defend the Welfare State and Public Services.
- That Unite will encourage all its members to form similar locally-based coalitions on their local communities to defend the Welfare State and Public services, and will provide resources where necessary for them to do so.

London & Eastern/ Women's Regional Committee

217.

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The UK remains a shockingly unequally society, where the relationship between wealth and social class remains overwhelming, and where poverty is linked to adverse outcomes in f and mortality, education, housing, employment (and unemployment). The impact of poverty is often compounded by gender, ethnic origin and disability. Women, people from a BAEM background, and people with disabilities are amongst the most disadvantaged members of our society.

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growing number of people. There can be no progress towards equality and social justice without high quality public services.

Unite has a dual responsibility to challenge inequality: as the UK's largest trade union and as a leading public sector union with members in health, local government, government departments and education. We do not accept that ordinary workers should pay the price of an economic crisis that is not of our making.

Conference resolves:

- To highlight and oppose the unacceptable inequalities within our society, taking every possible step to fight for social justice. This will include defending jobs, pay and pensions of our members, as well as wider campaigning work.
- To oppose all cuts in public services, recognising that this is an issue not just for our public sector members but for every single member of Unite; similarly to oppose privatisation, social enterprise and “marketisation” in the public sector, recognising that this agenda leads directly to worse public services.
- To build the biggest possible campaign in defence of public services, seeking to publicise and build this fight across Unite as a whole. Unite will work with other unions, campaign groups, professional organisations etc wherever we can in order to build a common fight in defence of public services, while not limiting our own campaign where other organisations do not fully share our policies.

London & Eastern/ West London Medical 0076 Branch

218.

Conference recognises that Unite is now a leading public sector union, representing members in health, local government, government departments and education. Conference also recognises that high quality public services ensure a decent quality of life for working class people and help to mitigate the impact of economic inequality of health and wellbeing.

It is therefore deplorable that the major parties are committed to slashing public spending which will mean cuts in education while youth unemployment rises, cuts in social care and public housing while poverty grows, and cuts in NHS spending while recession leads to ill health amongst a growing number of people.

Conference therefore resolves :

- to take every possible step to fight for the jobs, pay and pensions of our members in every sector of our union, fully backing them where they vote for industrial action.
- to oppose all cuts in public services, recognising that this is an issue not just for our public sector members but for every single member of Unite.
- to oppose privatisation, social enterprise and “marketisation” in the public sector, recognising that this agenda leads directly to worse public services.

- to build the biggest possible campaign in defence of public services, seeking to publicise and build this fight across Unite as a whole.
- to work with other unions, campaign groups, professional organisations, in order to build a common fight in defence of public services.

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North East Yorkshire and Humberside/ Tyneside Engineering 0207M Branch

219.

Stop the proposed cuts in services in local government job and services that will put thousand of people on the dole causing major problems for vulnerable people young and old and the infirm.

North West/ 6/542 Branch

220.

The amount spent by the British government to bail out the banks and the financial sector is estimated to be £1.2 Billion. This has led to the government's deficit spiralling upwards. In 2009, government borrowing reached an estimated £178 billion taking total net public debt to £798 billion. Borrowing will exceed 12% of national income in 2009/2010, Britain's worst ever annual deficit in peacetime.

Moody's rating agency stated that Britain's "affordability is stretched to the limits of what is consistent with a top rating" and have threatened to downgrade Britain's credit rating unless significant cuts in public spending are made by whichever government is in power after the general election.

'Unite the Union' cannot stand by and allow the weakest and most vulnerable in society to suffer from cuts in the NHS, education, housing and welfare whilst bankers continue to be paid huge bonuses. This conference notes that the three largest political parties in the UK are proposing cuts in our public services to pay for the crisis of capitalism.

Unite the Union has shown that it is capable of leading struggles against attacks on our terms and conditions however these successes will be undermined unless we as a union are prepared to give leadership and oppose cuts in public services.

Conference therefore resolves to oppose cuts in public services by campaigning and building links with other trade unions and socialists to build a mass campaign to defend our public services. We further resolve to call for a national demonstration to defend public services in the first part of the new year, 2011, under the slogans: 'We won't pay for their crisis' and 'No cuts-Defend all jobs and services'.

South East/ Kent Area Activists Committee

221.

This conference believes that public services are a social necessity, and should not be a vehicle for private profit. The fight for public provision of public services is fundamental to the industrial strategy of Unite, not just part of a political wish-list. The union will support workers in struggle to protect and provide the public provision

of public services. The union will also provide resources to support the organisation of public service workers, whether they currently work for private companies or the state, and will support their struggles for improved terms and conditions of employment.

**South West/ MOD & Government Department Regional Industrial Sector
Conference**

222.

Over the years we have seen Defending Council Housing move from Sector Policy to Union Policy and onto Labour Party Policy. The fight is still not over as the Labour Government has yet to implement its own party policy. Meanwhile, the Tory lead local Government Association is continuing to sell as many houses as it can, using this as an excuse to outsource as many jobs as possible.

As private landlords raise rents, greedy bosses erode the terms and conditions of employment and reduce wages of many of our members. This is an attack on our members even before the Tories set foot number 10.

To this end, we call upon the National Executive Committee to continue the fight to defend council housing and exert what pressure it can upon the Government to do likewise, not only for the good of our members but for all Council Tenants throughout the UK.

Wales/ Local Authorities Regional Industrial Sector Committee

223.

This Conference calls on the government to continue to invest in public services, and not to cut essential services to the public, which could prolong the recession, due to pressure from budgetary needs caused by the private banking sector.

Conditions of employment, regarding pay and pensions, should be honoured and continuing further investment in training the workforce to provide to meet the needs of the future.

Wales/ Cardiff and Vale Health Services 0262 Branch

224.

This Conference is gravely concerned, by the prospect of major job losses with subsequent cut in services, enacted by local authorities. Across the West Midlands, one council alone has told us privately that its planning at least 50% cuts in staffing level next financial year. We ask union to call upon the next Labour Government, to provide assurance's that local services will be protected at all levels, with particular "emphasis on working to protect the most vulnerable in our communities.

West Midlands/4/B10100 Branch

ii) Privatisation

225.

