



# Amicus – changing the world

Decisions of Amicus Policy  
Conference 2005

  
*amicus*  
the union



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# NEC Statements

## NEC statement No.1 – Developing the Amicus Equalities Structures

- (1) Following the merger of Amicus, Unifi and the GPMU the female membership of Amicus is 27%. The union does not know what proportion of its membership is Black and Ethnic Minority, Disabled or LGBT. Records of members' age are kept, however, conference has before it a proposition to change the definition of 'young member' from under 21 to 26 and under.

The NEC will therefore conduct a full census of our membership prior to reviewing the union's equality structures. The census would cover all equality areas, and would provide detailed information to both regions and sectors. This would allow us to ensure that our representative structure at national and regional level is appropriate to our membership, as well as allowing the union to identify if recruitment and membership are not commensurate with the workforce both industrially and geographically. The census will be timed so a report can go to the national conference of each equality area and sector in 2006.

- (2) The NEC will conduct a survey on the gender and equality representation on all Regional Councils.
- (3) The NEC will prepare a review of the activity of, and participation in, all Regional and National women's and equality Committees and Forums and report to the appropriate national committees.
- (4) One officer in each Region will be designated as the Regional Equality Officer and will be responsible for coordinating the equality activities in that region.

## NEC statement No. 2 – Manufacturing

The NEC notes that over one million manufacturing jobs have been lost in the UK since 1997. Where our members in manufacturing are made redundant they rarely find another comparable job. Two-thirds don't find a job within a year, those who do find jobs are on around 40% lower pay and only 13% find a skilled manufacturing job.

The NEC believes that a successful manufacturing sector is vital to a successful UK economy and to generate the economic wealth required for investment in high quality public services. While the UK Government has delivered economic stability, this masks the difficulties facing exports in the manufacturing sector. There must be an increase in export credit guarantees to assist British manufacturing in competing in the global market.

The NEC believes that urgent action must now be taken to ensure the UK's strategic industries within manufacturing such as the car industry, aerospace, pharmaceuticals and electronics, do not lose critical mass and disappear. Consideration must be given to ensuring that the strategic industries are defended, to ensure the future of our manufacturing sector as a whole.

The NEC notes that the level of state support for manufacturing in Germany is double that in the UK and higher still in Spain and Italy. The Government should examine the government support given to manufacturing companies in our leading European competitors. It should look at the amount of support as well as the type of support given and provide all similar support possible by EU legislation to UK manufacturing.

The NEC believes there should be full review of business support in the UK with a view to having the best business support possible, with additional increased support for research and technology and a dedicated repayable investment fund for the Manufacturing Industry. This will assist British manufacturing to compete and grow their business in tough European and global markets.

The NEC notes that the Government spends £109 billion a year on goods and services believes that the Government must develop a procurement strategy that supports UK jobs and skills and recognise that the UK will support its strategic industries. Procurement policy should encourage best practice and fair employment, long-term investment, investment in skills and innovation. The UK Government must be able to influence the purchasing policies of companies that rely on public money – such as the train operating companies.

The Government should require that at least a proportion of the work is carried out in the UK. That does not mean they will always buy British; but that UK taxpayers money can be used to support strategic industries where it is appropriate to do so. It also means the UK can encourage those industries to improve innovation, research and investment etc, which may be required in order to win government contracts.

The NEC welcomes the Government commitment to expand apprenticeships further and to provide the right to paid time off for training all. UK manufacturing companies must commit to invest in skills through a manufacturing sector training-levy. The NEC further welcomes the Government's commitment to expand union learning representatives, and believes this must be backed by providing the statutory right to negotiate on skills.

The NEC believes that the lack of employment rights in the UK has led us to become the soft underbelly of Europe. Until UK workers are offered a truly level playing field of employment rights and social planning, the UK manufacturing sector will lose out through off-shoring. There should be an immediate increase in redundancy payments and extension to the 90 day consultation period.

The trend of driving down costs and prices by squeezing existing assets, lean production techniques, outsourcing and use of temporary labour lead to low skill, low quality, low cost production and that the 'hire and fire' flexible labour market model damages the long term competitiveness of UK manufacturing.

The NEC believes the UK Government should support the European Social Model of economic prosperity twinned with social cohesion. The Government should fully reflect the European Charter of Fundamental Rights in UK legislation and support the draft temporary and agency workers' directive. The NEC rejects the country of origin principle in the proposed services directive and believes the posted workers' directive should be implemented in a way that ensures UK national collective agreements are not undermined.

The NEC believes that manufacturing companies hold a social responsibility to the UK work force and communities that support their business. Companies should develop investment strategies for skills, innovation, research and development and capital equipment to ensure they remain competitive for the long term.

The NEC believes public bodies, local councils and grant awarding bodies should be directed to impose binding conditions when they offer assistance to businesses with corporate social responsibility clauses including financial penalties when jobs are exported and Amicus should support pension fund trustees in incorporating in to their corporate governance bodies suitable provision to support corporate social responsibility.

The NEC believes that Councils can further support manufacturing industry, planning laws should be changed so that Local Councils are given strict guidelines on the designation and re-sale of land/industrial sites, decisions on the use of such land should be properly managed to ensure that this land remains for industrial use, for the long term benefit of local communities.

### **NEC Statement No. 3 – The Future of the trade union movement and collective bargaining**

The NEC notes that Amicus has been at the forefront of following a successful merger strategy, with the aim of developing the most effective trade union for UK workers. Amicus has the strength of numbers, diversity of industrial sectors and the unity of collective action in the work place to bring about better working conditions for its members.

The NEC believes that Amicus must maintain and extend its influence in collective bargaining. In some industries we are becoming the sole union, in other industries where there is multi union single table collective bargaining we are merging our work place structures while retaining and increasing influence at the collective bargaining table. Merging with other UK trade unions will lead to unity and better influence at the work place.

The NEC believes that some major employers compare pay levels with one another resulting in pay levels that are at times, controlled by the employers by industry and by region. This practice has the effect of weakening the collective bargaining process and the influence of trade unions in determining a fair rate for the skills applied.

The NEC believes that the most effective way to achieve fair pay is to establish, through a national campaign, a set of minimum benchmarks based on skill levels. We resolves to include such rates as part of all future pay claims as a way of working towards re-establishing national collective bargaining.

The NEC notes that AMICUS has called for a campaign within the CSEU over the next two years and that the fund, established for campaigns in support of a shorter working week, be utilised to achieve this major objective.

The NEC notes that the Government has a duty under the ILO convention to promote collective bargaining and should therefore support Amicus in promoting national bargaining structures.

The NEC notes the commitment in the Warwick agreement to bring together social partners for sectoral forums to discuss strategies for raising productivity, health and safety standards, as well as employee pay, skills and pensions.

The NEC believes these sectoral forums should promote recruitment, organising, recognition and collective bargaining. These forums should restore the role of industry procedures for enforcement of rights at work. The NEC resolves to campaign for sectoral forums in every UK industry.

The NEC believes that the lack of a level playing field in employment rights in Europe means that UK workers are cheaper and easier to sack than their European counterparts. Amicus' strong relationships with European trade unions results in successful coordinated campaigns to defend members' jobs and conditions.

