

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

1. POLICY CONFERENCE PROGRESS OF BUSINESS.....	5
2. COMPOSITES DEBATED AT CONFERENCE.....	13
Composite 1 - Manufacturing	13
(Incorporating Motions 1-3, 5-13).....	13
Composite 2 - Energy.....	16
(Incorporating Motions 17 & 18).....	16
Composite 3 – Nationalisation	16
(Incorporating Motions 20-22)	16
Composite 4 - Science Education and Research	16
(Incorporating Motions 4, 23-25)	16
Composite 5 - Economic Strategy	18
(Incorporating Motions 26 & 27).....	18
Composite 6 - Maximum/Minimum Wage	19
(Incorporating Motions 33, 34 & 36).....	19
Composite 7 - Youth Fight for Jobs.....	20
(Including Motions 40 & 41).....	20
Composite 48 - Integrated Public Transport & Free Transport.....	20
(Incorporating Motions 245-246)	20
Composite 45 - Public Services & Social Policy.....	22
(Incorporating Motions 225-227)	22
Composite 46 - Welfare State	22
(Incorporating Motions 239-240)	22
Composite 44 - Defending Public Services	23
(Incorporating Motions 213-224)	23
Composite 47 - Fuel Poverty	26
(Incorporating Motions 241-242)	26
Composite 22 - Organising & Recruitment	26
(Incorporating Motions 108,109,116 & 112).....	26
Composite 23 - Young Workers	27
(Incorporating Motions 113-115)	27
Composite 24 - Relations with other Trade Unions.....	28
(Incorporating Motions 117 & 118).....	28
Composite 9 - Repeal of Anti-Trade Union Laws.....	29
(Incorporating Motions 46 – 51)	29
Composite 10 - The People’s Charter	31
(Incorporating Motions 54-56)	31
Composite 11 - Trade Union Freedom Bill	32
(Incorporating Motions 57 & 58).....	32
Composite 12 - Statutory Redundancy Pay	33
(Incorporating Motions 60, 61, 63-65, 68, 70-71 & 73)	33
Composite 13 – Statutory Redundancy Information & Consultation	35
(Incorporating Motions 66,67 & 74).....	35
Composite 14 – European Court of Justice Decisions	35
(Incorporating Motions 75 & 76).....	35
Composite 15 – Working Time Directive	36
(Incorporating Motions 77-79)	36
Composite 17 – Hostile Takeovers	36
(Incorporating Motions 86-89)	36
Composite 18 – Right to Work/Self Employed.....	37
(Incorporating Motions 90 & 91).....	37
Composite 19 – Agency Labour	37
(Incorporating Motions 94-95)	37
Composite 20 – Victimisation of Trade Unionists	38
(Incorporating Motions 102–104)	38
Composite 35 - Palestine	39
(Incorporating Motions 169-172)	39

Composite 36 – Latin America	41
(Incorporating Motions 173-175)	41
Composite 37 – Global Trade Union	43
(Incorporating Motions 178-181)	43
Composite 25 – Migrant Workers in Britain and Ireland	44
(Incorporating Motions 120-123)	44
Composite 26 – Domestic Abuse/Violence Against Women	46
(Incorporating Motions 127 & 128).....	46
Composite 27 – Disabled Members	47
(Incorporating Motions 133,135,137-140)	47
Composite 28 – BAEM Members.....	50
(Incorporating Motions 141-143)	50
Composite 29 – LGBT Members.....	51
(Incorporating Motions 145-147 & 150).....	51
Composite 30 – Equalities Training and Development	54
(Incorporating Motions 130,134 & 144).....	54
Composite 38 – Climate Change.....	55
(Incorporating Motions 183-185)	55
Composite 40 - Searchlight/Hope not Hate	56
(Incorporating Motions 199 & 200).....	56
Composite 39 – Health and Safety.....	56
(Incorporating Motions 190-193)	56
Composite 49 – Policy Conference.....	57
(Incorporating Motions 247-248 & 251).....	57
3. EXECUTIVE COUNCIL STATEMENTS.....	58
Executive Council Statement Statement on Israeli Naval Outrage.....	58
Executive Council Statement on Workers Co-operatives.....	58
(Covering Motion 29).....	58
Executive Council Statement on CSEU 35-Hour Week Campaign.....	59
(covering Motions 80-83)	59
Executive Council Statement – Pensions	60
(Incorporating Comp 31, Comp 32, Comp 33, Motion 157 & 160)	60
Executive Council Statement on Peace and Disarmament	62
(covering Motions 163 – 167).....	62
Executive Council Statement – Unite and the Labour Party	63
(covering Comp 41 (202; 203) Comp 42 (52; 201; 204) Comp 43 (206; 207)	63
Executive Council Statement on Administration & Membership Services	65
(covering Motions 44, and 247-291).....	65
Motion 11 – Protecting High Tech Jobs	68
Motion 16 – Manufacturing and Economic Policy in Ireland	68
Motion 15 – Civil and Nuclear Programme Jobs	69
Motion 14 – Energy Cost and Manufacturing.....	70
Motion 136 – Procurement.....	70
Motion 19 – Renewable Energy	71
Motion 35 – European Minimum Wage Policy	71
Motion 32 – Fair Taxation.....	72
Motion 31 – Employer’s NI Contributions	73
Motion 37 – Home Workers.....	73
Motion 38 – Government Training Fund.....	74
Motion 39 – Employment for Young People.....	74
Motion 45 – Full Employment.....	74
Motion 244 – Public Transport	75
Motion 236 – Student Fees and Education.....	76
Motion 231 – Mental Health.....	76
Motion 233 – Jersey Health Agreements.....	76
Motion 237 – Community Services	77
Motion 238 – Volunteering.....	77
Motion 230 – Public Sector Pay Freezes	78

Motion 234 – Health (Republic of Ireland)	78
Motion 228 – Competitive Tendering	78
Motion 235 – Funding for Further and Adult Education	79
Motion 229 – Care Homes	79
Motion 232 – Dirty Hospitals	79
Emergency Motion on Palestine	80
Motion 62 – Redundancy Protection Fund	80
Motion 72 – Outsourcing Redundant Posts	80
Motion 59 – Positive Right to Strike	80
Motion 101 – Justice for Shrewsbury Pickets	81
Motion 155 – Women and Pensions	82
Motion 160 – Pension Trustees	82
Motion 162 – Adequate Pensions in Ireland	83
Motion 168 – Afghanistan	83
Motion 177 – EU Trade in Service Agreements	83
Motion 176 – Withdrawal from the EU	84
Motion 132 – Unite Charter for Women	84
Motion 119 – Moroccan Migrant Workers in Gibraltar	85
Motion 124 – BAEM Discrimination in Employment	85
Motion 125 – Equalities Legislation	86
Motion 126 – Equality Bill and Pay Audits	86
Motion 151 – People Trafficking	86
Motion 149 – Sexualisation of Children	87
Motion 131 – Hate Crime	87
Motion 148 – Revised Cotonou Agreement	88
Motion 182 – Climate Change and Forestry	89
Motion 187 – Climate Change and Aerospace	89
Motion 186 – Green Skills	90
Emergency Motion – Labour Party Leadership	91
Motion 198 – UAF	91
Motion 210 – Civil Liberties	92
Motion 211 – Morning Star	92
Motion 209 – Devolved Administrations	93
Motion 188 – Pleural Plaques	93
Motion 197 – Introduction of Fit Notes	94
Motion 194 – Employers Liability Insurance	94
Motion 195 – Women and the Menopause	95
Motion 196 – Paid time off for Health Screening	95
Emergency Motion – Anonymity for Alleged Rape Perpetrators	96
Motion 44 – Corporate Social Responsibility Charter	96
Motion 111 – Organising Recruitment and Retention	96
Motion 252 – Union Benefits and Contributions	96
Motion 256 – Driver Care	97
Motion 263 – Allocation of Members to Industrial Sectors	97
Motion 273 – Membership Data/Membership Equality Audit	97
Motion 276 – Democratic Structures of Unite	98
Motion 277 – Childcare Expenses	98
Motion 278 – Area Activists Meetings	99
Motion 279 – Recording of Votes	99
Motion 280 – Union Education	99
Motion 282 – Annual Skilled Membership Card	99
Motion 283 – Branch Correspondence	100
Motion 284 – Support for/Representation of Members	100
Motion 286 - Support for/Representation of Members	100
Motion 287 - Support for/Representation of Members	100
Motion 288 - Support for/Representation of Members	100
Motion 290 – Retired Members	101
Motion 291 – Executive Council Members	101

1. POLICY CONFERENCE PROGRESS OF BUSINESS

Monday 31st May

Decision	Agenda Subject	
Adopted	Chairs Address Adoption of Standing Orders	
Adopted	Demonstration of electronic voting Report of Standing Orders Committee	
Carried	Obituaries Emergency EC statement against Israeli attack on aid ship for Palestine Executive Council Report Joint General Secretary's address – Tony Woodley	
	Manufacturing Debate	
Carried	Composite 1 Manufacturing	
Carried	Motion 11 Protecting High Tech Jobs	West Midlands/Coventry ACC
Carried	Motion 16 Manufacturing & Economic Policy in Ireland	Irish Executive Committee
Carried	Motion 15 Civil & Nuclear Programme Jobs	East Midlands/Rolls Royce Nuclear Power Branch
Carried	Motion 14 Energy Costs & Manufacturing	East Midlands Chemical, Pharmaceutical Process and Textiles RISC
Carried	Motion 136 Procurement	London & Eastern 1971 Remploy Branch
Carried	Composite 2 Energy	
Carried	Motion 19 Renewable Energy	Inverness Area Activist Committee
Carried	Composite 3 Nationalisation	
Carried	Composite 4 Science Education & Research	
	The Economy Debate	
Carried	Composite 5 Economic Strategy	
Carried	Composite 6 Maximum/Minimum Wage	
Carried	Motion 35 European Minimum Wage Policy	Electrical Engineering & Electronics NISC
Carried	Composite 7 Youth Fight for Jobs	
Remitted	Composite 8 Right to Work Campaign	
Carried	Executive Council Statement	Workers Co-ops
Withdrawn	Motion 29 Worker's Coops	South West 2/248 Branch
Carried	Motion 32 Fair Taxation	Scotland 126 Branch
Carried	Motion 31 Employer's NI Contributions	North East – Bradford 2(0130) Branch
Remitted	Motion 30	Wolverhampton 0758m Branch

	Financial Crisis	
Remitted	Motion 28 Credit Unions	North West Levers 704 Branch
Carried	Motion 37 Home Workers	London & Eastern South Eastern Engineer Surveyor MO371 Branch
Carried	Motion 38 Government Training Fund	North East – APMS RISC
Carried	Motion 39 Employment for Young People	South West – Southern Parcels 30900 Branch
Carried	Motion 45 Full Employment	North East – CYWU-32 Branch
	Transport Debate	
Carried	Composite 48 Transport	
Carried	Motion 244 Public Transport	Passenger Transport NISC
	Public Services Debate	
Carried	Composite 45 Public Services & Social Policy	
Carried	Composite 46 The Welfare State	
Carried	Motion 236 Student Fees & Education	Education NISC
Carried	Motion 231 Mental Health	North West/ Workington Branch
Carried	Motion 233 Jersey Health Agreements	South West/Jersey Activists Committee
Carried	Motion 237 Community Services	L E/ Community & NfP RISC
Carried	Motion 238 Volunteering	L E/ North London Voluntary 1/785 Branch