We call on the conference and the Executive Council to demand that the Government reverses the trend of privatisation of public services and the removal of the internal market.

North East, Yorkshire and The Humber/ Health Regional Industrial Sector Committee

226.

The Northern Ireland health service branch of Unite would ask that the union stand firm against and resists any attempts at creeping privatisation of public services, by this or any future governments. We would ask that this is indicated in general union policy.

Ireland/ Health Service Branch

227.

The South East Local Authority Regional Industrial Sector Committee calls on the conference to adopt the following motion – That Unite the Union opposes all out sourcing and privatisation of local authority work and actively campaigns for the ‘taking back into public ownership’ of all previously outsourced local authority contracts.

South East/ Local Authority Regional Industrial Sector Committee

iii) Competitive Tendering

228.

This conference condemns public sector bodies for commissioning social services by means of competitive tendering. The process inherently excludes consultation with users, carers and the employees who provide services and represents an attack on employee rights, as it allows both transferors and transferees to evade their TUPE duties.

Conference calls on public sector bodies to adopt a commissioning process that is transparent and consensual involving users care providers and trade unions.

Scotland/ Edinburgh Voluntary Sector 7/148 Branch

iv) Care Homes

229.

This conference deplores the widespread closing of local authority cost cutting exercise which totally disregards the detrimental effects this has on our communities' most vulnerable people.

In elderly care this has resulted in forced evictions of residents from homes that they expected to peacefully spend the rest of their lives in. we don't want our parents to be dumped on the private sector where their needs are secondary to the profits of the few.

We call on the union's branches and area activists committees to both supports those fighting these closures, and initiate other campaigns in the community.

We demand that closures are reversed and that the necessary financial resources are put into this sector to provide good quality care, free at the point of need – not just for those that can afford it.

South East/ Southampton Cab section 621 Branch

v) Public Sector Pay Freezes and Spending Cuts

230.

This conference is alarmed at the public spending cuts and wage freezes planned for the next few years to pay for the current financial crisis.

This will have a devastating effect on our members employed in every area of the public services

Conference therefore calls for a campaign against these spending cuts and wage freezes, and in favour of a return to progressive taxation and an end to tax evasion.

Low paid workers should not be forced to bear the brunt of a banker's crisis.

Wales/ 72 Branch

vi) Mental Health

231.

This conference instructs Executive Council to campaign against any cuts in mental health provision & to recognise that older adult with mental health issue are not afforded the same level of support by the NHS.

North West/ Workington Branch

vii) Dirty Hospitals

232.

This Regional Health Sector Industrial Committee notes the media reports of dirty hospitals putting patients at risk, which could affect all sections of society.

However, the blame for this situation does not rest with the NHS, or NHS staff, including managers. Instead, it is the introduction of market measures, such as Foundation Trusts and especially of placing cleaning contracts to the lowest bidder, that are the root cause of this state of affairs.

Foundation Trusts have repeatedly been found to be concentrating on financial targets and strategic management, rather than on patient care.

We therefore call for Unite to campaign for all cleaning contracts to be brought in-house, and for all cleaning staff to be directly employed by the NHS

North West/ Health Regional Industrial Sector Committee

viii) Jersey Health Agreements

233.

The Conference calls upon Unite to seek from the British Government assurances that it will reinstate the reciprocal health agreement with Jersey, Guernsey and the Isle of Man.

South West/ Jersey Area Activists Committee

ix) Health (Republic of Ireland)

234.

This Conference extends its solidarity and support to the members of Unite in the Republic of Ireland who have undertaken industrial action in response to the Irish Government's decision to unilaterally impose pay cuts on health and public sector workers and have threatened further cuts in pay, pension benefits and jobs disregarding the very low paid nature of many Unite members in the health services.

This approach to cost savings is counter-productive and right wing in the extreme. HSE management has chosen to ignore the reality that outsourcing, privatisation and filling vacancies through agencies is not delivering savings and has a damaging impact on patient care in the long term. No cost analysis has been undertaken to show savings from this model or no costing of the impact of the Purchasing Scheme on the services to patients has been provided.

Therefore, this Conference also supports the campaign against this attack on the health service and recognises that our health service is already over-extended because of these deliberate policies.

Ireland/ Health Regional Industrial Sector Committee

x) Funding for Further and Adult Education

235.

Conference notes, with grave concern, the proposed budgetary cuts in the areas of further and Adult Education. This could have two very negative effects:-

- a. The jobs of many of our members, who work in this sector, could be placed in jeopardy.
- b. Since it is our members, in this sector, who deliver much of the TUC and other Trade Union education and training, their redundancies would adversely affect the availability and delivery of these courses. This would, in turn, have a very bad effect upon the ability and efficiency of Trade Union reps and shop stewards.

Conference therefore calls upon Unite the Union to campaign vigorously against these proposed cuts.

North West/ Merseyside Community 0282 Branch

xi) Student Fees and Education

236.

This policy conference affirms its commitment that access to education should be open to all.

It notes that founder section conferences of the union have also previously opposed the introduction and implementation of student top up fees as opposing the concept of free education for all.

Conference calls upon the EC to instigate a campaign to influence the Independent Review of Higher Education Funding and Student Finance (The Browne Review) against any increase in student fees.

Unite believes that the Browne Review should look at alternative methods of education funding.

This conference endorses the view that abolishing the student fee cap would ensure that the richest and most powerful institutions would charge the highest fees and benefit most by an unregulated market in education. Low income families would inevitably struggle to send their children to these high charging institutions thereby reinforcing social inequality, lack opportunity and outcome for the poorest families in the UK.

Education National Industrial Sector Committee

xii) Community Services

237.

This conference believes that it is essential that public spending on both statutory and voluntary sector services is increased in order to ensure that people receive help and support that they need and to prevent the economic inequalities in the UK from becoming worse.

The conference condemns the current crisis in relation to funding and the moves to privatise services.

Voluntary sector organisations have seen their reserves disappear, leading to closures and job insecurity and members' terms and conditions are under attack across the board.

Working hours are extremely long, in poor conditions and this is impacting on the quality of services which can be provided.

There is a huge further risk if public funding for services is cut.