The NEC believes that by building Amicus through organising and merger, Amicus will be able to develop the close relationships with trade unions in Europe and globally, that will be necessary to develop the bargaining strength needed to negotiate with global corporations.

The NEC resolves to continue the campaign to encourage other British Trade unions to merge with Amicus, and to build a strong trade union movement.

#### **NEC Statement No. 4 – Anti BNP Campaign**

The NEC welcomes the Amicus campaign in the general election to defend communities from the racially divisive and incendiary politics of the BNP.

The NEC believes that community based campaigns work best, as Amicus members, active in their communities, are able to remain in the area and support long term anti racist and education initiatives that rebuild the unity required to defeat the BNP.

The NEC believes that there can be no complacency in the campaign to defeat the far right whenever they stand for election to public office. There should be no BNP representative returned to public office, as there should be no room for their politics in the UK political establishment.

The NEC believes that the increase in racial attacks against a background of hostile political party policies on asylum seekers and immigration reflects the need for all democratic bodies to accept the responsibility of tackling racism.

The NEC believes that urgent steps are needed to tackle the root causes of the poverty and unemployment that exist in disadvantaged communities and to combat racism in all its forms.

The NEC notes that the BNP target trade union officials and use the 'Redwatch' internet site to intimidate trade union activists, anti-racist and left wing campaigners and believes that such sites should be closed down immediately. The NEC resolves to support its activists who have been subject to intimidation from far right organisations.

The NEC does not accept that BNP membership is compatible with Amicus membership and believes that while the Employment Act 2004 goes some way towards widening the ability for Amicus to exclude BNP members on grounds of their activities, it is disappointing that the law still does not allow them to be excluded on grounds of BNP membership alone. No Amicus branch should be forced to have as a member someone who supports a party whose aims are, in The

NEC's view, are in conflict with the aims and objectives of this union. Trade unions should have more freedom to determine who they do, or do not, accept as members.

Amicus will continue to campaign for legislation to enable unions to deny membership to those belonging to organisations whose policies or practice, in The NEC's view, are racist.

## **NEC Statement No. 5 – Public Services**

The NEC welcomes the high level of investment in public services carried out by the Government in education and health. Following 18 years of Conservative underinvestment in public services, we recognise the immense task which faced a Labour Government that has committed to delivering on public services since 1997.

However, the NEC notes with concern the new agenda on 'choice' and 'plurality' and totally rejects an agenda which seeks to undermine universality and increase long-term private sector involvement in the provision of our public services. The Government should consult fully with Amicus representatives to ensure that reform of public services delivers real benefits for public service users.

The NEC strongly opposes government policies that require public service job cuts and cuts to public sector worker pensions to finance government spending plans and believes our public services require more and better trained public servants not fewer.

The NEC reaffirms its opposition to privatisation of public services, and believes there is increasing evidence that privatisation is more expensive, detrimental to service delivery and creates significant inequalities. The NEC welcomes the Labour Party manifesto commitment that the post office will remain in public ownership.

The NEC believes that investment in public services should be achieved by alternative means to public private partnership or the private finance initiative where possible and calls of the Government to seek an alternative to PPP and PFI that creates jobs and lays emphasis on public funding for future projects.

The NEC believes that rigorous systems for testing value for money comparisons between conventional procurement, public private partnerships and the Private Finance Initiative have yet to be developed and there is no conclusive evidence that costs under PFI procurement and PPPs are lower.

The NEC believes that if the campaign to oppose PPP and PFI fails to bear fruit it will continue to adopt a pragmatic approach, one which fights for and delivers robust contracts for our members but one which calls for greater monitoring and accountability of PPP projects.

The NEC recognises concerns over safety and PPP projects in transport, in particular the rail industry, and does not accept any compromise over safety in the pursuit of PPP. The railways should be renationalised, along with a major investment programme to improve rolling stock and restore the UK train building industry.

The NEC believes we must tackle the perception that PPP is the 'only game in town'. The Government must ensure that there is greater freedom for public authorities to borrow to invest outside PFI and that access to revenue support is on an equal footing.

The NEC believes that pensions are a key area of concern and anxiety in any Public Private Partnership process and will continue to pursue open admitted body status where appropriate for our members.

The NEC calls on the Government to deliver an end to the two tier work force for all public sector workers by extending the two tier workforce Code to cover all forms of contracting across local government and the rest of the public sector, and across the United Kingdom, and ensure public sector pension benefits are comprehensively protected. The Government should also explore options for a more comprehensive solution, in the form of fair wages legislation.

The NEC believes that Amicus should mount a campaign to ensure that terms and conditions of existing workers and new starters working in public services are not undermined by private contractors, to ensure that any profit made by private companies in the public sector is not made by undermining wages and conditions.

## **NEC statement No. 6 – Health and Safety and Occupational Health**

The NEC believes that strong health and safety regulation, inspection and enforcement are crucial if the rights of workers are to be protected and the levels of occupational ill-health are to be reduced. The Health and Safety Commission figures show in 2003-04, as a consequence of work-related accidents, 235 workers were killed and 129,143 workers public suffered non-fatal injuries.

The NEC further notes research by the Health and Safety Executive showing that 70 per cent of workplace fatalities are as a result of management failures. We therefore welcome the publication of a draft bill to reform corporate manslaughter legislation.

The NEC believes that the absence of statutory directors' duties on health and safety hinders the prevention of accidents, injuries and fatalities and makes it more difficult to secure justice for the victims of health and safety breaches. Only the introduction of statutory health and safety duties on company directors and effective penalties will ensure directors can be held responsible for health and safety negligence.

The NEC is concerned over recent reports of cuts in funding for the HSE and that the Health and Safety Commission are directing the HSE to move away from enforcement of health and safety to encouragement through advice and guidance to employers. The NEC resolves to campaign for a doubling in the number of HSE Inspectors throughout the UK and an increase in funding to address the current shortage, and calls upon the TUC representatives at the Commission to insist that its focus should return to one of enforcement.

The NEC believes that there should further be improvements to rights for trade union health and safety representatives, with the right to issue provisional improvement notices, the right of access to establishments and the right to represent workers' interests, the right for workers and union safety reps to refuse to work in dangerous workplaces without the fear of victimisation or dismissal, and where an employer has been found guilty of unfair dismissal, the employment tribunal should have the right to give the worker their job back.

The NEC resolves to run effective campaigns on health and safety to ensure that industry develops enhanced standardised, recognised health and safety procedures that protect every member of the workplace.

The NEC believes that it is an indictment on UK health and safety that 27,000 workers leave employment each year due to industrial injury, employers should have the legal requirement to negotiate a policy on rehabilitation with trade unions to support workers who are sick or suffer an industrial injury as part of mandatory health and safety policy. Anyone injured or made ill by work should given the opportunity of rehabilitation if it will improve their quality of life, rather than because it may enable them to return to work

The NEC believes that there should be a national rehabilitation scheme, provided through the NHS and funded by employers and the state where appropriate to provide support for injured workers. Employers should provide rehabilitation support where appropriate, with a 'no blame' approach to sickness absence, and ensure necessary adjustments are made to the work environment.