Tuesday 1st June

Decision	Agenda Subject	
	Public Services	
Carried	Composite 44 Defending Public Services	
Carried	Motion 230 Public Sector Pay Freeze	Wales/72 Branch
Carried	Motion 234 Health (Republic of Ireland)	Ireland/Health RISC
Carried	Composite 47 Fuel Poverty	
Carried	Motion 228 Competitive Tendering	Edinburgh Voluntary Sector 7/148 Branch
Carried	Motion 235 Funding for Further & Adult Education	NW/Merseyside Community 0282 Branch
Carried	Motion 229 Care Homes	South East/Southampton Cab 621 Branch
Carried	Motion 232 Dirty Hospitals	North West/ Health RISC
Carried	Emergency motion on Palestine	GPM National Industrial Sector Committee
	Organising Debate	

Carried	Composite 22 Organising and Recruitment	
Remitted	Motion 110 Lack of Organising Strategy	London & Eastern 1/667 Branch
Carried	Composite 23 Young Workers	
Carried	Composite 24 Relations with other Trade Unions	
	Employment Rights Debate	
Carried	Composite 9 Repeal of anti-trade union laws.	
Remitted	Motion 53 Repeal of anti-trade union laws.	Wales/Swansea 0901 Branch
Carried	Composite 10 People's Charter	
Carried	Composite 11 Trade Union Freedom Bill	
Carried	Composite 12 Statutory Redundancy Pay	
Carried	Motion 62 Redundancy Protection Fund	Ireland/3/12 Branch
Carried	Motion 72 Outsourcing Redundant Posts	South West/ 0901M Branch
Carried	Composite 13 Statutory Redundancy Information & Consultation	
Carried	Composite 14 ECJ Decisions	
Carried	Motion 59 Positive Right to Strike	L&E IT RISC
Carried	Composite 15 Working Time Directive	
Carried	Composite 17 Hostile takeovers	
Carried	Composite 18 Right to Work/self employed	
Carried	Composite 19 Agency Labour	
Carried	Composite 20 Victimisation of trade unionists	
Carried	Motion 101 Justice for Shrewsbury Pickets	Construction NISC
Carried	Executive Council Statement	CSEU 35 hour week campaign
Remitted	Composite 16 35 hour week campaign	

Wednesday 2nd June

	Nominations for SOC 2012	
	Pensions Debate	
Lost	Executive Council Statement	Pensions
Withdrawn	Composite 31 State Pensions	
Remitted	Composite 32 Occupational Pensions	
Remitted	Composite 33	

	Pension Protection Fund	
Remitted	Motion 152 Pensions	East Midlands/Leics & Rutland AAC
Carried	Motion 155 Women and Pensions	South West Regional Women's Committee
Withdrawn	Motion 157 Campaign for viable state funded scheme	East Midlands/5A-1825 Branch
Carried	Motion 160 Pension Trustees	Ireland/Dublin 036M ESPA Branch
Carried	Motion 162 Adequate Pensions in Ireland	Ireland Finance & Legal RISC
	International Debate	
Carried	Composite 35 Palestine	
Carried	Composite 36 Latin America	
	Workers Uniting Film	
Carried	Composite 37 Global Trade Union	
	USW Speaker – Jerry Fernandez	
Carried	Motion 168 Afghanistan	L/E Thameside & London SE 1310 Branch
Carried	Motion 177 EU Trade in Service Agreements	NEYH Keighley 0484 Branch
Lost	Motion 176 Withdrawal from the EU	NEYH /6/1400/5 Branch
	Miami Five Film	
	Adriana Perez & Olga Salaneura, Miami 5 wives - Address	
	Peace & Disarmament Debate	
Carried	Executive Council Statement	Peace and Disarmament
Remitted	Composite 34 Trident & Defence Diversification	
Remitted	Motion 163 Support for the replacement of the UK's nuclear deterrent	Aerospace & Shipbuilding NISC
	Brendan Barber TUC General Secretary – Address	
	Equalities Debate	
Carried	Motion 132 Unite Charter for Women	National Women's Committee
Carried	Composite 25 Migrant Workers in Britain & Ireland	
Carried	Motion 119 Moroccan Migrant Workers in Gibraltar	Gibraltar Branch
Carried	Composite 26 Domestic Abuse Violence Against Women	
Carried	Composite 27 Disabled Members	
Carried	Composite 28 BAEM Members	
Carried	Motion 124 BAEM Discrimination in Employment	London and Eastern BAEM Minority Members Regional Committee
Carried	Composite 29 LGBT Members	
Carried	Composite 30	

	Equalities Training & Development	
Carried	Motion 125 Equalities Legislation	East Midlands/Leicester Education 8909 Branch
Carried	Motion 126 Equality Bill & Pay Audits	South West/Local Authorities RISC
Carried	Motion 151 People Trafficking	South East Regional Committee
Carried	Motion 149 Sexualisation of Children	Scotland Regional Women's Committee
Carried	Motion 131 Hate Crime	Wales/Disabled Members Regional Committee
Carried	Motion 148 Revised Cotonou Agreement	West Midlands/LGBT Committee
Withdrawn	Motion 129 Equalities Policy	North West/LGBT Committee

Thursday 3rd June

	Environment Debate	
Carried	Composite 38 Climate Change	
Carried	Motion 182 Climate Change and Forestry	Rural and Agriculture NISC
Carried	Motion 187 Climate Change & Aerospace	Rolls Royce Derby No 2 (0704m) Branch
Carried	Motion 186 Green Skills	North West Rural and Agricultural RISC
	Deputy General Secretary Address – Jack Dromey	
	Political Debate	
	Address – Harriet Harman	Acting Leader of the Labour Party
Carried	Executive Council Statement	Unite and the Labour Party
Remitted	Composite 41 Selection of Parliamentary Candidates	
Remitted	Composite 42 Accountability of MPs	
Withdrawn	Motion 205 Accountability of MPs	West Midlands Motor Components RISC
Remitted	Composite 43 Winning Back the Labour Party	
Remitted	Motion 208 Labour Party Conference	Scotland/Professional Executive Staffs Branch
Carried	Emergency Motion on the Labour Leadership	South East Regional Committee
Carried	Composite 40 Searchlight / Hope not Hate	
Carried	Motion 198 UAF	East midlands/0168M Branch; NW/Greater IT (9827) Branch
Carried	Motion 210 Civil Liberties	Scotland Voluntary Sector Branch
Carried	Motion 211 Morning Star	London & Eastern Morning Star Chapel
Withdrawn	Motion 212 Flexible Voting	Wales/Energy & Utilities RISC
Carried	Motion 209 Devolved Administrations	Scotland/Health RISC

	Health & Safety Debate	
Carried	Composite 39 Health & Safety	
Carried	Motion 188 Pleural Plaques	East Midlands/Lincolnshire AAC
Withdrawn	Motion 189 Pleural Plaques	East Midlands/Derby Central 1814 Branch
Carried	Motion 197 Introduction of Fit Notes	North West/Liverpool Letters Branch
Carried	Motion 194 Employers Liability Insurance	Ireland/Passenger RISC
Carried	Motion 195 Women and the Menopause	North West/Merseyside Finance 9NW11 Branch
Carried	Motion 196 Paid time off for Health Screening	NEYH/Regional Women's Committee
	Joint General Secretary Address – Derek Simpson	
	The result of the Election of Standing Orders Committee for the 2012 Policy Conference is as follows: East Midlands - Martyn Reuby Ireland - Frances Hourihane London & Eastern - Pete Gillard North East, Yorkshire & Humberside - Dave Allan North West - Dave Rochester Scotland - Ray Stewart South East - Samantha Webster-Moore South West - Joe Conway Wales - Julie Evans West Midlands - Barrie Hartshorn	
Carried	Emergency Motion 2 Anonymity for alleged Rape Perpetrators	London & Eastern Regional Committee
Endorsed	Executive Council Report - Q & A - Joint General Secretaries	
Agreed	Lay Member Expenses	
Carried	Executive Council Statement	Administration and Membership Services
Carried	Motion 44 Corporate Social Responsibility Charter	LE FDT RISC and LE 1393 Branch and SE Hotel and Catering 1647 Branch
Carried	Motion 111 Organising Dedicated Officers	Scotland EPIU Branch
Carried	Composite 49 Policy Conference	
Remitted	Composite 50 Delegates to Policy Conference	
Remitted	Composite 51 Union Contributions	
Lost	Motion 252 Union Benefits & Contributions	East Midlands Nottingham 0713 Branch
Remitted	Composite 52 Unite Branches & Workplaces	
Remitted	Motion 266 Integration of Branches Workplace Groups	NW North and East Manchester Health Service 0140M Branch
Fell	Motion 268 Integration of Branches Workplace Groups	SW 0916M Branch
Lost	Motion 256 Driver Care	SE RTC RISC

Remitted	Motion 257 Comprehensive Benefits	WM Cannock 0194 Branch
Remitted	Motion 258 Communication with members	Scotland 0349 Branch
Remitted	Motion 259 Communication with Members	Scotland IT & Communications RISC
Remitted	Motion 260 Shop Stewards	LE 1/1228 Branch
Remitted	Motion 261 Shop Stewards	Scotland Passenger RISC
Remitted	Motion 262 Integration of Unite	Wales CAT RISC
Lost	Motion 263 Allocation of members to industrial sectors	NW Passenger Transport RISC
Lost	Motion 273 Membership data/Membership Equality Audit	NW Merseyside AAC
Remitted	Motion 274 Membership data/Membership Equality Audit	Scotland VBA RISC
Fell	Motion 275 Democratic Structures of Unite	SE 236 Branch
Lost	Motion 276 Democratic Structures of Unite	WM 5998 ex-lock and metal branch
Carried	Motion 277 Childcare expenses	NW Regional Women's Committee
Carried	Motion 278 Area Activists Meetings	NEYH Grimsby AAC
Carried	Motion 279 Recording of votes	NW 541 Branch
Lost	Motion 280 Union Education	EM 474 Branch
Remitted	Motion 281 Union Education	Scotland CAT RISC
Lost	Motion 282 Annual Skilled Membership card	NW Manchester Central 0604 Branch
Lost	Motion 283 Branch Correspondence	NEYH Sheffield 2 Branch
Carried	Motion 284 Support for/representation of members	EM VBA RISC
Remitted	Motion 285 Support for/representation of members	LE East London 0338 Branch
Lost	Motion 286 Support for/representation of members	SE Isle of Wight Engineering 3211M Branch
Lost	Motion 287 Support for/representation of members	SE Weybridge 8/G 3335M Branch
Carried	Motion 288 Support for/representation of members	SW Finance and Legal RISC
Fell	Motion 289 Campaigning in Communities	LE LGBT Regional Committee

Carried	Motion 290 Retired Members	SE 9831M Branch
Carried	Motion 291 Executive Council Minutes	Ireland Education RISC
	Matters not dealt with	
	The following motions were not dealt with by the policy conference and will be remitted to the Executive Council for their consideration:	
	Composite 21 Fighting back union	
	Motion 106 Fighting back union	NEYH/S Yorkshire Area Activists Committee
	Motion 100 TUPE	Scotland Finance & Legal RISC
	Motion 92 STWCS	Bolton 0121 Branch
	Motion 84 Collective Bargaining	L E/ GPM RISC
	Motion 85 Mediation	East Midlands/Education RISC
	Motion 93 Works Councils	NEYH/VBA RISC
	Motion 96 Remuneration	Ireland/RoI APMS RISC
	Motion 97 Zero Pay	NEYH/Finance & Legal RISC
	Motion 98 Tax Relief on Union Contributions	South West/Gloucester 9712 Branch
	Motion 99 Time off for lifelong learning	Scotland/Aberdeen Education 0300 Branch
	Emergency Motion 1 Labour Party	LE/West London General Branch 0974

2. COMPOSITES DEBATED AT CONFERENCE

Composite 1 - Manufacturing (Incorporating Motions 1-3, 5-13)

CARRIED

Conference congratulates the EC 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 decline in the manufacturing sector 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, 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 is to compete in a global economy. The credit crunch, has proven beyond doubt that you cannot run a modern economy on services alone.