We believe that the voluntary sector should complement the public sector, not compete with it and that the Union should mount a strong campaign to:-

- Ensure the restoration of appropriate funding models, which reflect real community needs and reverse the trend to competitive tendering
- Seek to build on the model of agreed terms and conditions which cover both statutory and voluntary sector workers within the CYW section and roll this out to other parts of the voluntary sector
- Focus on the quality of services to local communities, in which all Unite members have a stake
- Promote the value of the public sector and restore the independence of the voluntary sector and ensure that it is not used as a vehicle for the transfer of public services

We condemn the position of a ACEVO, who are calling for NHS services to be put out to tender and call on the Union to develop a clear strategy in consultation with the lay member structures to ensure that appropriate action (which may include national lobbies, industrial action etc) to defend our members' and community interests.

**London and Eastern/ Community, Youth Workers & Not For Profit Regional
Industrial Sector Committee**

xiii) Volunteering

238.

We believe that volunteering can be a valuable way of communities taking control of services and of campaigning on vital issues, and indeed the Trade Union movement is made up of lay member activists giving of their time to serve the movement.

However, we are concerned that funding cuts in the voluntary sector, and changes in welfare benefit support to those out of work, are meaning that in some cases volunteers are being used to substitute for paid workers. In other cases, unemployed people are being forced to “volunteer” in a way which means that they are simply being made to carry out unpaid work.

We also note that many young people are currently being obliged to work as unpaid interns in order to gain experience so that they can try for paid jobs.

We call on the Union to campaign on this issue, to defend both the rights of workers to proper pay and on the need to have high quality volunteering opportunities available, and to ensure that members’ jobs are not replaced by “volunteer” labour.

**London & Eastern/ North London Voluntary Sector and Legal Workers 1/785
Branch**

xiv) Welfare State

239.

This Conference calls on Central and Local governments to review policies that make life-threatening cuts to vital care packages for severely disabled and elderly people and ensure that no disabled people are denied essential care. With the proposed cuts by the Government and Opposition Parties in the UK being clearly identified prior to a General Election.

This Conference calls for funding for the care of the elderly and infirm throughout the UK to be uniform. At this time, Northern Ireland, Wales, Scotland and England all have major differences in the level of both funding and services afforded to people who are no longer able to look after themselves. Many require different types of cares, for example, personal care and or medical care. Information provided to this Branch by Age Concern shows that Scotland provides by far the best funding and care for its citizens, funding that is not available to the rest of UK citizens. Unite the Union covers the whole UK and our policy on the Welfare State must reflect our organizational equality.

Scotland/ 7/97 Scotstoun Passenger Branch

240.

Conference believes that the welfare state provides an essential safety net for many working class people – particularly at times of illness, unemployment, in retirement, or during disability. Workers did not cause the current economic crisis, and we absolutely reject the notion that workers should be made to pay for it. We therefore condemn the current attacks on the welfare state, and the deep cuts that will almost certainly follow the General Election. Healthcare, public housing, education, the state pension and the benefits system are all essential components of a welfare state that meets the needs of our members and their families.

Conference instructs the Executive Council to:

- Campaign vigorously in defence of the welfare state and against any welfare cuts, irrespective of which Government is in power.
- Work with other broad-based organisations that share our campaign objectives.
- Highlight and oppose the following immediate threats to benefits:
 1. The extension of privatised medical assessment for Incapacity Benefit/Employment and support allowance that is finding many seriously ill or disabled claimants to be ‘fit for work’
 2. The likely introduction of a means-tested replacement for benefits that are now universal e.g. Disability Living Allowance and Attendance Allowance.

London & Eastern/ Disabled Members Regional Committee

xv) Fuel Poverty

241.

Conference is concerned that Fuel Poverty is going to rise in the United Kingdom for both Domestic and Commercial customers which will have a devastating effect on the most vulnerable people in our society and to UK businesses.

Therefore Conference calls on the Executive to lobby Government to bring our concerns to the top of the political agenda so that the Government can take action to ensure that Fuel Poverty is a thing of the past.

Energy and Utilities National Industrial Sector Committee

242.

Conference is concerned that in the UK fuel poverty is going to rise for domestic and commercial consumers which will have a devastating effect on the most vulnerable people in our society and to UK businesses.

Therefore conference calls on the Executive Council to Lobby Government to ensure that our concerns are at the top of the Political Agenda.

South East/ Energy & Utilities Regional Industrial Sector Committee

xvi) Social Inequality and Unite

243.

Conference notes:

In the UK, in the 21st century, an older woman from a poor background is four times more likely to die prematurely than her wealthy counterpart. A poor man is twice as likely to die as his rich neighbour.

The UK remains a shockingly unequal society, where the relationship between wealth and social class remains overwhelming, and where poverty is linked to adverse outcomes in health and mortality, education, housing, employment (and unemployment). The impact of poverty is often compounded by gender, ethnic origin and disability. Women, people from a BAEM background, and people with disabilities are amongst the most disadvantaged members of our society.

Conference believes:

The current recession will exacerbate inequality in the UK. Working class people and their families face growing disadvantage and poverty through job loss, pay cuts, and the loss of decent pensions.

Cuts to public spending will be immensely damaging in this context, not just in terms of increased unemployment, but with sharply reduced services for the people who need them most. It is nonsensical to cut education while youth unemployment rises, to slash expenditure on social care and public housing while poverty grows, and to cut NHS spending while recession leads to ill health amongst a growing number of people. There can be no progress towards equality and social justice without high quality public services.

Unite has a dual responsibility to challenge inequality: as the UK's largest trade union and as a leading public sector union with members in Health, Local Government, Government Departments and Education. We do not accept that ordinary workers should pay the price of an economic crisis that is not of our making.

Conference resolves:

To highlight and oppose the unacceptable inequalities within our society, taking every possible step to fight for social justice. This will include defending the jobs, pay and pensions of our members, as well as wider campaigning work by building coalitions with organisations that share Unite's policies; and continuing opposition to public sector cuts, privatisation and fragmentation – a market philosophy that undermines the quality of and universal access to public services.

Health National Industrial Sector Committee

11. PUBLIC TRANSPORT

i) Public Transport

244.