The NEC totally opposes the introduction of occupational health departments becoming the first port of call for sick employees. We believe this will cause conflict of interest in the patient / doctor relationship and will take away confidentiality and trust.

The NEC notes the proposed Government to reform to incapacity benefit for injured workers who cannot work due to ill health, while we welcome the proposals to assist people to find work through the proposed pathways to work we believe there should be no time limits or graduated levels for Incapacity Benefits and that claimants should not have to meet the job availability tests currently applied to JSA claimants.

The NEC believes that rehabilitation is not an alternative to industrial injury compensation, although it will understandably have an impact on compensation awards if less time off from work results, rehabilitation should be focused on personal requirement rather than employer insistence. The right to trade union advice and support in claiming compensation for industrial injury should be part of the accident reporting procedure.

The NEC notes that Amicus provides support to thousands of our members each year who are injured in the course of employment and seek to obtain compensation. We note that insurance companies are lobbying the government to introduce a new system for claims for injuries at work. We applaud the last government's cessation of this pilot scheme and oppose any procedure to deal with the investigation into Personal Injury claims which would reduce access to legal advisors, impair the claimant's ability to gather evidence of liability, or result in settlement being agreed without the benefit of independent advice for the injured worker. We believe that all Amicus members approached by insurers should seek legal advice via their union from the outset in the conduct of their claim.

The NEC notes government plans to consider an increase in the limit for personal injury claims be raised to £5,000 in England and Wales, and deplores the ongoing moves in the Scottish Parliament to do so. The NEC believes that any move to increase the small claims limit will substantially reduce access to justice for working people because legal advice for the vast majority of personal injury claims will no longer be paid for by those who caused the injury. The NEC rejects the argument that legal costs rules should be judged by 'proportionality' with the level of damages, and instead believes that they should be seen as part of the health and safety enforcement apparatus by enabling injured people to take claims, and by providing an added incentive for insurers and employers to prevent injuries occurring. The NEC accordingly calls on the Government to retain the small claims limit at £1000.

### **NEC Statement No. 7 – Europe**

The NEC believes that joining the single currency offers the British economy many advantages for reasons of trade, inward investment, employment, as well as greater protection against speculation in foreign exchange markets.

The NEC notes that our trade links with our European partners are stronger now than they have ever been. In 1973, the year we joined the EU, only 35% of goods exported went to the EU countries. Now, nearly 60% of UK foreign trade is with the EU. Up to 3.5 million British jobs depend on exports to the European Union and nearly 2 million of these jobs depend on manufacturing.

The NEC believes that the debate on the single currency cannot be divorced from the debate around the European social agenda, that employment protection and economic reform are essential parts of the European project.

The NEC also recognises that it is essential for the public of Great Britain to enjoy a proper, meaningful debate based on facts around the Chancellor's five tests. Such a debate is crucial if we are to attract majority voter support in a future referendum. Amicus will continue to campaign for a referendum on the single currency once these tests are met.

The NEC believes that the Government must give a firm commitment that its public spending plans will not be compromised when the UK joins the euro if we are to allay fears that public services and the euro are incompatible and to campaign for reform of the growth and stability pact.

We also recognise that the European Economic Institutions, in particular the European Central Bank are widely regarded as too remote and not sufficiently accountable or transparent in their present form and welcomes the Government's commitment to constitutional and institutional reform.

The NEC notes the UK Government policy to hold a referendum on the draft EU constitution and further notes that the UK Government sought guarantees that the charter of fundamental rights would have only limited application in the UK.

The NEC notes the speech given by the Foreign Secretary to the CBI in which he said that the interests of business were at the heart of the Government's negotiating position and hence it would ensure that the Charter created no new rights under national law.

The NEC resolves that until the UK Government reaffirms its commitment to the European Social agenda, and ensures that all rights under the charter of fundamental rights are enshrined in UK legislation, Amicus should refrain from active support for the EU constitution.

## **NEC Statement No. 8 – War in Iraq**

The NEC took a position to oppose the war in Iraq. The NEC believes the war was not justified because there was no credible proof of weapons of mass destruction and delivery systems such that Iraq posed an imminent threat. The NEC further believes that the language used in the war has heightened the problems of racism in the UK.

The NEC believes that since 1990, Iraq has suffered a catastrophic decline in living standards and an associated increase in poverty. Further that since the end of the 2003 war, peace and security has not been established and condemns the abuse and torture of Iraqi prisoners by the coalition forces. Long-term stability and human rights protection in Iraq require the rule of law and transparent, accountable systems of government that are based on respect for human rights and recognition of the particular needs of women as well as ethnic and religious groups without discrimination.

The NEC believes that Amicus should now do all in its power to support the Iraqi people and the independent trade union movement in Iraq as an essential force in the creation of a stable, democratic and pluralist nation and supports the TUC appeal to raise funds to help rebuild the Iraqi trade union movement.

The NEC resolves to work with the Iraqi trade unions and the ILO to press for the maximum involvement of Iraqi trade unionists in the drafting of new labour laws which conform with the core Conventions of the ILO.

The NEC notes that the Iraqi Trade union movement has strongly endorsed the process to rebuild Iraq endorsed by the UN Security Council through resolution 1546, which looks forward 'to the end of the occupation and the assumption of full responsibility and authority by a fully sovereign and independent interim Government of Iraq'.

The NEC calls for the withdrawal of the coalition forces and the dismantling of military bases as soon as possible, and at a minimum, when requested by the Iraqi Government or on expiry of the UN resolution 1546 which terminates in December 2005.

The NEC believes that the people of the Middle East must have the democratic right to self determination. The NEC therefore opposes any further unilateral military acts of aggression as this can only destabilise the region and increase the threat of terrorism.

## **NEC Statement No. 9 – Social Housing**

The NEC supports the role of local councils in providing decent, affordable homes through council housing and local housing strategies and supports extra investment to improve existing and build new first class council housing to meet housing need.

The NEC recognises that all local authorities are required to review housing stock options and to demonstrate to government how they will achieve the decent homes standard by 2010. Where local authorities are investing directly into their housing stock the decent homes standard is being achieved.

Instead of creating a level playing field the Government has further weighed the case against council housing by limiting the resources available to local authorities for direct capital investment to tackle the backlog of repairs and improvements in their own housing stock.

The NEC believes that where tenants choose to remain under the management of their local authority, they should not be financially disadvantaged – funds available for stock transfers should be equally available to councils, ensuring a level playing field.

The NEC resolves that where the choice of stock transfer, PFI or ALMO is put to local tenants, Amicus will work with local tenants and community groups to campaign to defend council housing and ensure that all tenants are provided with the information on all available options.

The NEC believes where mutual and co-operative models of provision of social housing are developed through support by local tenants, that there should be direct and decent terms and conditions of employment for workers in those schemes.

Where workers are transferred from the public sector to new employers, then this must be under the terms of the two-tier work force agreement. Admitted body status must be sought for continued membership of the Local Government Pension Scheme.

The NEC is concerned that the short funding cycles for initiatives such as the Supporting People initiative must be extended to ensure decent service provision and job security for workers.

The NEC believes alternative shared ownership and equity share schemes, especially for key workers, first time buyers and younger workers must be balanced against their impact on the availability of social housing and believes consideration should be given to other groups of key workers who face housing difficulties.