The UK economy has also seen a decline in full time skilled employment, and many of those jobs have been replaced with low skilled, low paid jobs, 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. Conference notes that the drive to offshore manufacturing is leading to the deskilling and widespread underemployment of manufacturing workers in part time temporary work.

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

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.

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. 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.

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.

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.

Conference calls on the Executive Council to support our members in the defence industry. Defence makes a very substantial contribution to wealth creation, Britain's GDP and balance of payments. 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 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.

We should not allow our companies and jobs in Britain's defence industry to be sacrificed by purchasing complex defence equipment from abroad. Investing in defence spending can help Britain's economic recovery. Unite believes that the UK's defence industry is a key source of wealth and job creation.

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

1. Give industrial support and improved employment rights and raise the profile and importance of manufacturing in the United Kingdom;
2. 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.
3. A short-time working subsidy similar to Germany to keep skilled workers in employment and to stop the breakup of skilled workforces.
4. Provide more pro-active support, aid and interventionist action by the UK Government.

5. Control the Bank of England and effect changes to interest rates policy to benefit manufacturing rather than the banks.
6. Control the export of capital for investment abroad, and introduce restrictions on the transfer of profitable production from the UK to cheaper locations elsewhere.
7. Support a reduction in the cost of energy that will create a level playing field with our European colleagues. 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.
8. Provide assistance for re-training, re-skilling and training for all workers facing short time working or unemployment.
9. 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.

This Conference calls on the Executive Council to campaign:

- a) 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.
- b) To 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.
- c) To prevent companies outsourcing and relocating its business overseas and 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 MPs to condemn company's that close plants in Britain to move production abroad.
- d) To intervene to support domestic production in key industries where they are unfairly exposed to low cost competition from overseas.
- e) 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; award procurement contracts to UK manufacturing industries and support manufacturing in Britain, through effective public procurement measures to ensure the public sector supports and purchases from domestic industries and services.
- f) Lobby any future government and other key stakeholders for sustained investment in the UK Defence Industry and to widen the scope of the defence industrial strategy to include metals.
- g) EC to use all its power and influence to halt the current decline in Scottish manufacturing.
- h) To defend 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 and create a genuine supplier base within the UK to support manufacturing in the Motor Industry.
- i) For the state owned banks to be required to provide rapid assistance and easier credit to those companies including SME's who need investment and urgent help.
- j) Campaign against racism in our communities as an integral part of our campaign to defend manufacturing.
- k) To use all its power and influence to halt the current decline in Scottish manufacturing.

We therefore call upon the Executive Council to:

- Mount a Unite initiative for the entire trade union movement to campaign for the future of manufacturing.
- Campaign with the Unite Parliamentary Committee to urge the government to

pass legislation to bring about parity with our European partners.

- 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.
- Unite to demand that all members of the Unite Parliamentary Group commits to this policy and that Unite delegates to CLPs lobby their MPs and party structures.

Proposed by: Ged Dempsey
Seconded by: Chris Grimshaw

GPM NEYH
Servicing & General Industries EM

Composite 2 - Energy (Incorporating Motions 17 & 18)

CARRIED

This Conference supports a balanced energy policy which includes coal, Renewable and Nuclear.

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

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.

Proposed by: Terry Brown
Seconded by Gary Hogston

Local Authorities L&E
Energy & Utilities NW

Composite 3 – Nationalisation (Incorporating Motions 20-22)

CARRIED

This Conference calls upon a future UK 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.

This conference demands this union campaigns for 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. With the fall of the Corus Steel Works at Redcar we call on the union to approach the government to nationalise the steel industry as being in foreign ownership we can see a great industry in the future going to the wall.

Proposed by: John Curr
Seconded by: formally seconded from the floor

Metals NEYH

Composite 4 - Science Education and Research (Incorporating Motions 4, 23-25)

CARRIED

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

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.

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-ordinating and articulating a scientist perspective.

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.

Conference calls on the Unite Executive Council to:

- Campaign and lobby government and industry to increase incentives, funding and investment in research and development to maintain the UK's reputation for scientific excellence;
- Ensure the importance of manufacturing to the UK economy is supported by government policy and action and the UK's long term competitiveness in an increasingly knowledge driven economy.
- Lobby the government 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.
- 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.

Conference demands that governments of Britain and Ireland have agendas for manufacturing that include:

- a) 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

- b) Schools and universities to have more resources designed to get more students into science-based subjects.
- c) Private companies encouraged having partnerships with the education community to enhance an advanced Manufacturing Sector.

Proposed by: Tam Mitchell

Aerospace & Shipbuilding Scotland

Seconded by: formally seconded from the floor

Composite 5 - Economic Strategy (Incorporating Motions 26 & 27)

CARRIED

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

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.

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.

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.

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 regulate the operations of the City of London. Conference calls for the re-investment of profits into our productive economy, industry and public services.

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.

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.

Proposed by: Leonie Cooper
Seconded by: formally seconded from the floor

CYW and Not for Profit L&E

**Composite 6 - Maximum/Minimum Wage
(Incorporating Motions 33, 34 & 36)**

CARRIED

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.

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

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.

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.

This Conference agrees that Unite will support campaigns for a High Pay Commission and will lobby for a National Maximum Wage.

Proposer: Linda Somerville
Seconded by: formally seconded from the floor

Finance & Legal Scotland

Composite 7 - Youth Fight for Jobs (Including Motions 40 & 41)

CARRIED

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. 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 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 seen £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.

**Proposed by: Lindsey Adams
Seconded by: Andrew Clayworth**

**Finance and Legal NW
Health EM**

Composite 48 - Integrated Public Transport & Free Transport (Incorporating Motions 245-246)

CARRIED

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.

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 costs 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 expanded 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).

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.

This conference agrees to:

- 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.

Proposed by: Peter Gillard

IT & Comms L&E

Seconded by: formally seconded from the floor

Composite 45 - Public Services & Social Policy (Incorporating Motions 225-227)

CARRIED

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.

Conference asks 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.

Conference calls on Unite the Union to oppose all outsourcing and privatisation of local authority work and actively campaign for the 'taking back into public ownership' of all previously outsourced local authority contracts.

Proposed by: Patrick Bond

Health Ireland

Seconded by: formally seconded from the floor

Composite 46 - Welfare State (Incorporating Motions 239-240)

CARRIED

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.

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 union 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.

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.

Proposed by: Sean McGovern
Seconded by: Anne Ralston

CYW and Not for Profit L&E
Passenger Scotland

Composite 44 - Defending Public Services (Incorporating Motions 213-224)

CARRIED

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.

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 prematurely 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.

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 provision and maintenance, and care and welfare for the young, the elderly, and mentally and physically handicapped, whilst bankers continue to be paid huge bonuses.

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.

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.

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.

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.

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 it's planning at least 50% cuts in staffing level next financial year. We ask the union to call upon the Government to provide assurances that local services will be protected at all levels, with particular "emphasis on working to protect the most vulnerable in our communities."

In light of the announcements by all 3 main political parties to cut public spending after the next election, Conference calls on the Executive Council to defend the public sector and oppose privatisation/ outsourcing in any form. Furthermore, we ask that the EC 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.

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 led 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 was an attack on our members even before the Tories set foot in number 10.

To this end, we call upon the Executive Council 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.

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.

This conference therefore resolves:

1. 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.
2. 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 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, while not limiting our own campaign where other organisations do not fully share our policies.
3. 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.
4. 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'.
5. To stop the proposed cuts in local government jobs and services that will put thousand of people on the dole causing major problems for vulnerable people, young, old and the infirm..
6. To oppose privatisation, the contracting out of public services to the private sector, the use of PFI to fund such services, social enterprise, and "marketisation" and fragmentation in the public sector, recognising that this agenda leads directly to worse public services and undermines universal access.
7. To support members taking whatever action is necessary to protect and defend public services and associated jobs.

8. 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.

Proposed by: Pat McCourt
Seconded by: Bronwen Handyside

Local Authorities NEYH
CYW and Not for Profit L&E

Composite 47 - Fuel Poverty
(Incorporating Motions 241-242)

CARRIED

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.

Proposed by: Tim Davison
Seconded by: formally seconded from the floor

Energy & Utilities SE

Composite 22 - Organising & Recruitment
(Incorporating Motions 108,109,116 & 112)

CARRIED

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 calls upon the Executive Council to review, develop and refine our organising strategy on a regular basis to ensure that the union remains focussed on sustainable growth and exploits all opportunities. 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. This includes more regional input into organising targets and a more co-ordinated approach between organisers and activists where stewards may already exist in a 100% target area.

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.

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 NEC 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 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.

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.

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.

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. 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.

Proposed by: Andrew Clayworth
Seconded by: Ian Philips

Health EM
RTC SW

Composite 23 - Young Workers (Incorporating Motions 113-115)

CARRIED

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.

Conference calls upon the EC 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.

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.

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.

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.

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.

We call upon 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.

Proposed by: Dave Walker
Seconded by Steve Miller

DRFW NEYH
Metals NEYH

Composite 24 - Relations with other Trade Unions (Incorporating Motions 117 & 118)

CARRIED

Conference continues to be extremely concerned by the actions and intention of other trade unions (TUC affiliates) who work with employers to undermine Unite's organizing

strategy and threaten our union's influence in organising workers in particular across the retail distribution sector.

There is substantial evidence both with the General Secretaries, having been placed before the Executive Council which identifies those unions and their actions. This has resulted in the employers de-recognising Unite, handing recognition to other TUC affiliates and 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 organisation.

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, we insist our members remain our members with Unite committed to ensuring continued recognition
2. that affiliated trade unions will not be allowed with the assistance of the employers to undermine established spheres of influence of Unite or any other affiliate and that we fight any union that threatens the recognition of our members
3. that recognition of legitimate trade unions is established by those workers at that employer and that we condemn the action of any union that seeks sweetheart deals or would rather recruit employers than workers.

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. 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.

Failure on any part in not recognising 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 organise in a union of their choice, and shall insist that the TUC carry out its responsibility for the same.

Proposed by: Kenny Rowe
Seconded by: Trevor Rowlands

RTC NW

Composite 9 - Repeal of Anti-Trade Union Laws (Incorporating Motions 46 – 51)

CARRIED

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.

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.

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 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 EC, 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 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 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.

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.