This UNITE Policy Conference recognises the hugely important role public transport could and should play in our society today and in the future. With ever increasing concerns about the environment, pollution and the pressing need for “green” solutions, there was never a more important time to finance and develop a fully integrated public transport system offering cheap and reliable interconnecting services as an alternative to the private car.

Conference deplores the damage done to our local bus services as a result of privatisation and, outside London, deregulation. These policies have led to increased fares, less frequent and less reliable services, and far fewer passengers using public transport for local journeys.

Outside London, the deregulation of bus services has further compounded the problem by;

- causing the break-up of integrated bus networks
- instability and confusion caused by frequent service changes
- lack of ticketing inter availability between competing operators
- the introduction of destructive competition between private operators on busy routes yet the withdrawal of bus services on less profitable routes
- reduced frequencies on evenings and Sundays
- increased cost to the public authority to pay for tendered services, infrastructure and timetabling information, concessionary fares subsidy

Conference welcomes the Local Transport Act 2009 which seeks to give Public Transport Authorities (PTA's) increased powers to regulate and control their local public transport systems once more. In particular UNITE welcomes the powers to introduce Quality Contracts under which the PTA regains control over the local bus network (including trams and local heavy rail where applicable) to specify routes, timetables, fares etc. which are then contracted out to one or more operator to run the service on the PTA's behalf. This will restore public accountability and control over our local public transport system and offer a real opportunity to improve and expand public transport provision to meet the challenges ahead.

The transition from a deregulated environment to Quality Contracts presents many challenges not least the protection of the tens of thousands of UNITE members who keep the service going and who are essential to the delivery of an expanded public transport network in the future. Conference gives its full support to the Passenger Transport Industrial Sector in its so far successful efforts to secure vitally important changes in the legislation to protect all public transport employees working in the industry covered by a new Quality Contract to secure their employment at no worse than their current terms and conditions and with protection of pension arrangements.

Nevertheless much more needs to be done to secure effective collective bargaining agreements under new Quality Contracts which drive up pay, conditions and pensions for all public transport workers.

Conference calls upon UNITE to champion the vision of a new and better future for local public transport, to support UNITE's public transport members in their struggle to win much needed improvements in their terms and conditions under Quality Contracts, including access to LGPS for all bus and tram workers. Conference fully supports Passenger Transport Industrial Sector's strategy to forge an alliance between workers and users in support of our vision for improved public transport services. This includes the vision to reverse the painful and costly failure of privatisation and the return in time of full public ownership and control of this essential public service as the only secure means of ensuring a well-planned integrated network of interconnecting services of high standard at low cost to the user.

Passenger Transport National Industrial Sector Committee

245.

Conference recognises the need for improved public transport to meet the needs of our members and their communities:

1. Prohibitively high fares that mean that many cannot afford to travel, particularly many of the most socially deprived.
2. The lack of regularly available public transport in many, particularly rural, areas.
3. The need to reduce traffic with increasing pollution from road traffic now recognised as a health hazard.
4. The need to reduce CO2 emissions to combat the dangers of global warming.

Conference resolves that Unite should campaign to secure an expanded, land and water based public transport system that is fully integrated, accessible, reliable, publicly owned and designed as a public service not as a profit making exercise. Specifically, Conference resolves that Unite should campaign on the following issues:

1. To defend the free bus pass for the over 60s.
2. To extend free public transport to children, young people, the unemployed and those in receipt of income support.
3. To secure public ownership of the public transport system, its expansion, full integration and rational planning.
4. To defend and extend the availability and reliability of public transport.
5. To ensure a decent standard of living and working conditions for all those working in the passenger transport industries.

Conference instructs the Executive Council to:

1. Ensure that public transport improvement is one of the campaigning priorities of the union.
2. Work with, and support, other unions and campaigning organisations to implement this policy.

London & Eastern/ London Computer Staffs Branch

246.

This conference notes:

- Transport is the second biggest contributor of greenhouse gas emissions.
- Almost all UK domestic transport emissions (92%) are from road transport, with 58% of total transport emissions coming from passenger car alone.
- Over 80% of commuter trips by car single occupancy journeys
- Emissions from transport can be reduced by encouraging people to change the way that they choose to travel.
- A significant number of people rely on public transport as their sole means of travel.
- A fragmented and unreliable public transport network leaves many workers (shift/night) no option other than to buy a car. The cost's of which (tax. Insurance, maintenance etc) add to financial burdens, particularly if low paid (often second hand, older models with higher associated running costs).
- There is an urgent environmental and social need, to get people out of, and less reliant on their cars and onto public transport. Especially for everyday journeys like going to/from work, school, college, University...
- 72% of the population would consider not using their cars if public transport was free. (based on a TNS market information group survey)

This conference believes:

- Deregulation has been a disaster. Public transport should be developed as a public service rather than as a source of private profit.
- Free public transport would have many benefits for working people and their families. It would guarantee the right to travel at a time of heightened economic uncertainty. It would also significantly reduce journey times by eliminating dwell time.
- Jobs would be created in an expand public transport network.
- An example where this has been implemented, and shown to work is Hasselt in Belgium, which has operated a comprehensive zero fare bus services since 1996. bus passenger numbers have increased by over 1000% since that time while road congestion has been eliminated. Furthermore, average household taxes rose by only 22.63 Euros per Annum as a result of this policy (and subsequently feel back again due to improved commerce in the city.)

This conference agrees to:

- Recognise the campaign for Free Public Transport and support its aims: “secure an expanded public transport system that is fully integrated, publically owned and free at the point of use”.
- Agree to assist in our task of changing government policy on transport in the interest of both people and the planet by promoting the campaign.
- Actively encourage members to affiliate with, and participate in the actions/aims of this campaign.
- Make available resources to continue and expand the campaign.

North West/ 389 Branch

12. ADMINISTRATION AND MEMBERSHIP SERVICES

i) Policy Conference

247.

This Conference agrees that Unite the Union adopts the policy of feeding back any action taken on each motion to the appropriate branches/committees on a 6 month basis, to show what the union are actually doing something about these issues, for example, letters that may have been sent to the appropriate MPs', MEPs', the Labour Party and TUC conferences. And any other such organisations that can help promote these policies. Feedback can be done by letters, fax or E-mail to the branch/committee concerned using whichever method is possible. This would ensure that action has been taken on behalf of the membership that formulated that policy/motion.