The NEC believes the Right to buy scheme should be reformed to reduce early re-sales and giving local authorities the option of buying back Right to Buy properties.

The NEC believes local authorities should be allowed to build new homes for rent to ensure that our communities are not weakened by the shortage of affordable rented properties.

The NEC calls upon the NEC to do all in its power to stop privatisation of Local Authority jobs.

The NEC resolves to encourage Amicus MP's and Councillors to halt the ever-growing demise of Council Direct Labour Organisations through PFI's, PPP's, ALMO's and Housing Stock Transfers and to mount a priority campaign to highlight the issues facing Local Government workers. The campaign should be focused around the provision of decent affordable social housing and the detrimental effects of privatising council housing and council jobs.

### **NEC Statement No. 10 – Implementation Report**

The NEC is committed to monitoring the implementation of amicus policy as agreed by conference. The NEC will consider an implementation report at its July meeting and monitor the effect of the amicus priority campaigns in delivering the amicus policy agenda on a regular basis. These reports will be recorded in the amicus NEC minutes and will contribute to the NEC report to policy conference.

# COMPOSITES

## COMPOSITE 1

### MANUFACTURING

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This conference recognises the crisis in UK manufacturing, so important to the economic wealth of this country, continues to be in decline through a deepening recession. No modern economy can be successful without a strong manufacturing sector, directly providing over 4 million jobs, 20% of our GDP and over £150 billion in exports. Manufacturing also contributes another 5 million jobs indirectly to the economy.

Conference further believes this Government is not doing enough to reverse this decline or to protect our manufacturing base and pledges its full support to fight for the retention of the British manufacturing industry.

Conference is appalled that despite initiatives to bolster UK manufacturing, regions such as the north east and northern Ireland have specific needs and job losses appear to continue unabated, in engineering, electronics, motors, textiles, steel production, railway rolling stock, printing paper making tyre manufacturers and many other sectors, only to be replaced by low paid, low skilled jobs.

The Government states they are unable to influence the Train Operating Companies and quote the free-market, but the only place where a free-market operates is in the UK. Our European counterparts are very successful in ensuring local manufacturing in their countries. The UK is open to import, and the import element is growing. This continuing attitude makes the future of UK train building vulnerable.

Whilst the effects of globalisation and technological change are acknowledged, many job losses have been due to the short term policies adopted by employers; the lack of proper rights for workers to information and consultation; a lack of skills training and the fact that it is cheaper and easier to sack UK workers than it is workers in virtually every other European company, means that when multinationals decide to downsize their operation, it is the UK facility that normally closes.

This conference recognises that employment law is different in each of the European countries and a straight comparison is not simple to define. Achieving equality is not merely copying; it's about importing principles. Changes to redundancy laws and payments, companies having social responsibilities, trade unions having the right to challenge, industrially, decisions that affect their members are some principles. Conference welcomes the work being done to introduce the information and consultation directive. This will help, but will not, on its own, provide a level playing field in Europe.

Conference notes the increasing dependence on gas in power generation raises issues concerning the security of supply of the UK's electricity system and possible increases in costs of electricity. Conference also demands that any new investment in clean coal, nuclear, renewables must have a beneficial spin off for the manufacturing base of this country.

Conference fully supports and welcomes the Amicus campaigns to defend manufacturing in the UK.

Conference calls on the General Secretary, the Amicus NEC, Amicus MPs and MEPs to;

- 1 Continue and strengthen its campaign to rebuild UK manufacturing, through demonstrations, protests and coverage in national newspapers to raise the profile as a union for manufacturing.
- 2 Demand that the government supports a robust and positive strategy for manufacturing.
- 3 Run an effective campaign to prevent global companies from outsourcing and relocating manufacturing facilities outside the United Kingdom. The continuing trend of taking cheap labour is having a damaging effect on the industrial base of this country;
- 4 Work with other manufacturing unions in building the campaign for the necessary legislative

changes that will bring real justice to an even playing field between workers in the UK and mainland Europe.

- 5 Campaign for Government powers to stop companies coming into the UK, obtaining national and local grants and then closing the company down when these are exhausted. Legislation is required to force companies to stay in a region for up to ten years to allow for community stability and security.
- 6 Ensure the Government re-investigates its procurement policy when placing orders.
- 7 Secure a change in Governmental thinking towards the rail industry. The rail industry should be regarded as 'strategic' to the economy and, therefore, fully advantage indigenous train builders in the tendering process;
- 8 Campaign to ensure when public money is invested in the transport system then British jobs benefit from this money;
- 9 Lobby the Government to ensure they take urgent action to ensure a viable solution is found to ensure train manufacturing is preserved in the UK. With train travel in the UK growing and orders for rolling stock being placed, we know there is a business case to be made.
- 10 Provide ongoing and active support in securing a balanced energy policy, which includes renewables, clean coal and nuclear.
- 11 Stress the benefits of manufacturing in the UK and campaign for investment in manufacturing from domestic employers and inward investors.
- 12 Encourage employers to act responsibly in difficult times, stressing that the future of manufacturing is reliant on the skills that their work forces possess at present
- 13 Develop a policy for industry through all the relevant stakeholders that ensures sufficient investment is directed into industry, with an investment fund to assist UK companies when needed, to ensure that its infrastructure is maintained and built upon
- 14 Appoint a minister for manufacturing to promote this important sector.
- 15 Demand a new approach from the government, Scottish parliament and Welsh assembly and lobby to protect Northern Ireland's 'special status' within the EU and campaign to ensure that the regional development agencies and emerging regional assemblies are mandated to promote and boost manufacturing industry
- 16 Support a high skilled well paid work force, with full rights to information and consultation

# COMPOSITE 2

## OFFSHORING

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Conference is alarmed at the export of finance, IT, Media, Information Industries and other jobs to offshore locations.

Globalisation of the economy and in particular but not exclusively the economies of the Far East poses challenges for unions and governments alike.

Conference notes that Amicus has partnerships with financial, travel and other service sector companies to promote selected products to Amicus members.

Conference instructs Amicus to make the off-shoring practices of such companies a key factor in deciding which companies to deal with in future.

Whilst the UK Government has heralded the new century as the dawn of the Information Society and a 'knowledge based economy' it is increasingly the case that highly skilled jobs, including Information Technology, are at risk.

Unions cannot stand in frustrated despair and simply watch employment opportunities, careers and skills exported to other countries that do not allow unionisation, decent terms and conditions and safe working practices. Amicus must put pressure on employers to justify, with sound long term business and financial plans, any proposal to offshore jobs from the UK. The union must also campaign to ensure that where companies' do propose to offshore work to subsidiaries overseas, then a minimum decent terms and conditions should be applied in those locations, including access to trade unions, and where offshoring is to outsourcers then or Union must assist local unions in their endeavours.

Conference instructs the NEC to:

- a. Monitor the development of offshoring.
- b. Lobby the government to enact legislation requiring businesses to publish evidence justifying their decision to offshore. This would have to take account of all associated costs – including increased administration and environmental costs – and not just labour costs.
- c. Raise the issue with the TUC nationally and work with the TUC to lobby the government to prevent companies exporting jobs and closing sites in the UK without proper consultation with the affected workforce and without providing proper compensation for the area affected
- d. Actively oppose offshoring of jobs where members request it.