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 instructs the Executive Council to:

1. 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.
2. Actively campaign for the simplification of the industrial action ballot procedure. Conference accepts that under current circumstances the EC may have to act to avoid possible sequestration of funds as a result of unofficial industrial action, but notes that members in dispute have the right to refuse to work collectively with no legal action being taken against them.
3. Recognise the importance that equality issues play in building up trade union organisation and membership.
4. Prioritise the equalities agenda. This must begin with a strong campaign to secure statutory legislation and rights for trade union equality representatives. Only by ensuring these rights and legislation, will the full potential of the equality representative be utilised.
5. Raise this policy forcefully with the Unite Parliamentary Group.
6. Lobby MPs to introduce legislation to make these decisions legally binding;
7. In similar circumstances instruct the appropriate National Sector to call an emergency meeting of reps on the National Sector Committee to agree a strategy for defending our union;
8. Campaign to change the current employment law regarding employers only having to have a reasonable belief, in order to undertake discipline or dismissal of an employee;
9. Employers should have to produce evidence to justify and substantiate their decisions in the use of discipline up to and including dismissal;
10. Campaign for the rights for workers not to be unfairly dismissed from their employment after they have completed 13 weeks service as opposed to the current situation where, with the exception of discrimination cases, employees are required to have worked 52 weeks before having the right to be treated fairly and reasonably by their employer.
11. Campaign to remove the exemption for small workplaces employing less than 21 employees from securing recognition through the CAC procedures.
12. Campaign that unions are free to negotiate union membership agreements with employers.
13. Campaign that unions are free to decide their own rule books, including policy on industrial action, membership admission and expulsion and union election arrangements.

Proposed by: Nigel Gawthrope
Seconded by: Andrew Clayworth

GPM L&E
Health EM

Composite 10 - The People's Charter (Incorporating Motions 54-56)

CARRIED

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

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.

We call on Conference 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.

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.

Proposed by: Ged Dempsey

GPM NEYH

Seconded by: formally seconded from the floor

Composite 11 - Trade Union Freedom Bill (Incorporating Motions 57 & 58)

CARRIED

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 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.

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.

This Conference 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 MPs 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 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 MPs 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 Great Britain and Northern Ireland.

Proposed by: formally moved from the floor

Seconded by: formally seconded from the floor

Composite 12 - Statutory Redundancy Pay (Incorporating Motions 60, 61, 63-65, 68, 70-71 & 73)

CARRIED

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. 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.

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. 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.

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.

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. Workers should be entitled to statutory redundancy pay from day one of their employment.

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. 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.

We call on this conference to give support to our union's 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.

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

Conference instructs the union:

1. To campaign for an increase in the statutory redundancy payments to include a social package attached to redundancy pay that betters 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;
3. To campaign for improved statutory redundancy rights through both consultation and in relation to the level of compensation;
4. To formulate a policy that legislates that companies should not be allowed to cap redundancy payments;
5. To lobby the government to get the value of the £30K tax free allowance raised to a more acceptable level;
6. To look to seek a reduction in the qualifying period for Statutory Redundancy Pay.
7. 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.
8. To campaign 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.

Proposed by: Chris Grimshaw
Seconded by Chris Morrison

Servicing & General Industries EM
Passenger SW

Composite 13 – Statutory Redundancy Information & Consultation (Incorporating Motions 66,67 & 74)

CARRIED

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.

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 retrain 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 when facing redundancy situations therefore companies still find it financially attractive to move operations abroad.

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.

Conference therefore calls on the Executive Council:

- To lobby government for improved legislation regarding protection and assistance to employees facing redundancy.
- 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.

Proposed by: Moira Elliott

Servicing & General Industries Scotland

Seconded by: formally seconded from the floor

Composite 14 – European Court of Justice Decisions (Incorporating Motions 75 & 76)

CARRIED

Unite the Union deplores 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.

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.

Proposed by: Paul Birkett
Seconded by: formally seconded from the floor

Motor Components WM

Composite 15 – Working Time Directive (Incorporating Motions 77-79)

CARRIED

Conference is appalled at 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 ending of the opt-out as being "a bad deal for Britain."

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

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.
- 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).

Proposed by: Trevor Sterret
Seconded by Douglas Williamson

FDT EM
GPM SE

Composite 17 – Hostile Takeovers (Incorporating Motions 86-89)

CARRIED

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.

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.

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.

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

Proposed by: John Peckham

FDT WM

Seconded by: formally seconded from the floor

Composite 18 – Right to Work/Self Employed (Incorporating Motions 90 & 91)

CARRIED

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.

Proposed by: William Harvey

L&E Construction

Seconded by: formally seconded from the floor

Composite 19 – Agency Labour (Incorporating Motions 94-95)

CARRIED

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.

This Conference seeks the auspices of the Unite 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 Executive Council to make this motion a priority for imminent action.

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.

Proposed by: Gordon Lean
Seconded by: formally seconded from the floor

RTC SE

Composite 20 – Victimization of Trade Unionists (Incorporating Motions 102–104)

CARRIED

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

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 it's shown that our members can expect the full protection of the union if it appears they are victimised.

This Conference moves that the policy of Unite the Union pledges its full support to any Unite representatives who are subject to harassment, victimisation, de-recognition or dismissal for trade union duties or activities.

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

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.

Proposed by: Richard Harris
Seconded by: William Harvey

GPM SE
Construction L&E

Composite 35 - Palestine
(Incorporating Motions 169-172)

CARRIED

This Policy Conference supports the right of the Palestinian people to national self-determination and to the creation of a viable and secure Palestinian state that coexists peacefully with Israel and so supports a negotiated settlement based on justice for the Palestinians.

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.

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:

- reiterates its deep concern at the humanitarian crisis in Gaza
- reiterates its call for an end to the blockade and for a re-opening of the crossings in and out of Gaza
- believes that the policy of isolation of the Gaza Strip has failed at both the political and humanitarian level

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

- condemn the Israeli military aggression and the continuing blockade of Gaza; end arms sales to Israel.
- seek EU agreement to impose a ban on the importing of goods produced in the illegal settlements;
- 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.

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 TUF in Northern Ireland and support and work with campaigns including the Palestine Solidarity Campaign and initiatives such as the Viva Palestina convoy. That UNITE hosts a UNITE for Palestine conference, with invited international speakers, to further develop trade union solidarity action.

Further, this conference calls on the Executive and TUC to:

- oppose Israeli military aggression and call for an immediate end to the blockade of Gaza
- end export trade guarantees to British companies trading with Israel
- demand Israel demolishes the so-called apartheid wall, stop the artificial stranglehold of the economy of the West Bank, and allow free movement of Palestinian civilians.

Proposed by: Tracey Osment
Seconded by: Mike Hedges

Health Ireland
Passenger L&E

Composite 36 – Latin America (Incorporating Motions 173-175)

CARRIED

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 and it is right that the Unite should support unions and workers fighting to defend and maintain these advances.

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.

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 to move on from the US-led failed policy of blockade towards one of engagement with Cuba.

We call on the Executive Council to encourage regions and branches to support the Cuban Medical Brigades in Haiti through direct donation via Cuba Solidarity Campaign.

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, Conference calls upon the EC to continue the campaign to stop the murder of trade unionists there. 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, we support the campaign to restore a democratically elected government 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 resolves:

- to commit the union to support and affiliate to Cuba Solidarity Campaign, Venezuela Solidarity Campaign, Nicaragua Solidarity Campaign, Bolivia Information Forum and Justice for Colombia and encourage branches to affiliate to the Cuba Solidarity Campaign
- to work 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
- to promote branch, chapel and regional solidarity visits to Cuba, Venezuela, Nicaragua, Bolivia as a means of encouraging cooperation and engagement and also visits to Colombia;
- to write to the Foreign Secretary asking them to lead a delegation to Cuba to explore areas of mutual and common interest.
- to 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.
- to congratulate 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;
- to commit the union to support VSC's Venezuela Under Threat campaign; and,
- to continue its association with the "Latin America" series of conferences.

Proposed by: Jim Kelly
Seconded by: Meryvn Owens

Passenger L&E
GPM SW

Composite 37 – Global Trade Union (Incorporating Motions 178-181)

CARRIED

Conference 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. Conference fully supports the creation of Workers Uniting by Unite and the United Steelworkers Union in America and Canada.

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. Only by creating a global union can workers fight back against multi-national companies.

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.

For example, the work conducted by the Unite GPM 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.

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 Council 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 and to integrate Workers Uniting into the industrial and political activities of Unite.

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.

Further, 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

Proposed by: Iain Eld
Seconded by: George Bloom

GPM SW
Energy & Utilities NEYH

Composite 25 – Migrant Workers in Britain and Ireland (Incorporating Motions 120-123)

CARRIED

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 employer 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. 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.

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.

Conference supports 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.

Conference 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.

Proposed by: Kwasi Agyemaing-Prempeh
Seconded by: Vicky Grandon

Servicing & General Industries L&E
CYW and Not for Profit Scotland

Composite 26 – Domestic Abuse/Violence Against Women (Incorporating Motions 127 & 128)

CARRIED

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 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 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 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

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.

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.

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.

Proposed by: Carol O'Brien
Seconded by: Lorraine Jeffries

Finance & Legal Ireland
Finance & Legal Wales

Composite 27 – Disabled Members (Incorporating Motions 133,135,137-140)

CARRIED

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.

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 represented 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

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 to mount a campaign with the following objectives:

- To promote the social model of disability within the union and within the

workplace.

- To inform all members of their statutory rights regarding employment as laid down in British and European legislation.
- 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 its disabled members and carers as a central part of all its campaigning initiatives.

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.

Conference further calls on Unite 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.

Many disabled people want to work, but cannot obtain employment because of discrimination by employers.

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

Proposed by: Sean McGovern
Seconded by: Berni McCrea

CYW and Not for Profit L&E
Health Ireland

Composite 28 – BAEM Members
(Incorporating Motions 141-143)

CARRIED

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

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 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.

Conference call for support for 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.

Proposed by: Joe Welch
Seconded by: Mohamed Malik

Passenger L&E
Passenger SW

**Composite 29 – LGBT Members
(Incorporating Motions 145-147 & 150)**

CARRIED

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
 - a) To improve union’s action on organising by encouraging the involvement of LGBT members.

- b) To be proactive at events such as Pride in order to recruit and organise LGBT workers.
- c) 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.
- d) To organise joint events with young people across all union committees.
- e) To produce specific LGBT publications e.g. pamphlets, books, leaflets.
- Harassment and bullying
 - a) To support LGBT members facing harassment, discrimination and bullying and promote safety and security in the workplace.
 - b) To continue raising the profile of the Listening Support Network providing personal support through active listening to members suffering harassment and bullying.
 - c) To ensure that all reps are familiar with the union's Report Form (HDB1) for recording every incident of harassment, discrimination and bullying.
- Education
 - a) To include LGBT equality in all our courses for members and provide training for all officers.
 - b) 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
 - a) 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
 - a) To include civil partners and same sex couples in all workplace policies
- Political
 - a) To continue with our campaign for improving and strengthening the implementation of LGBT anti-discrimination legislation as part of the Equality Act 2010
- International
 - a) 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.

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.

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

Conference is further 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.

Proposed by: Betty Gallacher
Seconded by: Mike Thompson

Passenger L&E
CYW and Not for Profit EM

Composite 30 – Equalities Training and Development (Incorporating Motions 130,134 & 144)

CARRIED

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.

Conference calls upon Unite Union to establish and develop and review a suitable Training and Development programme, to ensure that all officers, staff and accountable representatives are fully trained and compliant in all equality issues.

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, aimed at building on the diversity within our own Union and creating a Diverse Officer corps that more ably reflects the diversity of the workplace and society.

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 motion 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.

Proposed by: Gareth Fitzpatrick
Seconded by: Ann Morgan

Local Authorities Ireland
CYW and Not for Profit NEYH

Composite 38 – Climate Change (Incorporating Motions 183-185)

CARRIED

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. This will create tens of thousands of jobs at a time when many are concerned for their own future employment.