North West/ 6/72 Branch

248.

It is essential that prior to any future policy conference, that delegates are aware of the union's current policies to avoid wasting time, as has often been the case in previous conferences, trying to reinvent the wheel. Conference calls on the EC to arrange for all Unite policies to be published in a convenient form, in appropriate sections, updated following each policy conference and issued to branches and all conference delegates.

North West /Fylde Coast Branch

249.

This Conference notes that the Glasgow and Renfrewshire Areas Activists Committee welcomes the opportunity to submit a motion to this first Unite Policy Conference.

However, it notes the Committee's disappointment that they cannot nominate a delegate to speak on any motion from their constitutional committee. As equalities is at the hear of Unite the are saddened that in this great union this has not been fully implemented in all structures within the union.

Conference, therefore calls on the Executive Council to ensure that all committees within Unite will be represented at future policy conferences. This should include all area activists and equalities committees that hold constitutional status.

Scotland/Glasgow & Renfrewshire Area Activists Committee

250.

This conference believes that Unite's regional equality committees should have the same rights as regional industrial sector committees with regards to sending delegates to the Unite Policy Conference.

As it stands the equality committees may send a motion to conference but not a delegate. If equality committee delegates are not elected through their RISC there may be no one to move their motion.

This conference is encouraged to hear that equality is to be at the heart of our new union and feels that this could be better achieved by ensuring that representatives from our equality committees are in attendance at this important conference.

West Midlands/ Regional Women's Committee**251.**

This Branch recognises the historical nature of this being the first Policy Conference organised by Unite the Union.

Accordingly to achieve accountability, openness, transparency and responsibility Conference calls upon the Executive Council to report (either verbally or written) to each subsequent Policy Conferences on all motions carried at the previous Policy Conference. The report to delegates should include all decisions and actions taken to progress the sentiment and detail of the motions that were passed which then became the policy of the Union.

Conference further recognises the important role that the Standing Orders Committee play in the proceedings of the Policy Conference. Therefore it asks that the Standing Orders Committee prioritise the debating of all motions submitted by Branches/Constitutional Committees over and above all other items on the agenda.

West Midlands/ Solihull, Land Rover 909 Branch**ii) Union Benefits and Contributions****252.**

This Conference notes with concern the continuing rise in membership fees, making the cost of join our union one of the highest in the country. At a time when we are losing members and struggling to persuade those on low incomes to join, we call on the Executive Council to freeze fess for the next two years.

East Midlands/ Nottingham 0713 Branch

253.

This conference is vehemently opposed to the new policy of imposing a 25p per week charge on active retired members.

Most of these members had many years of loyal service to the union movement. They were under the impression that after a minimum of 15 years services they were entitled to free membership and access to all services.

London & Eastern/ Palmers Green Bus Garage 376 Branch

254.

This conference calls upon the Executive Council of our union to reconsider its intention to charge £1.08 per month on sick members and members out of work. This conference feels it is wrong to call upon members to pay when they are already struggling with the cost of living and all of its inherent pressures.

North East, Yorkshire and Humberside/ Hartlepool N02 1907 Branch

255.

This conference calls upon the Executive Council to recognise that changes have to be made to keep up with progress, but this Union is membership lead and most changes that have been taking place in recent years have been done without the membership being consulted before decisions are made.

Therefore, the conference requests that the free card for all members joining the T&G Section of Unite the Union before 1st September 2009, should have this reinstated due to the fact members joined this Union knowing that the free card was part of the benefit in joining this Union.

North East, Yorkshire and Humberside/ 9-53 Branch

256.

At the transport Regional industrial committee meeting Maidstone office passed the following resolution in relation to the Driver Care Scheme currently operated by Unite the Union:

- That the scheme be extended to all drivers who currently qualify to be a member of the scheme up to the statutory retirement age.
- We further resolve that clause 2 in the current scheme be amended so as not to exclude any drivers until 12 months after notice of confirmation of a condition that results in revocation of the licence.

**South East/ Road Transport Commercial, Logistics & Retail Distribution
Regional Industrial Sector Committee.**

257.

This conference Calls upon the Union to urgently direct it's finances and energies towards improving the care and welfare of its members through the restoration of the comprehensive set of benefit which have withered away over the past two decades e.g. convalescent care, funeral benefits, improved sickness payment Etc.

West Midlands/ Cannock 0194 Branch

iii) Communication with Members

258.

This conference Acknowledges that the promise made during the merger campaign, that Unite would be a member led union are largely embodied in our rules; and congratulates the Executive Council on their work in bringing together the two predecessor unions.

Conference also recognises the essential contribution made by officers and staff to that process.

However, Conference regrets that the work of our elected lay bodies, up to and including Executive Council remains largely invisible to the membership.

Conference believes that this gives comfort both to those who promote the Myth of “union barons”; and to those who use “Bureaucracy” as an indiscriminate term of abuse.

Conference therefore calls on the Executive Council to ensure that the maximum number of members possible are made aware of the successful operation of our democratic structures, and are encouraged to participate at plant level and beyond.

Scotland/ 0349 Branch

259.

This Conference recognises that communications with external media are important to Unite, but must remain subordinate to ensuring an informed membership, able to participate in the democracy of the union.

In particular: all Rules, Standing Orders and EC Guidance, together with the decisions of all National constitutional committees, including the Executive Council, must be made available to all members with minimum delay; unconstrained by the length of time between meetings of such committees.

Conference therefore instructs the Executive Council to reshape the Union’s communications strategy by –

- Declaring provision of information on the work of our elected representatives as our first priority.
- Grouping together all such information, ensuring prominent and easy access from our website homepage, under a heading such as “Your Democracy”
- Ensuring that all our electronic media presentations meet the highest accessibility standards, and are fully searchable by key words and date.
- Making adequate alternative provision for members without web access

Scotland/ IT & Communication Regional Industrial Sector Committee

iv) Shop Stewards

260.