Where company union committees are faced with no alternative but to reach an accommodation on offshoring that the following points be applied:

- i. No compulsory redundancies, reductions in terms and conditions, or reduction in career prospects.
- ii. Guarantees of suitable alternative employment be applied to staff affected
- iii. A minimum of 12 months notice of any plans to offshore UK jobs should be provided
- iv. Adoption of ethical employment practices by employers in all global sites
- v. Encouragement of Life Long Learning reps to develop transferable skills and enhance employability
- vi. Ensure that the union develops strong links with Trade Unions and staff in countries to which UK work has been transferred
- vii. Publicise the Union's activity in dealing with this issue to enable members to understand the benefits of International Trade Union Solidarity'.

Furthermore, Amicus should seek an understanding to ensure that minimum procurement standards are applied within government to protect British jobs, as well as in companies that provide a service on behalf of the state.

Conference calls on the NEC to make clear to representatives and members that overseas workers are not to blame for decisions to offshore. Furthermore, any harassment of these workers by members who are required to train them will be deemed to be in conflict with the aims and objectives of the union.

# COMPOSITE 3

## AGENCY LABOUR AND TEMPORARY WORKERS

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This Conference welcomes the decision of the Government to no longer oppose the introduction of the Agency and Temporary Workers Directive.

Conference recognises and views with great concern the significant growth in the use of Agency and Temporary workers throughout the manufacturing and service sector.

This allows major employers to utilise labour which can be terminated without any notice as well as receiving low pay wages, no pay whilst absent due to illness or access to occupational pension schemes etc.

The use of agency labour exploits the unemployed and undermines the security of the directly employed.

Many agency and temporary workers suffer exploitation at the hands of unscrupulous agencies as well as receiving rates of pay and working conditions below those of permanent employees.

Therefore, conference calls on the National Executive to press union MP's to demand legislation that will afford agency workers greater job security and employment rights and conference supports:

1. The full and proper implementation of the EU Agency and Temporary Workers Directive by the UK Government to ensure that these workers receive the 'rate of pay for the job' as well as working conditions which equate to those workers with whom they are working alongside on assignment.
2. The right of trade unions to be fully consulted and to agree on the use of agency and temporary workers.
3. That Amicus also supports a policy of recruitment and organisation of Agency and Temporary workers and that our full time officials actively pursue recognition and negotiation agreements with agency employers.

# COMPOSITE 4

## SHORTER WORKING WEEK

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This Conference recognises that workers in the UK work some of the longest hours in the European Union, and that any meaningful progress in achieving better work/life balance and family friendly policies will need significant reduction in working hours for all workers, men and women.

The biggest cluster of working hours in the UK is from 37 to 37½. However, significant differences persist. Over 40% of manual workers are on 39 or more hours a week, while under 30% of non-manual employees are on 35 hours or less.

The CSEU campaign fought from 1989 to 1993 to reduce the working week and was a spectacular success when more than a million workers benefited with a cut from 39 to 37 hours. Only Stage 1 was completed as there are remaining establishments yet to reach 37 hours.

We are now seeing throughout Europe changes of a similar nature, but the big difference being that the working week has been reduced to the basic 35 or 36 hours. This, in turn, would give the employees more time with their families, and also a better way of life to bring up and support their families. In return the employer would reap the benefits, as productivity would be seen to improve and they would also see a more content, less tired and stresses workforce and it also provides more jobs.

Since the French Parliament passed the Law introducing the 35-hour week, the working hours in France have been transformed, with over 47% of all full-time employees in the areas covered by the law so far, on 35 hours or less. This compares with less than 20% of employees in Britain on 35 hours or less.

We are part of a rapidly changing world, particularly in manufacturing where annualised hours, greater flexibility and increased productivity is now the norm.

Conference condemns any compulsory Annualised Hours Contracts being imposed on our membership. This is a draconian backward step in the best interests of the employer alone. It does nothing to improve on the already constrained conditions of employment of our members and the incumbent non-family friendly implications.

We also note with concern that some employers may already be or considering recruiting new employees and insisting that annualised hours contracts are adopted. This practice will result in putting additional pressure on our membership. We therefore call upon this conference to oppose such contracts as unfair and employ our Full time officers to protect our membership.

This Conference calls on the NEC to

1. Consider a strategy and implement a family friendly campaign to reduce the working week to a common 35 hours; both within the CSEU (for a campaign within Engineering); and within the TUC
2. Campaign to develop a similar legislative programme to that in France and many other European Countries.
3. Encourage workplace groups to negotiate reductions in working hours, aiming at a 35-hour week, where this has not already been achieved. The NEC shall provide all necessary resources to enable groups to conduct such negotiations, including support for industrial action, where members wish to take it.
4. Expose certain flexible working agreements as a licence to extend the working week.

# COMPOSITE 5

## WORKING TIME DIRECTIVE

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Conference recognises that in many instances the opt-out clause in the Working Time Regulations has added to the long hours culture.

In some instances workers have been pressurised to sign an opt-out, with threats of redundancies and closures, sometimes having received incorrect information from their employers.

Conference is therefore alarmed at the recent developments in regard to the revision of the Working Time Regulations.

Conference notes the European Commission has bowed to pressure from some member states and employers bodies to weaken the Regulations by making the individual opt-out more widely available; giving employers the unilateral right to organise working time over a 12 month period and ending protection for 'on call' workers.

Any legislative changes must involve the removal of the individual opt-out clause from the Working Time Regulations, and the addition of a legal maximum number of hours an employee can be forced to work in any one week. 'These changes should apply to all workers.

This Conference calls upon the Executive Council to vigorously pursue with employers and the Government proper adherence to the regulations set out by the Working Time Directive.

Conference calls upon the NEC to

1. Urge this Government to stop encouraging excessive working hours and campaign
2. Against the weakening of the Working Time Regulations and to support an end to the individual opt-out, when the Working Time Directive is reviewed;
3. For increased powers by the HSE to enforce the 48-hour maximum on employers;
4. For education for Amicus members and other workers on the health risks of a longer working time and for five additional public holidays in line with TUC policy
5. For new legislation which provides protection against long working hours for groups of workers not covered by the Working Time Directive/Regulations

# COMPOSITE 6

## HARASSMENT AND BULLYING AT WORK

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Conference notes that bullying at work has received considerable media coverage in recent years and is gradually being acknowledged as a serious and widespread problem.

Research carried out by Staffordshire University in 1994 revealed that 78% of a sample of 1,137 employees had witnessed bullying at their workplace and that 51% had experienced themselves.

Bullying in the workplace can take many forms. Bullies in a position of authority may subject their subordinates to humiliation and ridicule. In some cases, they may remove employee's responsibility, refuse requests for leave and training and block promotion. Bullying is not confined to managers and supervisors. Employees may bully a colleague on the same grade and groups of employees victimise an individual.

Women are particularly vulnerable to bullying, since there are high concentrations, such as social security departments, hospitals and schools. Women tend to react to bullies withdrawing and internalising their feelings of humiliation. This often leads to low self-esteem, depression and occasionally suicide.