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 which have supported climate events in the last year.

Conference recognises the launch of the 'Million Green Jobs' campaign, by the Campaign Against Climate Change, supported by PCS, CWU, UCU and TSSA unions.

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 and Campaign Against Climate Change;
- c) campaign for the formation and official recognition of 'Green Reps' in every workplace in which Unite is represented;
- d) encourage members to become a Green Rep in their workplace; and,
- e) to actively encourage other unions to campaign for these policies.

Proposed by: Mike Thompson
Seconded by: Nigel Gibbs

CYW and Not for Profit EM
Health Wales

Composite 40 - Searchlight/Hope not Hate
(Incorporating Motions 199 & 200)

CARRIED

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 a fundamental trade union issue. History 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.

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.

Proposed by: Ann Morgan
Seconded by: Kevin Donnelly

CYW and Not for Profit NEYH
CYW and Not for Profit NEYH

Composite 39 – Health and Safety
(Incorporating Motions 190-193)

CARRIED

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.

This conference calls on the EC 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.

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.

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.

Proposed by: John Kelly

RTC NEYH

Seconded by: formally seconded from the floor

**Composite 49 – Policy Conference
(Incorporating Motions 247-248 & 251)**

CARRIED

This conference recognises the historical nature of the first Unite The Union policy conference.

Conference calls upon the Executive Council to achieve accountability, openness, transparency and responsibility and to

1. arrange for all Unite policies to be published in a convenient form updated following each policy conference and issued to branches, constitutional committees and all conference delegates
2. report to each subsequent policy conference on all motions carried at the previous conference. The report should include all decisions and actions taken to progress motions.
3. adopt the policy of feeding back any action taken on each motion to the appropriate branches/committees on a six month basis to show what the union are actually doing about the issues, for example letters sent to MPs, MEPs, the Labour Party and TUC conferences. Feedback can be done by letters, fax or e-mail to the branch/committee concerned.

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.

Proposed by: Jack Crossfield

RTC NW

Seconded by: formally seconded from the floor

3. EXECUTIVE COUNCIL STATEMENTS

Executive Council Statement Statement on Israeli Naval Outrage

CARRIED

We condemn the murderous attack by Israeli forces earlier this morning on the international aid convoy – the Freedom Flotilla – on its way to Gaza.

One of the six ships was attacked by the Israeli Navy and stormed by commandos in international waters.

Reuters is reporting that 16 people are dead and 50 injured.

There will be an emergency protest today in London and here in Manchester at 5:00 pm outside BBC Broadcasting House in Oxford Road. We send our greetings to these protests and demand that the UK Government condemns this outrage.

Tony Woodhouse

Executive Council Statement on Workers Co-operatives (Covering Motion 29)

CARRIED

Unite acknowledges the positive work and contribution that the co-operative movement has made to workers and communities in a variety of sectors and businesses. Unite recognises that co-operatives based on the original Rochdale principles deliver democratic organisations controlled by their members, who actively participate in setting their policies and making decisions.

The co-operative principles are guidelines by which co-operatives put their values into practice. They consist of:

- Voluntary and Open Membership
- Democratic Member Control
- Member Economic Participation
- Autonomy and Independence
- Education, Training and Information
- Co-operation among Co-operatives
- Concern for Community

It is Unite's policy that, where appropriate, support will be given to members who wish to explore the potential to use the co-operative principles and values to establish new enterprises and, or to secure jobs. Unite believes that in the current economic climate this is most likely to occur when members' jobs are under threat through closure or administration and where a co-operative project may be one possible solution. There are positive examples of such projects which have provided extended job security and income for workers.

For example, Unite commends the skilled workers in York, who faced with whole scale redundancies and closure, have taken the initiative to create their own workers' co-operative. The company launched in May this year in York will be staffed, owned and managed by disabled workers. The company will be self-sufficient and hopefully will rapidly expand to take on more staff. The York Disabled Workers Co-operative came about after former workers of the closed York Remploy factory joined forces with Unite and GMB to raise the £56,000 needed to set up the scheme.

However, Unite notes with concern that the Conservative/Lib Dem government has signalled its intention to hijack the co-operative process to undermine the public delivery

of public services and to encourage this back door method of fragmentation under the cloak of respectability. Under Tory plans, employee-owned co-operatives in the public sector would be able to decide on management structures, "innovate" to cut costs and improve the standard of service, and share any financial surpluses among the staff. Such enterprises would also be vulnerable to takeovers by private enterprises able to shoulder initial low bids within a commissioning process.

Unite believes that the government is using the language of socialism to mask a break-up of public services and implement its programme of vicious public service cuts under the guise of workers' co-operatives and it cannot adopt an open process of promoting worker co-ops in the public sector within such a climate.

Moved by: Gill George
Seconded by: formally seconded from the floor

Executive Council Statement on CSEU 35-Hour Week Campaign (covering Motions 80-83)

CARRIED

The Executive Council accepts that Unite members should not be expected to pay for the impact of the economic recession through cuts in pay or longer working hours. We believe that Unite, and its previous constituent unions, played a significant role in the achievements of the 35 hour week campaign initiated by the CSEU in 1988. The Executive Council continues to support Unite members in their struggle to reduce working hours and would welcome the opportunity to utilise the Funds established by the CSEU for its campaign. However it is important to understand the complex legal restrictions which the CSEU and Trustees have to overcome in order to access the residual monies held in the Fund given the significant passage of time since the fund was created.

Unite is the major affiliate to the CSEU and played a major part in the CSEU 35 hour week campaign. As part of the campaign financial calls were made on all CSEU affiliates for funds to support the campaign at the beginning of the campaign. In July 1989 it was decided to establish a dedicated fund and a national levy on all members based on one hours pay. The 35 hour week Support Fund was established under a set of rules which differentiated between contributions made before September 1989 and those made after that date.

These latter contributions from the levy are currently held in Trust and amount to around £15 million.

The 2005 CSEU Biennial Conference passed a resolution asking the Trustees of the fund to investigate the extent to which the money remaining in the fund might be capable of being applied for uses other than the very strict application laid down in the rules of the trust deed that it be spent on "no other purpose than supporting members involved in industrial action in pursuit of shorter working hours."

Since the resolution was passed, the Trustees have taken extensive legal advice from solicitors, Lovells and Leading Counsel, Michael Furness Q.C. In essence they have been advised that the money remaining in the Fund is held on trust and cannot be used for any other purpose than that for which it was originally collected, namely the support for industrial action in pursuit of shorter working hours. The Fund can only support those members who actually contributed to the Fund through the national levy and cannot be used to finance new campaigns or even stage two of the original 35 hour week campaign.

The effect of the Trustees' legal advice in practical terms means that, unless a further campaign for shorter working hours is to be instigated and industrial action undertaken

by those members who contributed to the Fund, the money remaining in the fund will simply continue to accumulate without any prospect of it being applied for any use whatsoever in the foreseeable future.

The Executive Council has received a full report of the legal options open to the Trustees of the Fund and whilst the outcomes can never be absolutely certain, Leading Counsel has advised that a tenable solution to an apparent impasse would be an interpretation of the rules which would lead to a reconvening of a meeting of the district representatives held on 9th June 1989 at which a decision would be taken as to how the residue of the Fund is to be spent and providing that this decision is acceptable to the CSEU, the CSEU EC would immediately terminate the “dispute” which in turn would trigger the winding up of the Trust Fund.

The meeting would then formally resolve how to spend the residue, which must support the following proposals which remain within the aspirations of the original 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 £1 per month but rising to £10 per month when dispute benefit is being paid to ensure the fund remains active thus protecting the fund from being orphaned.
- That the dispute benefit is to be agreed by the Lay Delegate Conference.

The proposition outlined above would have to be ratified by the Court and there is a possibility that it may not be approved. However the only alternative would be to leave the Fund as it is until some point in the future when it would be paid to the Crown as *bona vacantia* as there are no longer any of the original donors left who would be in a position to undertake “industrial action in pursuit of shorter working hours.”

The Executive Council is fully supportive of campaigns to secure shorter working hours for Unite members. However, the legal advice received by the Trustees to the Fund briefly summarised in this statement makes it clear that until such time as the Courts have approved the proposals outlined above, which may take some time to prosecute, access to the fund as it currently stands is not possible.

Moved by: Derek Simpson

Executive Council Statement – Pensions (Incorporating Comp 31, Comp 32, Comp 33, Motion 157 & 160)

LOST

The Executive Council is committed to campaign for policies which will allow all our members to enjoy a decent standard of living in retirement. We totally reject the idea that current economic difficulties and longer life expectancy provide any blanket justification for lower pensions, whether in terms of State Pension, or public or private sector employer provision. Minimum standards of pension in retirement are as important as minimum standards of income whilst in work and cuts in pension ‘pay’ are no more acceptable in principle than cuts in pay generally.

The EC notes with concern the Con-Dem coalition’s decision to set up a Commission to review public sector pensions. Contrary to the divisive myths that public sector pensions

are 'gold-plated', the average value of a public sector pension is £7,000 and much less for the majority of women members who have worked part-time. The EC will oppose any attempts to trigger a 'race to the bottom' and pledges to support a vigorous campaign to defend public sector pensions.

The EC expects a decent level of State Pension to be the foundation of all our members retirement incomes. The Basic State Pension is the only pension which is progressive and redistributive in that its benefits, unlike the National Insurance contributions which pay for it, are flat-rate and not related to the level of an individual's earnings. In addition, we support the demands for a reduction in the Lower Earnings Limit and the allowance of part-time earnings from more than one job to be combined for National Insurance purposes.

The EC supports the immediate restoration of the 'earnings link' so that the Basic Pension rises in line with the higher of prices and average earnings increases every year (with retention of the current minimum 2.5% increase). Whilst recognising the recent changes in the National Insurance contribution conditions for the Pension, which will greatly increase the proportion of women receiving the full amount, we believe that further reforms in contributions are needed to extend access to this benefit.

The establishment of Pension Credit has benefited many poorer pensioners but its continued existence only serves to demonstrate that the Basic State Pension is far too low. It also maintains a system of means-testing which is flawed both in practice, as many low income pensioners do not claim it, and in principle, as a decent minimum standard should be a right for all and because means-testing undermines the benefits of saving for pension.

The Executive Council therefore supports a phased increase in the level of the single persons Basic State Pension in the first instance to the Pension Credit Guarantee level (currently £132 per week) and beyond that towards a more realistic poverty level, as represented by the National Pensioners Convention target (of £165 week). Any suggestion that this should be paid for by a rise in the State Pension Age or by the abolition of State Second Pension, rather than through increased and extended National Insurance contributions, would be unacceptable.

The EC is opposed to the evolution of State Second Pension into a low level flat-rate benefit. With the increased spread of defined contribution pension schemes the importance of State Second Pension as a defined benefit supplement to the Basic State Pension has been increasing. We support the re-building of State Second Pension to maintain an earnings related dimension over and above a decent flat rate minimum level for low earners and carers.

Unite has campaigned for and supports the auto-enrolment provisions which will oblige all employers to offer a minimum level of contributions to an employer sponsored scheme, or failing that to the new Government established NEST pension. Current proposals have major shortcomings which do need to be remedied. They need to be brought in more quickly, rather than being phased in between 2013 -2017, and the level of required contributions needs to be substantially increased with employers being obliged to pay double what employees pay in, rather than less as now proposed. Compulsory pension provision by employers will be a major step towards improving the relative pension provision of women who generally are much less likely in the private sector to have access to an employer scheme.