The national shop stewards network (NSSN) originated from a conference addressed by trade union officials, including T&G section officers in 2006. An eleven-strong committee was elected from that conference to begin the process of “rebuilding the shop stewards movement”. it had the following remit:

A national shop stewards network should be set up on the following basis:

1. Participation and support is a matter for individual TUC affiliated trade unions.
2. The national shop stewards network will be made up of bona fide rank and file TUC affiliated trade union workplace representatives. The participation of full-time trade union officials would be as observers with speaking rights.
3. It would not encroach on the established organisation and recruitment activity or interfere in the internal affairs and elections of TUC-affiliated trade unions or the functions of the TUC.
4. The aim of the network would be:
To offer support to TUC-affiliated trade unions in their campaigns and industrial disputes.
To offer support to existing workplace committees and trades councils.

The 2007 founding conference of the NSSN endorsed that remit as its founding resolution and elected a steering committee.

Since then the NSSN has been able to establish itself both at national and regional level with national conferences in 2008 and 2009. National unions have given their support including RMT, CWU and PCS. NSSN conferences have attracted hundreds of shop stewards and workplace representatives as well as ordinary trade union members, and involved those leading from the front in serious battles with the bosses, e.g. Lindsay, Linamar and Visteon. Workshop sessions have involved migrant workers, young workers and students, women workers, and discussed fighting racism in the workplace. All were welcomed to participate, with a focus on shop stewards and workplace reps to establish some real weight to the organisation. This includes workers made unemployed and victimised, and youngsters in part-time jobs, a growing force, which will increasingly have to be taken up by the trade union movement generally.

This work was also complemented in regions where we have set up regional campaigns and committees. Many involved from the beginning have valued the NSSN as a serious organisation and have done all they could to make it a success. The nature of the NSSN as a loose network gives space to all who want to fight against the bosses’ attacks on workers’ rights and conditions in their locality, workplace or sector.

Members of unite, from both of our component unions, are well represented on the steering committee, as officers of the NSSN, and on regional bodies. The steering committee, consisting of shop stewards, workplace reps and branch officials, has worked tirelessly to take the NSSN forward whenever and wherever possible, and has

co-operated with trade unionists of all shades of political opinion in activities and discussions.

We therefore urge this conference to support Unite's affiliation to the NSSN, to support its work organisationally and, when requested, financially and to distribute information about the NSSN to our branches and constitutional committees.

London & Eastern/ 1/1228 Branch

261.

This Conference calls on Executive Council to support retaining the name of shop steward in regards to all literature, education and all physical elements of the union. This conference believes in the shop stewards movement and believe that any other title is a diminution of the role and the associated protection in law of shop stewards, as opposed to what is currently being used by the union is that of a workplace rep this committee do not think it is appropriate and we also believe the union should have in its accreditation the commitment to protect the shop steward in victimisation whether it be open or concealed.

Scotland/Passenger Regional Industrial Sector Committee

v) Integration of Unite

262.

This conference accepts that despite our best efforts to totally embrace Unite as one union, there are still factions within that still resist total integration.

The need to accelerate the process of total integration under one banner (Unite) is imperative for our members and the union as a whole.

Wales/ Civil Air Transport Regional Industrial Sector Committee

vi) Allocation of Members to Industrial Sectors

263.

This Conference deplores the way in which the national industrial conferences were called because the foundations for ensuring members had previously been placed in the correct sector had not been carried out and little or no attempt to move towards workplace branches appears to have been made. This had led to groups of workers not being represented at the conference. The reduction in the size of the Regional Industrial Sector Committee, whilst increasing the geographical size (and therefore the number of members), did not sit well with Unite's stated desire to increase representation on the committee.

Conference feels that these problems would be replicated in other Industrial Sector and therefore calls for the following swift action by the Union:-

- The early issue of Unite union cards with Industrial Sectors clearly shown thereon.
- A timescale for the formation of workplace branches where Unite is recognised.
- Places to be balloted on RISCs in order to accommodate representatives following appeal where they have been placed in the wrong sector.”

North West/ Passenger Transport Regional Industrial Sector Committee

vii) Integration of Branches/Workplace Groups

264.

This Conference recognises that branches are the bedrock of a democratic, organising and fighting union.

Conference notes that for a number of reasons, many branches are not active or are no longer ‘fit for purpose’.

Conference therefore calls on the EC to make the re-organisation of branches a priority and to implement a consultation process involving all existing branches, constitutional committees and workplace activists, with the aim of ensuring that all members are in and able to attend a functioning branch. This exercise to be completed by the 2012 Policy Conference.

London & Eastern/ Clerkenwell and St Pancras 0694 Branch

265.

Workplace Branches for both sectors, combined Amicus + T&G section._

Motion is to allow the transfer of Amicus Section Members into an existing T&G section branch of their choice.

This will then allow those Amicus section members to have more say locally, and be fully engaged in a united Unite the Union branch in their workplace.

Currently Amicus section members have cordial invitations to branch meetings and affairs, but do not have any voting or motion rights within the T&G section branches.

North East, Yorkshire and Humberside/ 8-591 Branch

266.

Supporting Branches

- 1 Conference notes the vital role branches and branch officers play in giving lay members a voice in union policy and in building an industrially effective union.
- 2 However over recent years a combination of declining attendance by members at branch meetings and the confusion caused to branch structures by the merger of our predecessor unions has led to a situation where some branches are in difficulty or do not meet.
- 3 In order to provide the support that branches need to re-establish and maintain activity, we call for Unite to appoint regional branch organisers who would concentrate on organising and supporting our branch structure, not by substituting themselves for lay members, but by supporting,

motivating and guiding lay members to set up, run and reinvigorate the branches of Unite. Branch organisers would also facilitate communications between different branches in order to unite branches over common issues.

- 4 We also call for Unite to set up a lay member led review into an effective branch structure, suited to the conditions of modern employment.
- 5 Branches are the basis of our union structure and time and effort should be invested in them, to improve communication and to empower branches to truly have an input into the work of our union.

North West/ North & East Manchester Health Services 0140M Branch

267.

Conference welcomes the historic introduction of Unite the Union. The Scottish Region has a significant proportion of the constituent parts of the predecessor unions contained within individual employers. Conference calls for the integration of these constituent parts into single workplace groups in a timely and effective manner, thus ensuring effective representation and presenting a unified perspective to the employer. This integration will also assist the strategy for growth and will ensure effective representation for the whole Unite membership.