The endemic nature of Bullying and Harassment in the British workplace needs decisive action.

Conference calls for our National Executive to

- i) Initiate an anti-bullying campaign to include raising awareness of its prevalence as well as lobbying to ensure legal recourse for members
- ii) campaign in favour of legislation against bullying in the workplace and which compels companies to provide adequate person-management skills and equality training prior to appointing people into management positions.

# COMPOSITE 7

## EMPLOYMENT RIGHTS

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Conference is concerned about the ease with which multi national companies can take decisions to close manufacturing facilities in the UK and transfer the work to other establishments within the EU. Conference believes this is only possible whilst employment legislation in the UK lags behind that of other EU states.

This conference agrees that there has never been a time when workers in Britain have had appropriate protection at work. This conference notes that Britain has the poorest record of any European union country in the defence and promotion of legal rights for workers.

We are concerned at the numbers of workers who are dismissed or threatened with dismissal for taking part in legal, balloted industrial action, while employees are able to use current loopholes to avoid their responsibilities.

This conference condemns anti trade union legislation that exists in Britain today. It is the most restrictive trade union legislation across Europe. Conference understands that these laws were designed to aid big business and to prevent trade unionists from taking effective industrial action.

Conference believes that it is up to members of Amicus to determine how its internal democracy is administered and we should be free from the interference of the Government.

Conference welcomes the TUC campaign of a series of meetings around the UK to promote a positive framework of employment law.

This conference notes that the Labour Government has brought in reforms in labour legislation since 1997; however, these reforms have only had a marginal effect in protecting our members at work.

Conference calls on the Government to harmonise employee protection and trade union rights at the level of best practice in Europe, including the right to strike without entering a legal minefield and without risking dismissal, the right to take solidarity action in support of other workers, and better protection against redundancy. And to implement all European employment directives to reflect the true spirit and intent of the directives, at the same time making it more difficult to close UK manufacturing facilities.

The lack of these rights, which have not been fully restored by the labour government, has contributed to Britain's position as a low pay, long hours, low skilled economy.

Conference instructs the NEC to

1. Launch a vigorous campaign to repeal all anti trade union legislation introduced by the Tories between 1979 and 1997 in line with the ILO conventions
2. Work with the TUC and other like minded organisations to campaign for a legally enforced charter for workers and trade union rights as enjoyed by our fellow colleagues throughout Europe to ensure the rights of members at work to take appropriate action in defence of their interests is protected.

# COMPOSITE 8

## REDUNDANCY PAY

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This conference opposes the capping on redundancy lump sum compensation payments for individual employees which is currently limited to a maximum of 3 years pensionable pay.

This Conference calls upon the NEC to

1. Support and pursue with vigour the removal of this unfair and unjust capping level thereby achieving a position where all reckonable service is contributory towards redundancy pay and include the following measures in it's campaign.
2. Statutory redundancy pay to be a minimum of 12 weeks at average wage, with no upper limit applied, plus 4 weeks average for each complete year of service.
3. All employment protection including redundancy pay to be from day one of employment.
4. Protect part-time workers who have transferred from full-time employment by introducing a fairer system, that is taken into account when calculating redundancy payment and acknowledge all their previous service.

# COMPOSITE 9

## **CRIMINAL RECORDS CHECKING AND FREEDOM OF INFORMATION**

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This conference supports freedom of access for all employees, as of right, to all vacancies and to notification of all promotions within a company.

This Conference deplors the fact that criminal record checking is flawed and call upon the NEC to use all powers necessary to secure a just and equitable structure and its fair implementation. No employee will be treated any less favourably than provided for in UK legislation, which allows for rehabilitation of offenders.

# COMPOSITE 10

## INSOLVENCY

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This Conference deplores the legalised process of asset stripping of British & Irish companies such as Papermarc Mill & Packaging, Pearl Assurance & Ford. The effects have devastated many local communities as the knock on effects of closures have a massive impact on the locality.

The consequences for workers and their families in these situations are all too familiar and frequently devastating. The consequences for company directors found liable for mismanagements are mild and frequently non-existent.

This Conference demands changes to our laws and company regulations and duties of governmental agencies to assist the prevention of workers being the last to know while suffering the greatest privation.

We call on the Union to campaign to change the rules on secured and unsecured debts. Contractual entitlements, such as enhanced redundancy pay or bonuses paid under a collective agreement are not regarded as secured debts on the Employer, Receiver or Liquidator. In such circumstances our members have little chance of recovering their losses and this law should be changed.

This Conference calls upon the Executive Council to lobby the Government to introduce legislation to protect negotiated terms and conditions of members when the company they work for is placed into administration.

This Conference requests that executive to discuss with our MP's group and campaign for:-

1. The abolition of the practice of establishing 'shell' companies that possess no assets or even direct links to assets of enterprises and companies but only employees contracts.
2. Where a government agency seeks a court order to wind up a company or enterprise it should be a requirement that this be published in a local newspaper or other commonly used local media.
3. Where a recognised union exists any failure to pay income tax by PAYE employer should be notified to any recognised union of that workplace.
4. Where workers have had deductions made from their pay such as CSA or Council Tax, then in cases of non-payment by the company acting as the collecting agent company such claims should be logged against other assets that are not under administration or in the absence of such assets deemed preferential creditors. The workers should not have to pay twice.
5. Failure to pay over NI payments by the employer leads to employees suffering reduced state pensions and rejection of some state benefit applications, Where NI payments are not received for more than three months the individual worker must be contacted for confirmation.
6. The laws/regulations governing the submission of accounts to Companies House should be strengthened to prevent lengthy delays so that unions and other interested parties do not have to wait substantial periods for basic information that may assist prevent disasters like Papermarc.
7. The laws and regulations governing company directors who have traded whilst insolvent or acted in a manner against the interests of the company, its shareholders and employees must be tightened and given real teeth.

Finally the current practice of employers calling in administrators allows the employer to decide which administrator is appointed and permits some influence on the disposal of any assets. No employer should be allowed to appoint the same administrator/receiver on more than one occasion without court approval.

We also call on the Government to review the terms of bankruptcy whereby those made bankrupt are able to re-establish themselves or their family members and continue to practice and even buy back their old business from administration. This system is unjustifiable and needs to be remedied.

# COMPOSITE 11

## EQUAL RIGHTS LEGISLATION

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It is noted that different areas of equality i.e. Race, Gender, Disability, Sexual orientation, Age and religion are diverse and not all are currently covered by respective commissions.

This conference notes that concerns have already been expressed within the trades union movement that this will not be effective without adequate resources and funding.

Further that a Single Equality Act will not realise the elimination of discrimination in all areas unless there is a level playing field in terms of legislation.

Concern is also expressed that each area of equality will not be dealt with effectively.

This conference agrees that the Amicus NEC should campaign for:

- 1) Any new body should have separate sections relating to each discriminated group.
- 2) Each sector shall be staffed with officers with specific expertise in that area.
- 3) That each sector has an equal voice.
- 4) The priorities for each sector shall be to have a duty to undertake formal investigations, to enforce the law and to support legal cases.
- 5) Provision within the new act which places a statutory requirement on all organisations to promote each equality area effectively in the public, private and statutory sectors.
- 6) Provision within the act to ensure that all organisations provide fair and accessible services and to improve equal opportunities in employment.
- 7) A larger budget is allocated that that which currently covers the three existing commissions.
- 8) Specific funding for each equality area to be made available

Conference congratulates the Amicus NEC on their intentions to continue the campaign for equal pay and recommends that this campaign should include a national media launch and leaflet distribution to all members of the Union. Conference, however, recognises that a voluntary approach to Equal Pay Audits is failing to deliver.