The Executive Council is committed to support members who take action to defend their company pensions. Obligations on employers to consult employees on pension changes need to be strengthened and pensions need to be made contractual provisions with trade unions having full negotiating rights.

We will continue to press for legislation to increase the proportion of member trustees in trust-based scheme to 50% to be implemented and for similar member representation on joint management committees, for contract-based (non-trustee) employer schemes.

Unite is pledged to resist the removal of statutory protections of member benefits which are often disguised as the de-regulation of pensions. Employers' demands for the removal of all inflation protection and allowing employers unilaterally to automatically reduce pensions as life expectancy increases strike at the heart of what members value in defined benefit schemes.

Our regulatory agenda will seek the following:

- changes in taxation;
- changes in regulatory oversight;
- changes in actuarial and accounting practices; and
- to strengthen the protection after TUPE transfers

all of which are designed to encourage and assist employers to bear pension risk rather than passing it all over to employees.

The Pension Protection Fund provides a valuable safety net to protect members whose pensions are placed in jeopardy by employer insolvency. We would support the PPF's financial position being underwritten by a Government guarantee to underpin the future security of members' benefits and to maintain its benefit levels at least at current levels. The Executive Council applauds the campaign mounted by the Visteon pensioners in their demands upon Ford to honour their promises to provide equivalent pensions when it sold off the Visteon enterprise.

The Executive Council believes that the Government as an employer should continue to set an example to private sector employers by maintaining good quality defined benefit pension provision for its employees. The Government has a natural advantage over private sector employers in that it can provide pensions on a much cheaper and more secure basis without any unfair burden being placed on taxpayers. Public sector pensions are fully paid for by employee and employer contributions and recent negotiated changes mean that employees have contributed towards offsetting rising costs and will do so in the future through cost-sharing arrangements .

The public sector example alongside legislation to introduce minimum employer contributions in the private sector are both important in maintaining pressure on private sector employers to provide decent levels of pension for their employees.

The Executive Council will continue to fully support its campaigns on all fronts to demand that workers and pensioners receive a fair deal from employers and government and will commit the appropriate resources to achieve this.

Moved by: Dave Mathieson

Executive Council Statement on Peace and Disarmament (covering Motions 163 – 167)

CARRIED

The trade union movement has always been in the forefront of the struggle for peace and international disarmament. Unite is proud to stand in that tradition. Our vision is of a world where wealth and labour are devoted to exclusively peaceful purposes, and where war is superseded by the control of disputes through international law and the United Nations.

This progressive outlook is more relevant than ever when Britain faces an acute budget crisis and public spending cuts are high on the political agenda of the new Tory-Liberal coalition government. The moral and internationalist case for peace and disarmament is

reinforced by economic necessities. It cannot be right to spend large sums on weapons of mass destruction when essential services are facing cuts.

This makes the question of diversifying British manufacturing industry away from its over-reliance on defence spending urgent. We recognise 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 the skills of these Unite members.

We will therefore press the new government to ensure that Britain's legitimate defence equipment needs are met from domestic producers and that proper forward planning of the defence budget is used to protect jobs and to promote the smooth transition of manufacturing to non-military production wherever possible.

The question of Britain's nuclear weapons system is not about employment alone, however. It is first of all a moral issue, and then a strategic one concerning Britain's place in the world and the international environment we wish to see. Such weapons would, if used, constitute a mortal threat to humanity's survival; they are massively expensive; senior military figures have described them as 'militarily useless' and said that they should be scrapped; and our possession of them encourages other countries to seek a similar arsenal while undermining the efforts being made by President Obama to advance the cause of international nuclear disarmament.

As a signatory to the nuclear Non-Proliferation Treaty, Britain should therefore give a lead in discharging its obligations by not seeking a replacement for Trident and abandoning plans to spend an estimated £76 billion on a new generation of nuclear weapons. We need a policy that would see the jobs and skills of Unite members preserved, and until we receive firm commitments to this end we will continue to support our members and their employment. Money saved by ending our nuclear weapons system could be used to sustain the process of defence diversification, vital to our manufacturing future, as well as freeing resources for investment in other socially-useful forms of public spending.

Moved by: Alastair Fraser

**Executive Council Statement – Unite and the Labour Party
(covering Comp 41 (202; 203) Comp 42 (52; 201; 204) Comp 43 (206; 207)**

CARRIED

The leadership election

Gordon Brown's dignified resignation as Leader of the Party and Prime Minister soon after the General Election has created a leadership election which will be concluded by the time of Labour Party Conference in September.

The view of the Executive Council is this leadership election should be based on policy issues and not conducted in haste on the basis of appeasing a media agenda.

The Executive Council has also received a report from the Unite National Political Committee which recommends that the process for agreeing which candidate the union may support in the forthcoming Labour leadership election should include the Regional Political Committees wherever possible organising hustings involving the candidates with as many of our active Labour Party members as possible. We will also be organising a virtual hustings involving all the candidates including using the union website. Following this process a National Political Committee will be held to receive reports from the regional and national events and any final decision will be made by the Executive Council. As part of the overall ballot process for electing the next Labour leader, Unite will be balloting all our political levy paying members. The ballot will take

place between 16 August and 22 September with the result being announced at the Labour Party Conference.

The union link

Unite must be prepared for a great battle to defend our historic link with the Labour Party at local, regional and national level.

The initial Conservative-Liberal Democrat Agreement that established the coalition government contains the following clause: "We also agree to pursue a detailed agreement on limiting donations and reforming party funding in order to remove big money from politics." This same phrase was repeated in the formal Coalition programme for government published on 20 May.

This is widely seen as a revival of the findings of a report published by Sir Hayden Phillips in 2006. Essentially, the Philips' proposals seek to limit the amount a single organisation can donate to a political party. His most recent proposal was a cap of £50,000 from 2012.

The introduction of donation caps will seriously restrict the ability of trade unions to participate in the Labour Party as local affiliations and financial support for constituency parties would become illegal. The union link would be reduced to a simple affiliation between the national union and the national party. There would be no role for, say, branch affiliations, Constituency Development Plans and support for trade union friendly MPs, or withdrawal of such support from unfriendly MPs.

The Executive Council will be working with other affiliated unions to determine how this anticipated attack on trade union autonomy can be resisted and the link with Labour can be best defended.

The policy making process

This year's Labour Party Conference will see an end to the system of "contemporary issues", whereby motions were not voted on but referred to the National Policy Forum, to be replaced by a return to "contemporary motions", whereby the affiliated unions can submit up to four motions that will be voted on, albeit constrained by the definition of what is "contemporary".

The Executive Council and the Joint General Secretaries, working with our colleagues in the three other largest Labour Party affiliates (Unison, GMB and CWU) and with all Labour Party affiliated unions through the medium of TULO, will evaluate if "contemporary" is too restrictive to the development of policy that represents ours and our members' interests.

The Labour Party affiliated unions united, together with the progressive CLPs, can achieve real change at Party Conference - not so if we act alone.

New policy must have a greater relevance to working people and their trade unions. In the coming period we must ensure that Labour's policies have a clear and unequivocal commitment to a new framework of trade union and employment rights, including the repeal of the laws brought in by the last Conservative government which have been on the Statue Book for, in some cases, 30 years.

This is the strategic approach to Labour Party policy that ensures individual MPs have no choice over support for trade unions rights. It is the Executive's intention that it will be the policy of the party.

Selection of candidates

The Executive Council believes that in the ranks of our union, particularly among our shop stewards and other lay representatives, there is a wealth of talent that could and should be mobilised to stand for selection as councillors, assembly members and parliamentarians.

In the aftermath of the General Election, and in line with previous decisions of the Executive based on recommendations from the National Political Committee, the previous Unite Parliamentary Panel (itself an amalgam of previous T&G, Amicus and GPMU panels) will be dissolved and a single new Panel established. This will be a genuinely new Panel. Members wishing to stand with Unite support for Parliament, the European Parliament and the devolved assemblies will have to be a member of the Panel.

Members seeking inclusion on the Panel will of course have to give commitments to Unite policy, for example,

- support for the trade union – Labour Party link
- repeal of the anti-union laws
- defence of public services
- support for manufacturing.

It is the Executive's intention that our lay activists will get every opportunity for inclusion on the new Panel and will be fully supported in their endeavours for selection, this will include opening a dialogue with the Labour Party over the selection process.

The Executive Council firmly believes that a significant increase of those with wider life experiences, and especially women and BAEM members, as MPs and other elected representatives will be crucial to rebuild the Labour Party to reflect Labour and trade union values. In the coming period ensuring our Panel contains a strong representation of Unite lay representatives and that these colleagues win the selections that will be taking place the future months and years will be key priorities for Unite.

The way forward

Clearly we enter the coming period concerned for our members' jobs and the services that they use as citizens. However, there may also be opportunities for us. The Executive believes many policies associated with Labour in government have been discredited by the election defeat and that opportunities will present themselves within our party.

We will expect the Labour opposition to oppose the Conservative-Liberal Democrat government in Parliament. However, freed from the constraints of government, space may open to free the Labour Party from the Partnership in Power process and allow for genuine policy development that favours working people and their families and will be binding on all MPs.

Some of what turned out to be the most disreputable of career politicians were attracted to our party during the Blair years and received preferment. Now is the time for genuine trade union members to stake their claim in the political process and work for adoption as the next generation of Labour candidates.

Moved by: Derek Simpson

Executive Council Statement on Administration & Membership Services (covering Motions 44, and 247-291)

CARRIED

The Unite the Union Executive Council affirms that Unite is a membership and lay activist lead union.

Following the launch of the Union in May 2009, the Union has held its first Sector Conferences and its first Women's and Equalities Conferences. This week sees the first Policy Conference.

The Executive Council's first priority after Conference will be to consider how the decisions of the Policy Conference can be put into practice to the maximum benefit of members. Accordingly, the Executive Council will consider an implementation paper at its July meeting.

The decisions of Conference will be widely circulated to branches and constitutional committees and published on the Union's website. A document will be prepared summarising policy so that at future conferences existing policy will not necessarily have to be re-debated.

The Union's internal accounts for 2009 show a strong union making a modest surplus with assets of over £100 million. However, the Union's latest internal projections show that, even with a substantial organising campaign, paying membership is likely to continue to fall – exacerbated by public expenditure cuts as promised by the new Lib

Dem-Tory Government. The Executive Council will, therefore, continue with current practice of looking at contribution increases every two years. The Executive Council and F&GPC have yet to consider and finalise Unite rates for newly retired members. The Union's modern benefit structure will continue to concentrate on members at work and the Executive Council expect to be considering suggestions for extending DriverCare to professional drivers from the former Amicus Section in the near future.

Due to the earlier date for this Conference, the accounts for 2009 have yet to be signed by the Auditors or considered by the Executive Council. A copy will be sent to all delegates when they are approved.

In the next period, the priority will be to finalise integration of Head Offices and Central/Head Office Departments under a single General Secretary and a new Executive Council, both elected by early 2011.

However, Executive Council recognise that there are still a number of outstanding issues before Unite can fully punch its weight as a single organisation. In particular, they acknowledge the frustration at the lack of progress towards integrating branches and workplaces. Executive Council believe that rule 17 (1) provides the necessary flexibility to cater for the needs of members with a set of structures including workplace, local and national industrial branches. Acknowledging the sensitivity of this issue however, Executive Council will be conducting a consultation exercise prior to creating a definitive set of branch and workplace structures as soon as possible. This consultation will commence as soon as the current elections for General Secretary and Executive Council are concluded. However, in the interim, where progress can be achieved, i.e. harmonisation of branch funding etc., this will be accomplished. Executive Council will also need to set common dates for the election of all branch officers and workplace representatives. At a time when the Union is reducing its workforce, Executive Council regret it will not be possible to employ full-time organisers to support branches. Executive Council will examine the special needs of members working on their own in security, sales and home work to improve communication and support.