Scotland/ Education Regional Industrial Sector Committee

268.

This Conference recognises the importance of Industrial Sectors for supporting members in the workplace but believes that Branches should allow members to work together in ensuring Unite has a presence in communities across the country. Area Activist Conferences are not local enough and are too infrequent. We need a mechanism that allows *all* of our members to talk across Sector boundaries about solidarity.

Those of us in work have a duty to help those who are not and no matter what our age or employment status we must build solidarity within Unite; with other workers locally, nationally and internationally; between those in work and the unemployed or retired. There must be local meetings where new reps, those in small workplaces, and ordinary members who do not want to be reps can meet other activists for information and advice across all sectors.

South West/ 0916M Branch

269.

This conference calls on the EC to ensure that any future changes to branch structures cater for the ongoing needs of the member and reflect the needs of the sectors. A branch structure that can cater for regional and national branches alongside the workplace branches.

South West/ Bristol and South West PSA 9018M Branch

270.

This Wales Regional Committee notes with concern the continuing sectional basis upon which Unite is operating and which we feel is obstructing our ability to move forward in unity at the workplace, and weakening the Union. This situation is also unlawful, recognising that the Unite rule book is now in force.

We therefore call upon conference to ensure that immediate action is taken by senior employees to merge the membership of the two former sections and to create the unified workplace branches, which we have been promised for so long, without further delay.

We recognise that this will call for sectional and self interest to be put aside and believe that, in any event, neither has a place in the new Union which we are trying to create.

Wales Regional Committee

271.

A United Unite - If we are to hold Branch Officer elections can they please be open to all Unite members and not just T&G section members only (Rule 10). T&G/Amicus sections should no longer exist.

Wales/ 93 Branch

272.

We request the policy conference set a clear completion date for workplace branches. We have talked about this for too long and we now need to move as quickly as possible.

There should no longer be two sections of this union. Especially in the same workplace as it hinders our ability to operate especially at ballot level.

West Midlands/ 647 Michelin Branch

vii) Membership Data/Membership Equality Audit

273.

This conference believes that Equality Audits are essential across the whole of Unites membership.

All delegates to conferences, committees, branch officers and workplace representatives should be asked to complete an equalities form. This also needs to be extended across the whole of the membership.

Whilst we understand the membership systems are not yet compatible and so a complete proportionality breakdown is not available through the systems, we believe the next all membership mailing, and all subsequent membership mailings should all include an equalities form to allow the union to get true proportionality figures across the union as a whole and ensure equalities are at the heart of the union's agenda.

North West/ Merseyside Area Activists Committee

274.

This Conference calls on the Executive Council to support a call for cleaner data and accurate annual audits of Officers staff and membership of Unite The Union.

We call on a suspension of all ballots in relation to the General Executive and General Secretaries elections until both joint General Secretaries and Chairperson and Vice Chairperson of Unite the Union agree the Membership numbers are accurate and that a full data cleaning exercise has been completed.

Scotland/ Vehicle Building & Automotive Regional Industrial Sector Conference

viii) Democratic Structures of Unite

275.

This conference is concerned that Unite may try to cut away at the TGWU Principle of being a lay led union. We demand an assurance that Unite will be lay led. As employees we are dictated to by our employers. We become activists so that we can empower ourselves and give our colleagues a say in how things are run to give GS some self determination.

It is vital that members have the ultimate say in what action is taken in the workplace, union advice from our higher officers, not instruction.

We know our workforce and workplace better than anyone. We became activists because we were sick of being told what to do Unite should advise, not instruct us.

South East/ 2/36 Branch

276.

This Conference deplores the erosion of democracy within the union since the amalgamation.

Conference demands a return to the true lay democratic agenda promised.

West Midlands/ 5/998 ex-Lock and Metal Branch

ix) Childcare Expenses

277.

The Unite Policy Conference calls on the EC to adopt a childcare policy with the recognition that equality of access to its representative structures is fundamental to developing inclusive policy and industrial strategies throughout the union.

The policy will cover the democratic structures of the union, specifically the industrial, regional and equality structures and the EC, it further covers education courses.

In order to encourage diversity of participation in its structures, Unite will adopt a policy that is widely communicated, to ensure the practices of the union are improved to recognise the care responsibilities that Unite members may have, and to ensure Unite members are aware that Unite is committed to support their involvement in the union through its democratic structures.

In order to facilitate active participation of Unite members with primary caring responsibilities for children and other family members with care requirements, all Unite officers and staff will endeavour to ensure Unite meetings take place during weekdays, and that paid release from employers is obtained for participants. Further, that where possible, meetings will take place at a local or central venue.

Unite will only provide child care facilities where it is not possible for children to be cared for at home, care will only be provided by registered child carers and where the health and safety of the care provided for those children can be assured.

Unite will reimburse carer expenses covering an hourly payment of £6 payable for each occasion of child care where the services of a registered childminder are used where a receipt is provided. This is above the minimum wage and demonstrates Unite's commitment to the elimination of poverty through wages.

Unite will reimburse carer expenses at full cost for registered carers of disabled children or other family members where the member has primary care responsibility and a receipt is provided.

Rates charged by registered childminders are variable throughout the United Kingdom. A well-recognised source of guidance is the National Childminding Association (NCMA).

: <http://www.ncma.org.uk/>

North West/ Regional Women's Committee

x) Area Activists Meetings

278.

The current structure of the area activists meeting restricts involvement and prohibits anyone unable to attend the Inaugural meeting from becoming involved in campaigning for the union.

We call upon conference to expand the area activists meeting to allow all Unite reps attend the area activists meetings.

This would maximise the number of activists for campaigning purposes and gives all reps the opportunity to become involved in activities outside of their workplace.

Expanding the Area Activists meeting would allow those reps who were not able to attend the inaugural meeting to be involved in decision making and campaigning within their area and would open up the meetings to newly elected reps, this would ensure our union uses the full resources at its disposal.

Committees formed previously would be unaffected and remain constituted until the requirement for re-election occurs.