Equal pay Audits identify discrimination where it exists and provide evidence to support the good employers and condemn the bad.

Conference therefore instructs the NEC to lobby the government to introduce legislation to campaign for mandatory equal pay audits and pay audits on gender, disability, race and age grounds and to ensure that any discrimination identified was remedied by the employer.

Conference notes that representatives, including seconded representatives, play a pivotal role within Amicus and their workplaces in supporting members collectively and individually, campaigning and organising. We also note that the duties of many representatives, far exceeds that of their substantive duties. However, they are not evaluated as such, this leading to inequalities in pay, benefits and opportunities for promotion.

Conference calls on Amicus to campaign to see that the role of the representative is evaluated against local job evaluation schemes in order to assure the principles of equal pay prevail, and reflects the responsibilities on the role that a representative plays.

This conference calls upon the National Executive Council to meet its obligation to 'Goods and Services' part 3 of the DDA, this union needs to ensure that all publications are made available to members that request them in different formats. When conferences, Forums or committee's are convened they should be organised to ensure that they are fully accessible to all members.

To achieve the above this conference calls upon the National Executive Council to put in place procedures ensuring that accessibility to venues and various formats are made available at all conferences.

This can be achieved and put into place by working with the Disability Forum members who already have produces formats that would start the process off.

This Conference calls on Executive Council to oppose discrimination against our members on the grounds of their age.

# COMPOSITE 12

## EQUAL OPPORTUNITIES

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This Conference notes that our new Union provides for Regional Equality Forums, National Equality Committees and National Equality Conferences. Equalities issues are going to be central to the interests of very many of our members, and welcome this formalisation of them into our structure.

Conference recognises that it is important that trade unions look at how they provide services to their members, ensuring these are appropriate and safeguard their rights. Simultaneously the needs of staff must be taken on board. This conference is anxious that there should be no hindrance to Equalities issues being progressed. Accordingly we call on Conference to ensure that they are debated and progressed by all decision making levels of the Union, and not merely left for debate in their own Forums, Committees and Conferences.

The formation of Amicus presents an ideal opportunity to review the work carried out by the founding unions, to draw up appropriate principles and strategies. These are to ensure that we meet the legislation and mainstream equality issues throughout the fabric of our organisation.

This conference also recognises the underlying principles of equality working as:

- Democracy – Consultation
  - Discussion
  - Involvement

- Equality – Working towards eliminating disadvantage, discrimination and deprivation.

- Equity – being fair, reasonable and just in all activities and service provision

- Quality – aiming for the highest achievable standards in service and facilities

- Empowerment – giving members real involvement in and influence over decision-making and policy development.

- Diversity – ensuring that the specific needs of each member of an equality community is met e.g. that a perspective for black, disabled, lesbian, trans, older and younger women is taken into account.

This conference agrees that these principles should be adopted formally by the NEC together with an overarching Equal opportunities statement, these to be disseminated throughout the Union.

That the NEC should set out a timetable for the equalities unit of Amicus to consult with all the equality forums i.e. Race, Disability, Women, Youth, Lesbian, Gay, Bisexual and Trans to:

1. Draw up an agenda to mainstream equality issues in all aspects of policy and service delivery of Amicus
2. Devise an action plan and work programme to achieve the mainstreaming agenda.

The NEC are also to agree:

- A. Quantitative Outcomes such as:

- Monitoring of members, offices and staff
- Monitoring recruitment and retention processes and practices
- Monitoring of training of officers, staff and lay representatives

- B. Qualitative Outcomes such as:

- Developing a sense of 'community' ownership

Recognition outside of Amicus for the achievements in the equality field  
Involvement in setting up new structures  
Involvement in policy development  
Involvement in activities

This conference also agrees that the NEC are to ensure that annual monitoring and reviews are carried out to ensure that the equalities work is developing, taking account of changing needs and issues, highlighted during consultation, regarding service delivery, policy development and the needs of staff and officers.

The NEC to present a formal report back on an annual basis.

# COMPOSITE 13

## DIVERSIFICATION, ORGANISING AND RECRUITMENT

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To effectively serve its members Amicus needs a powerful voice. The strength of the Union depends on the size and involvement of its membership.

Conference recognises that building Amicus by retaining members, recruiting and organising new members is a major priority.

Conference recognises that the right to recognition and collective bargaining in the workplace has helped to secure union rights at work in many newly organised companies and workplaces.

Outside the public sector, union members constitute a minority in every industry, including manufacturing. Our membership is older than the workforce, and doesn't yet adequately reflect the diversity in the workplace. Amicus must recruit thousands of new members if it is to be strong enough to protect the interests of its members.

Many 'new' sectors of the economy including ICT, communications, media and services have low levels of trade union membership and limited collective bargaining.

In order to grow membership Amicus must extend organisation and recruitment work into these areas and make organising and recruitment a key issue for every sector and region of our union.

This should include campaigns to increase membership where we already hold union recognition; a programme to ensure that workers moving from job to job maintain membership of Amicus where appropriate and to extend organisation into 'Greenfield' companies and sectors.

Specific recruitment campaigns can be helped by officers and organiser, but the majority of union recruitment is carried out by workplace representatives. Only by adequately equipping our lay members can we achieve sustainable recruitment on the scale we need.

A narrow focus on recruitment is risky. If workers are recruited into the union, but there is no organisation in their workplace to provide them with advice, support and representation, it will be difficult to retain them in membership. Unless a proportion of the new members become new representatives, growth is not sustainable. Workplaces without a sufficient quantity and quality of representatives place a disproportioned burden on officers.

We will need to ensure we build organisation and recruitment work into all of the union's activities including:

- Developing and training more activists and union reps to recruit and organise workers in their companies
- Developing the important link between learning and skills and organising
- Training courses for full time officers and union reps courses in recruitment and organising
- Making organisation and recruitment a priority for all Amicus meetings at branch, region and national level;
- Support for TUC initiatives such as the Organising Academy;
- Campaign to eliminate the barriers in current employment legislation that can be used by employers to stop workers winning recognition.

To do this the NEC must commit sufficient financial and resources to carry out systematic and well planned recruitment, organising and recognition campaigns that will help increase membership, increase industrial and political strength and win the organised workplace.

We therefore instruct the NEC to:

- a) Develop new targets that provide a proper balance for sustainable organising and recruitment. The targets should reflect the numbers of new workplace representatives and the training completed by lay members and representatives, member retention and recruitment.
- b) Ensure that branch officers and workplace representatives have regular access to lists of joiners, leavers and lapsed members. Where requested, this should be in electronic format.
- c) Ensure that branch officers and workplace representatives have access to model letters aimed at persuading leavers and lapsed members to renew their membership. Where requested this should be in electronic format.
- d) Ensure that branch officers and workplace representatives have access to model letters to welcome new members and provide workplace or branch specific information. Where requested, this should be in electronic format.