Executive Council recognise that we also need to support our branch officials and workplace representatives – to this end, Executive Council have agreed in principle that Area Activist Conferences will be convened more regularly.

Last year, Unite Education trained 16,000 reps equivalent to 100,000 teaching days.

Courses are concentrated on Union representatives through our regions to minimise travel and accommodation costs and maximise their effectiveness. Payment of loss of earnings is only made in exceptional circumstances as we strongly believe that employers should pay for education leave. We are also committed to protecting all our activists, including shift workers, by taking employers to an Employment Tribunal who refuse time off with pay.

Executive Council recognise that a modern communications strategy is required to keep activists and members informed of progress. To this end, the Executive Council will post its minutes on the Union's website in a timely fashion. These minutes will continue to show recorded votes to underpin our commitment to accountability. Executive Council welcome the use of electronic voting at Conference for the first time.

In terms of membership integration, we have set the ambitious target of moving to one system by the end of 2010. Members who are recorded as having excessive arrears are being excluded after being offered the right to rejoin. Our records on ethnic background also need further work. Where appropriate, membership audits will be used to update our records. We need to fully support our retired members associations and reach out to the wider trade union community through trades councils and other labour movement bodies.

Executive Council welcome the suggestion of a 'Your Democracy' page and will examine how this might lead to restructuring of the Union's website.

Executive Council appreciate the loyalty shown to terminology in the former Sections. Rule 18 sets down the list of representatives elected at work and these include shop stewards / workplace representatives. Unite is a Union for blue and white collar workers. Equally, the list of membership categories is covered by Rule 3.

Executive Council appreciate the frustration of branches who do not get prompt replies to correspondence but do not believe that setting arbitrary time limits is helpful.

The Union's organising strategy has an international dimension as part of a coherent strategy.

In terms of representation, all members are important and the Union seeks to treat them all equally, however long or short their membership. Members facing redundancy should receive immediate full-time officer support.

As a Union which leads on work life balance, a robust policy on Childcare is essential. Executive Council will introduce Unite arrangements arising from the implementation report given to its July meeting.

Executive Council will ensure that our full-time officials are trained to best practice standards in terms of representing members and presentation skills.

Executive Council in response to a remit have begun a review of how the Union's purchasing power can support our organisational work in sectors which have been traditionally difficult to achieve recognition and proper collective bargaining arrangements.

Executive Council hope that all delegates have enjoyed this first Policy Conference. Executive Council recognise that the timetables for this and the recent Sector and Women's and Equalities conferences were not adequate. Executive Council are, therefore, committed to a review of all recent conference arrangements and will ensure that sufficient time is made available for all normal conference procedures, including an amendment process.

Moved by: Tony Woodley

4. MOTIONS TAKEN AS PRINTED AND DEBATED AT CONFERENCE

Motion 11 – Protecting High Tech Jobs

Submitted by: West Midlands/ Coventry Area Activists Committee

CARRIED

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.

Proposed by: Sergio Requena

IT & Comms WM

Seconded by: formally seconded from the floor

Motion 16 – Manufacturing and Economic Policy in Ireland

Submitted by: Irish Executive Committee

CARRIED

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 forth 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.

Proposed by: Joe Conroy

Finance & Legal Ireland

Seconded by: formally seconded from the floor

Motion 15 – Civil and Nuclear Programme Jobs

Submitted by: East Midland/ Rolls-Royce Nuclear Power Branch

CARRIED

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.

Proposed by: Ian Hawley

CPPT EM

Seconded by: formally seconded from the floor

Motion 14 – Energy Cost and Manufacturing

Submitted by: East Midlands/ Chemical, Pharmaceutical, Process & Textiles RISC

CARRIED

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 rises 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.

Proposed by: Ian Hawley

CPPT EM

Seconded by: formally seconded from the floor

Motion 136 – Procurement

Submitted by: London and Eastern/1971 Remploy Branch

CARRIED

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 !

Proposed by: Sean McGovern

CYW and Not for Profit L&E

Seconded by: formally seconded from the floor

Motion 19 – Renewable Energy

Submitted by: Scotland/ Inverness Area Activists Committee

CARRIED

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.

Proposed by: formally moved from the floor

Seconded by: formally seconded from the floor

Motion 35 – European Minimum Wage Policy

Submitted by: Electrical Engineering & Electronics NISC

CARRIED

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'.

Proposed by: formally moved from the floor
Seconded by: formally seconded from the floor

Motion 32 – Fair Taxation

Submitted by: Scotland/ 126 Branch

CARRIED

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 £12 billion 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.

Proposed by: Ian Proudlove

CPPT Scotland

Seconded by: formally seconded from the floor

Motion 31 – Employer’s NI Contributions

Submitted by: NEYH Bradford 2 (0130) Branch

CARRIED

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.

Proposed by: Ann Morgan

CYW and Not for Profit NEYH

Seconded by: formally seconded from the floor

Motion 37 – Home Workers

Submitted by: London & Eastern/South Eastern Engineer Surveyor MO371 Branch

CARRIED

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.

Proposed by: formally moved from the floor

Seconded by: formally seconded from the floor

Motion 38 – Government Training Fund

Submitted by: NEYH/ Administrative, Professional, Managerial & Supervisory Staff RISC

CARRIED

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 fro 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 “rebasing” 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.

Proposed by: Dave Hutchinson

Health NEYH

Seconded by: formally seconded from the floor

Motion 39 – Employment for Young People

Submitted by: South West/ Southern Parcels 30900 Branch

CARRIED

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

Proposed by: Peter Kelleher

APMS SW

Seconded by: formally seconded from the floor

Motion 45 – Full Employment

Submitted by: North East, Yorkshire and Humberside/ CYWU – 32 Branch

CARRIED

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.

Proposed by: Kevin Donnelly

CYW and Not for Profit NEYH

Seconded by: formally seconded from the floor

Motion 244 – Public Transport

Submitted by: Passenger Transport National Industrial Sector Committee

CARRIED

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.

Proposed by: Frank Llewellyn

Passenger NW

Seconded by: formally seconded from the floor

Motion 236 – Student Fees and Education

Submitted by: Education National Industrial Sector Committee

CARRIED

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.

Proposed by: Tamsin Piper

Education L&E

Seconded by: formally seconded from the floor

Motion 231 – Mental Health

Submitted by: North West/ Workington Branch

CARRIED

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.

Proposed by: Jan Faherty

Health NW

Seconded by: formally seconded from the floor

Motion 233 – Jersey Health Agreements

Submitted by: South West/ Jersey Area Activists Committee

CARRIED

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.

Proposed by: moved from the floor

Seconded by: formally seconded from the floor

Motion 237 – Community Services

Submitted by: London and Eastern/ Community, Youth Workers & Not for Profit RISC

CARRIED

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.

Proposed by: Ruth Hayes
Seconded by: Des Loughney

CYW and Not for Profit L&E
CYW and Not for Profit Scotland

Motion 238 – Volunteering

Submitted by: L&E/North London Voluntary Sector & Legal Workers 1/785 Branch

CARRIED

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.

Proposed by: Ruth Hayes

CYW and Not for Profit L&E

Seconded by: formally seconded from the floor

Motion 230 – Public Sector Pay Freezes

Submitted by: Wales/ 72 Branch

CARRIED

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.

Proposed by: formally moved from the floor

Seconded by: formally seconded from the floor

Motion 234 – Health (Republic of Ireland)

Submitted by: Ireland/ Health Regional Industrial Sector Committee

CARRIED

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.

Proposed by: Cora Martin

Health Ireland

Seconded by: formally seconded from the floor

Motion 228 – Competitive Tendering

Submitted by: Scotland/ Edinburgh Voluntary Sector 7/148 Branch

CARRIED

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.

Proposed by: Des Loughney

CYW and Not for Profit Scotland

Seconded by: formally seconded from the floor

Motion 235 – Funding for Further and Adult Education

Submitted by: North West/ Merseyside Community 0282 Branch

CARRIED

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.

Proposed by: Robert Braddock

CYW and Not for Profit NW

Seconded by: formally seconded from the floor

Motion 229 – Care Homes

Submitted by: South East/ Southampton Cab section 621 Branch

CARRIED

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 support 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.

Proposed by: Paul Brown

Passenger SE

Seconded by: formally seconded from the floor

Motion 232 – Dirty Hospitals

Submitted by: North West/ Health Regional Industrial Sector Committee

CARRIED

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

Proposed by: Derek Jones

Health NW

Seconded by: formally seconded from the floor

Emergency Motion on Palestine

Submitted by: GPM National Industrial Sector Committee

CARRIED

Conference condemns the hostile unprovoked attack in international waters by the Israeli forces on the humanitarian convoy which was on its way to aid and relieve the suffering of the people of Gaza.

We urge this Conference to do everything in its power to lobby the UK Government, Labour Party, TUC, European Parliament and all other relevant organisations to outright condemn the actions of Israel and lobby for immediate sanctions.

We ask this Conference to send a letter of support to the Palestinian trade union movement (PGFTU) to let them know that we stand shoulder to shoulder, side by side in their struggle to free themselves from oppression.

Proposed by: Raffiq Moosa

GPM WM

Seconded by: Jim Kelly

Passenger L&E

Motion 62 – Redundancy Protection Fund

Submitted by: Ireland/ 3/12 Branch

CARRIED

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.

Proposed by: Roy Montgomery

Passenger Ireland

Seconded by: formally seconded from the floor

Motion 72 – Outsourcing Redundant Posts

Submitted by: South West/ Bath & West Wiltshire (0901M) Branch

CARRIED

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

Proposed by: Janet Fellows

MOD and Govt Depts SW

Seconded by: formally seconded from the floor

Motion 59 – Positive Right to Strike

Submitted by: London & Eastern/ IT & Communication RISC

CARRIED

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.

Proposed by: Pete Gillard

IT and Comms L&E

Seconded by: formally seconded from the floor

Motion 101 – Justice for Shrewsbury Pickets

Submitted by: Construction National Industrial Sector Committee

CARRIED

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.

Proposed by: Gerard Sheridan
Seconded by: formally seconded from the floor

Construction NW

Motion 155 – Women and Pensions

Submitted by: South West/Regional Women’s Committee

CARRIED

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 needs 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 basis 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%.

Proposed by: Janet Fellows
Seconded by: Angela Reed

MOD and Govt Depts SW
Health SW

Motion 160 – Pension Trustees

Submitted by: Ireland/Dublin 036M ESPA Branch

CARRIED

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.

Proposed by: John Traynor

APMS Ireland

Seconded by: formally moved from the floor

Motion 162 – Adequate Pensions in Ireland

Submitted by: Ireland/Finance and Legal Regional Industrial Sector Committee

CARRIED

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.

Proposed by: Maeve Brehony

Finance & Legal Ireland

Seconded by: formally seconded from the floor

Motion 168 – Afghanistan

Submitted by: London & Eastern/ Thameside & London South East 1310 Branch

CARRIED

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.

Proposed by: Sean McGovern

CYW and Not for Profit L&E

Seconded by: formally seconded from the floor

Motion 177 – EU Trade in Service Agreements

Submitted by: North East, Yorkshire and Humberside / Keighley 0484 Branch

CARRIED

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.