North East, Yorkshire and the Humber/ Grimsby AAC

xi) Recording of Votes

279.

This Conference congratulates the Unite Executive Council in demonstrating its determination and ensuring its “accountability” to the membership of Unite; in recording the vote where necessary of both the Executive Council and the F&GPC of our union.

This Conference re-affirms this as the policy of the union ensuring lay member accountability.

North West/541 Branch

xii) Union Education

280.

That all training courses for activists and branch officials should be funded by a central education fund, so that full training can be given to all, without loss of earnings.

At present, some employers will only pay shift workers for hours they would have been at work.

ie Night shift workers do not get paid at all for day courses and assuming the course runs from 10-4pm 6-2pm shift worker only gets 4 hours pay and 2-10pm shift worker 2 hours who is then expected to complete their normal shift.

East Midlands/ 474 Branch

281.

This conference calls on the EC to support the union to ensure education is kept in-house and courses be delivered by Unite lay tutors, in delivering our policies, education and learning reps a programme that we believe if delivered out with Unite would be detrimental to the aims and goals of the union.

Scotland/ Civil Air Transport Regional Industrial Sector Committee

xiii) Annual Skilled Membership Card

282.

This Conference calls upon the Executive Council to re-introduce the Annual Skilled Membership Card, so that the card represents a true meaning of membership, which would also help both stewards and officers as well as the membership department.

North West/Manchester Central 0604 Branch

xiv) Branch Correspondence

283. :

All branch correspondence sent to the Executive Council, General Secretaries and all other officers of the Union must receive a response within ten working days of receipt to allow for inclusion in the business at the next branch meeting.

North East, Yorkshire & the Humber/ Sheffield 2 Branch

xv) Support for/representation of members.

284.

This Conference calls upon Unite to ensure that it provides its union representatives with training to a standard that equips new representatives with the ability to support members in an effective and professional way, secondary, that there is a range of in-depth course that permit experienced representatives to continue their development as representatives, be trained on new issues and maintain their enthusiasm for the role.

**East Midlands/ Vehicle Building And Automotive Regional Industrial Sector
Committee**

285.

A particular growth area for our Union is the many individual new members working in jobs such as the security sector, sales representation and home work employment where there is no fixed workplace or geographical location, little contact with other employees and therefore no workplace group. These members can feel isolated and unsupported particularly when experiencing employment difficulties.

We call upon the EC to identify the percentage of individual members within the union without a workplace group and look at methods to improve our communication and to support these members.

London & Eastern/ East London 0338 Branch

286.

This Conference proposes that the Union concentrates on supporting the grass roots membership and appoint full time officers to give support before making commitments to overseas Unions. In order to do this we must carry out a complete census of Union members.

South East / Isle of Wight Engineering 3211M Branch

287.

This Conference instructs the Executive Council to ensure that when members are to be placed on a list for possible redundancies or made redundant that a full-time officers makes themselves available to attend and to make representation on behalf of members at the sites where redundancies are taking place.

South East/ Weybridge 8/G 3335M Branch

288.

This conference is appalled that Unite still fails to give explicit instructions to its Workplace Representatives and Officers in respect to providing representation.

This conference believes that the current guidance in respect of providing representation to members is woefully Inadequate and is concerned that members within the various sectors of Unite are experiencing inconsistent treatment depending on local practices.

This policy conference demands clear guidelines in respect of presentation at formal meetings in order that our existing members are not disadvantaged by the systems in place.

Conference calls for clarity to be provided and suggests guidelines should be produced confirming:

- New members should be provided with advice only in respect of pre-existing issues
- Only when a member has paid one month's subscription and the issue relates to a situation that occurred post membership [should representation be provided.
- Any exceptions which breach these guidelines should be agreed by the National Officer or Regional secretary.
- All workplace Representatives and officers must check for valid membership prior to attending a formal meeting with a member.

South West/ Finance & Legal Regional Industrial Sector Committee

xvii) Campaigning in Communities

289.

This Union recognises that for the challenges ahead for the Labour Movement that UNITE and other Trade Unions need to engage with the community and campaigning bodies, in particular encourage affiliation of UNITE branches to Trade Councils and Labour Movement education bodies such as the Marx Memorial Library.

To –

- Build support
- Encourage knowledge of the Labour Movement and its history – this experience and education can equip both Trade Unions representatives and community campaigns.

This Union recognises our society and the communities we engage with are very diverse and for our work and campaigns we need to be inclusive; that in particular Trade Councils reflect the change in our society and the equality strands. That outreach and knowledge of our movement needs to be done within the BAEM, Disabled, LGBT communities and Women organisations.

As part of this process this Union agrees to –

- Continue to encourage UNITE Branches to affiliate to Trade Councils and be active in those Trade Councils
- To encourage UNITE branches to join Labour Movement education bodies such as the Marx Memorial Library

And

- Ask Branches to consider the make-up of delegations to Trade Councils and bodies so that they reflect the membership
- And put forward motions to their Trade Councils and other campaigning bodies or Labour Movement bodies – to request they have officers for the Equality strands – specifically individual posts of Women’s Officer, LGBT Officer, Disabled Officer and BAEM Officer – noting that these communities are still underrepresented and face discrimination and that these posts can enhance their work within local communities.
- Or where appropriate that bodies have reserved places / seats on their Executive Committees for these specific equality strands.

London & Eastern/ Lesbian, Gay, Bisexual & Transgender Regional Committee

xviii) Retired Members

290.

The retired members association as it is at present needs to have better support from the Executive Council. Retired members have the experience, time and awareness of the needs in retirement. An active part in the branches to be widely encouraged by publicity in Unite’s Journals and publications of this important role.

South East/ 9831M Branch

xix) Executive Council Minutes

291.

This Conference notes with concern that at the end of March 2010 the most recent minutes of the Unite Executive Council circulated to branches & posted on the Unite website are those of the 11 June 2009 meeting.

Since that meeting last June there have been four or five meetings of the EC and this is simply not acceptable practise in a democratic organisation.

Therefore this Conference instructs the EC to ensure that their minutes, once approved at the subsequent meeting, are disseminated to the membership by being posted on the Unite website within one week of such approval.

Ireland/ Education Regional Industrial Sector Committee