Proposed by: Dick Banks

Local Authorities NEYH

Seconded by: formally seconded from the floor

Motion 176 – Withdrawal from the EU

Submitted by: North West/ 6/1400/5 Branch

LOST

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.

Proposed by: Barrie Eckford

Energy & Utilities NW

Seconded by: formally seconded from the floor

Motion 132 – Unite Charter for Women

Submitted by: National Women’s Committee

CARRIED

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

Proposed by: Karen Lally

Finance & Legal NW

Seconded by: formally seconded from the floor

Motion 119 – Moroccan Migrant Workers in Gibraltar

Submitted by: Gibraltar Branch

CARRIED

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.

Proposed by: Sis Zhora Victor

Gibraltar L&E

Seconded by: formally seconded from the floor

Motion 124 – BAEM Discrimination in Employment

Submitted by: London & Eastern/ BAEM Regional Committee

CARRIED

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 targetted 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.

Proposed by: Joe Welch

Passenger L&E

Seconded by: formally seconded from the floor

Motion 125 – Equalities Legislation

Submitted by: East Midlands/ Leicester Education 9809 Branch

CARRIED

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.

Proposed by: formally moved from the floor

Seconded by: formally seconded from the floor

Motion 126 – Equality Bill and Pay Audits

Submitted by: South West/ Local Authority Regional Industrial Sector Committee

CARRIED

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.

Proposed by: formally moved from the floor

Seconded by: formally seconded from the floor

Motion 151 – People Trafficking

Submitted by: South East Regional Committee

CARRIED

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.

Proposed by: Joyce Still

Health SE

Seconded by: formally seconded from the floor

Motion 149 – Sexualisation of Children

Submitted by: Scotland/ Women's Regional Committee

CARRIED

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 it's 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 this 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.

Proposed by: Sis A Farrell

Local Authorities Scotland

Seconded by: formally seconded from the floor

Motion 131 – Hate Crime

Submitted by: Wales/ Disabled Members Regional Committee

CARRIED

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.

Proposed by: Lawrence Long

CPPT Wales

Seconded by: formally seconded from the floor

Motion 148 – Revised Cotonou Agreement

Submitted by: West Midlands/ Lesbian, Gay, Bisexual & Transsexual Regional Committee

CARRIED

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.

Proposed by: Larry Gaffney
Seconded by: formally seconded from the floor

VBA WM

Motion 182 – Climate Change and Forestry

Submitted by: Rural & Agriculture National Industrial Sector Committee

CARRIED

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.

Proposed by: Edwin Rowlands
Seconded by: Mike Ward

Rural and Agricultural SW
Rural and Agricultural L&E

Motion 187 – Climate Change and Aerospace

Submitted by: East Midlands/ Rolls Royce Derby No 2 (0704M) Branch

CARRIED

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 NOx 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.

Proposed by: formally moved from the floor

Seconded by: formally seconded from the floor

Motion 186 – Green Skills

Submitted by: North West Rural and Agricultural RISC

CARRIED

Conference believes in the development of “Green Skills” for a “low carbon” economy, and to this effect will coordinate an audit of skills required for the future from all sectors, identifying those areas that can produce greatest contribution to reducing carbon emissions.

Proposed by: formally moved from the floor

Seconded by: formally seconded from the floor

Emergency Motion – Labour Party Leadership

Submitted by: South East Regional Committee

CARRIED

Sadly our Party, the party of working people is now in opposition after losing the General Election in May. One of the big issues used by both the Tory Party and the media that support them is that our then party leader had not been elected as either the leader of our country or even as leader of our Party.

We must never again allow the Labour Party to be in the position of being portrayed as undemocratic or secretive. We must ensure that there is an open and transparent debate encompassing all the political views from within the Party. To do this we must ensure that all declared candidates for the Labour Party leadership receive sufficient nominations to be on the ballot paper so that the next leader can be chosen by all those who are entitled to have a say in the future of the Labour Party and not just by 255 people in Westminster.

Conference calls on the EC to request that members of Unite's Parliamentary Group use their nominations in a way that ensures all candidates receive sufficient nominations to be able to stand in the leadership election and thus allow the members and affiliates a say in the democratic election of the next party leader.

Proposed by: Gordon Lean
Seconded by: Helen McFarlane

RTC SE
Health Scotland

Motion 198 – UAF

Submitted by: East Mids /0168M Branch & NW/Greater Manchester IT (9827) Branch

CARRIED

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.

Proposed by: Mike Thompson

CYW and Not for Profit EM

Seconded by: formally seconded from the floor

Motion 210 – Civil Liberties

Submitted by: Scotland/ West Scotland Voluntary Sector Branch

CARRIED

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.

Proposed by: Vicky Grandon

CYW and Not for Profit Scotland

Seconded by: formally seconded from the floor

Motion 211 – Morning Star

Submitted by: London & Eastern/ Morning Star Chapel

CARRIED

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.

Proposed by: Tom Murphy
Seconded by: George Hickman

GPM L&E
GPM WM

Motion 209 – Devolved Administrations

Submitted by: Scotland/ Health Regional Industrial Sector Committee

CARRIED

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).

Proposed by: Donald Sime
Seconded by: Des Loughney

Health Scotland
CYW and Not for Profit Scotland

Motion 188 – Pleural Plaques

Submitted by: East Midlands/ Lincolnshire Area Activists Committee

CARRIED

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.

Proposed by: formally moved from the floor
Seconded by: formally seconded from the floor

Motion 197 – Introduction of Fit Notes

Submitted by: North West/ Liverpool Letters Branch

CARRIED

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.

Proposed by: John Hussey
Seconded by: formally seconded from the floor

APMS NW

Motion 194 – Employers Liability Insurance

Submitted by: Ireland/Passenger Regional Industrial Sector Committee

CARRIED

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.

Proposed by: Roy Montgomery
Seconded by: formally seconded from the floor

Passenger Ireland

Motion 195 – Women and the Menopause

Submitted by: North West/ Merseyside Finance 9NW11 Branch

CARRIED

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 fir policies and procedures so women’s health is not put at risk and they are not disadvantaged in any other way.

Proposed by: Angela Foord
Seconded by: formally seconded from the floor

Finance and Legal L&E

Motion 196 – Paid time off for Health Screening

Submitted by: North East, Yorkshire & Humberside/ Regional Women’s Committee

CARRIED

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 identify8ing 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.

Proposed by: Carolyn Taylor
Seconded by: Angela Reed

Health NEYH
Health SW

Emergency Motion – Anonymity for Alleged Rape Perpetrators

CARRIED

Conference notes with horror and disgust the proposals emanating from the Con-Dem Coalition for anonymity for men accused of rape.

Conference notes that no other suggestions for anonymity have come forward from the Conservative dominated coalition. No proposals have come forward for tackling the failure of the justice system that leads to almost no convictions for rape – and those cases that proceed to court are a tiny percentage of cases referred to the police.

This Conference condemns this proposal as an attack on women, implying that all allegations of rape are not to be believed.

Proposed by: Leonie Cooper

CYW and Not for Profit L&E

Seconded by: formally seconded from the floor

Motion 44 – Corporate Social Responsibility Charter

Submitted by: L&E/FDT RISC,L&E/1393 Branch & SE/ Hotel & Catering 1647 Branch

CARRIED

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.

Proposed by: Mark Bird

FDT L&E

Seconded by: formally seconded from the floor

Motion 111 – Organising Recruitment and Retention

Submitted by: Scotland/ EPIU Branch

CARRIED

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.

Proposed by: James Harte

Construction Scotland

Seconded by: Kevin Terry

RTC SW

Motion 252 – Union Benefits and Contributions

Submitted by: East Midlands/ Nottingham 0713 Branch

LOST

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 fees for the next two years.

Proposed by: Tony Porter
Seconded by: formally seconded from the floor

GPM EM

Motion 256 – Driver Care

Submitted by: South East/ RTC, Logistics & Retail Distribution RISC

LOST

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.

Proposed by: Phil Treacy
Seconded by: formally seconded from the floor

RTC SE

Motion 263 – Allocation of Members to Industrial Sectors

Submitted by: North West/ Passenger Transport Regional Industrial Sector Committee

LOST

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."

Proposed by: formally moved from the floor
Seconded by: formally seconded from the floor

Motion 273 – Membership Data/Membership Equality Audit

Submitted by: North West/ Merseyside Area Activists Committee

LOST

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.

Proposed by: Lindsey Adams
Seconded by: formally seconded from the floor

Finance & Legal NW

Motion 276 – Democratic Structures of Unite

Submitted by: West Midlands/ 5/998 ex-Lock and Metal Branch

LOST

This Conference deplores the erosion of democracy within the union since the amalgamation. Conference demands a return to the true lay democratic agenda promised.

Proposed by: formally moved from the floor
Seconded by: formally seconded from the floor

Motion 277 – Childcare Expenses

Submitted by: North West/ Regional Women’s Committee

CARRIED

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/>

Proposed by: Karen Lally
Seconded by: formally seconded from the floor

Finance & Legal NW

Motion 278 – Area Activists Meetings**Submitted by: North East, Yorkshire and the Humber/ Grimsby AAC****CARRIED**

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.

Proposed by: formally moved from the floor**Seconded by: formally seconded from the floor**

Motion 279 – Recording of Votes**Submitted by: North West/541 Branch****CARRIED**

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.

Proposed by: formally moved from the floor**Seconded by: formally seconded from the floor**

Motion 280 – Union Education**Submitted by: East Midlands/ 474 Branch****LOST**

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.

Proposed by: Joe McCarthy**DRFW EM****Seconded by: formally seconded from the floor**

Motion 282 – Annual Skilled Membership Card**Submitted by: North West/Manchester Central 0604 Branch****LOST**

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.

Proposed by: formally moved from the floor
Seconded by: formally seconded from the floor

Motion 283 – Branch Correspondence

Submitted by: North East, Yorkshire & the Humber/ Sheffield 2 Branch

LOST

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.

Proposed by: formally moved from the floor
Seconded by: formally seconded from the floor

Motion 284 – Support for/Representation of Members

Submitted by: East Midlands/ Vehicle Building And Automotive RISC

CARRIED

This Conference calls upon Unite to ensure that it provides it's 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.

Proposed by: formally moved from the floor
Seconded by: formally seconded from the floor

Motion 286 - Support for/Representation of Members

Submitted by: South East / Isle of Wight Engineering 3211M Branch

LOST

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.

Proposed by: formally moved from the floor
Seconded by: formally seconded from the floor

Motion 287 - Support for/Representation of Members

Submitted by: South East/ Weybridge 8/G 3335M Branch

LOST

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 o members at the sites where redundancies are taking place.

Proposed by: Howard Sharpe
Seconded by: formally seconded from the floor

Construction SE

Motion 288 - Support for/Representation of Members

Submitted by: South West/ Finance & Legal Regional Industrial Sector Committee

CARRIED

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.

Proposed by: Donna Williams

Finance & Legal SW

Seconded by: formally seconded from the floor

Motion 290 – Retired Members

Submitted by: South East 9831M Branch

CARRIED

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.

Proposed by: formally moved from the floor

Seconded by: formally seconded from the floor

Motion 291 – Executive Council Members

Submitted by: Ireland/ Education Regional Industrial Sector Committee

CARRIED

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.

Proposed by: Hugh Lewsley

Ireland Education

Seconded by: formally seconded from the floor