Amicus should also continue to broaden its membership base amongst Black and Ethnic Minority people. It is widely accepted that black people are proportionately more likely to suffer discrimination, harassment and held back from promotion opportunities. Therefore Amicus should maximise opportunities to recruit black members from both existing workplaces and by extending its reach to the Black and Ethnic Minority communities.

Conference therefore instructs the NEC to:

- Increase links with community and voluntary organisations, especially where there are large concentrations of Black and Ethnic Minority people;
- Ensure that recruitment events target diversity as a selling point;
- Motivate existing black members to become active in the union structures and act as role models to encourage new members to join;
- Publicise recruitment events that are successful therefore encouraging continuing best practice.

Conference believes that only a pro-active back to basics trade unionism strategy will result in a vibrant and growing union.

To this end we call upon all sections of the union to develop an organising strategy:

- a) Workplace/company groups
  - i) To ensure that representatives (shop stewards)/health and safety representatives/union learning representatives are in place in every site/office/unit where the union has recognition in the organisation
  - ii) To ensure that all representatives are properly trained
  - iii) To aim for 100% membership in all sections where we have recognition.
  - iv) To develop a strategy to achieve recognition in sections of the company without recognition
- b) Branches
  - i) To develop organising campaigns in groups within the branch where recognition does not exist.
  - ii) To develop 'buddying' networks between experienced and less experienced reps within the different organisations within the branch
  - iii) To develop strategies and campaigns for organising new companies which exist within the branch's area of influence
  - iv) Identify representatives training needs
  - v) Election of community representatives where appropriate
- c) Regional Industrial Committees
  - i) To develop strategic industrial organising strategies for the industrial sector within their region
  - ii) To develop 'buddying' networks between experienced and less experienced reps within the different organisations within the sector
  - iii) Organise training for specific issues in the region
- d) Regional Councils

- i) To develop strategic organising strategies for the region, with the aim of making Amicus the dominate union within the region
- ii) To organise training events relevant to representatives within their region
- iii) To support workplace groups, branches and regional industrial committees with campaigns in the region
- iv) To mobilise other members in support of recognition and recruitment campaigns i.e. retired members
- v) To prioritise regional expenditure on organising campaigns
- e) National Industrial Committees
  - i) To develop strategic industrial organising strategies for the sector
  - ii) To develop a strategy to achieve recognition in companies without recognition
  - iii) To organise training events relevant to representatives within their sector
- f) Equalities Committees
  - i) To provide specialist advice and support to all sections of the union who are carrying out organising campaigns
  - ii) To assist in targeted recruitment campaigns
- g) National Executive Committee
  - i) To further the reputation of Amicus as the campaigning union
  - ii) To prioritise the resources of the union for organising initiatives
  - iii) To ensure that all education and training within the union has an organising content
  - iv) To ensure that all documentation produced by the union has an organising perspective
  - v) Procure further amalgamations/transfer of engagements which enhance the robustness of the union in each industrial sector.

# COMPOSITE 14

## PRIVATISATION

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This Conference totally rejects the PFI/PPP schemes that the Government is pursuing, especially in the NHS. This Conference believes that privatisation has led to declining services for the public and attacks on workers' rights, whilst delivering fat pay rises for the bosses.

Conference rejects the Government's argument that the private sector can bring benefits to the public sector. In light of the enormity of cost of providing services through private enterprise, which by its nature generates profits for its shareholders, thus reducing the funds available for the provision of the service, the Union's campaign will by necessity seek the re-nationalisation of the already outsourced public services, by such action producing a better service to the tax payer which is truly accountable to the people of this country.

Conference believes that essential public services must be provided on the basis of human need, not the drive for profit.

Conference instructs the NEC to campaign vigorously:

1. for and end to privatisation of the public sector
2. oppose privatisation in all its forms, PFI, PPP or any new name that is invented
3. for public services that have already been privatised to be taken back into public ownership.

Conference instructs the NEC to implement this policy in all dealings with employers and Government. Conference further instructs the NEC to publicise the policy throughout the membership, to encourage members to resist privatisation and to co-operate with other unions to resist the Government attacks.

To this end we call upon the NEC to organise a national demonstration against privatisation. This demonstration should take place before the end of 2005.

# COMPOSITE 15

## CORPORATE MANSLAUGHTER

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This Conference notes that despite successive Health and Safety legislation, and numerous compensation claims each year, over 10,000 workers continue to be maimed and diseased, and over 400 killed in the workplace each and every year.

This Conference notes the failure of the Government to enact satisfactory legislation on corporate manslaughter and the failure of the enforcement agencies to pursue prison sentences for company directors whose companies kill or seriously injure workers.

The excuse of lack of Parliamentary time by Government can no longer be accepted by this union in light of the appalling death and accident rate due to negligence by company directors and management.

In support of the campaign for corporate liability, this Conference believes that directors of companies accused of violations of health and safety should be compelled to show that:

1. they employed personnel properly qualified to analyse, direct and execute those activities in their business that give rise to risks:
2. these personnel were properly used and consulted

We, therefore, call upon Amicus to vigorously pursue its campaign on corporate manslaughter and to also:

- i. fund judicial reviews in cases where the relevant authorities have failed to prosecute following deaths at work should the deceased's members relatives wish to do so and to advise the deceased members family of the arguments in favour of this action.
- ii. fund private prosecutions for members in the case of serious breaches of health and safety legislation if the relevant authorities fail to prosecute if there is a reasonable chance of success.

Furthermore, this Conference instructs the Union to ensure that they use all of their political influence to continue to campaign, to ensure that this Government extends the 'corporate manslaughter act', to include the crime of 'unlawful killing'. This can then be used in loss of life incidents to charge and imprison guilty individual employers as well as their insurers having to compensate victims and their relatives.

# COMPOSITE 16

## HEALTH AND SAFETY

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Conference notes with dismay that the number of workplace fatalities for year 2002–2003 was higher than the 2001-2002 figures and with disgust that 80% of 'serious workplace injuries' do not get investigated by the Health & Safety Executive.

This Conference recognises the importance of standardised health and safety procedures for the protection of all employees.

Conference also notes that some contractors do not ensure they use the same level of health and safety procedures that the company may employ.

Conference congratulates companies who exemplify best practice in relation to the health and safety of their employees. Conference condemns companies who do not ensure that their employee's health and safety is at the heart of the work of the business.

HSE have stated recently that safety representatives play a crucial role in the workplace and it is clear that where unionised H & S representatives exist, the number of accidents/incidents are drastically reduced.

Unfortunately, HSE are having to deal with a funding freeze which effectively means less inspectors, less inspections and less influence on irresponsible employers who continue to place our members well-being at unacceptable risk.

We already have Senior Shop Stewards, whose status opens up further educational opportunities and increased influence and Pension Trustees who are trained beyond the basic requirements of pension committee members due to the important role they play.

This seniority should now be given to safety representatives.

The establishment of Senior H & S Representatives with rights to higher education will raise the profile of H & S in the workplace and coupled with Worker Safety Advisors, will reach out to those who are not protected through organised trade union structures.

Conference instructs our NEC to campaign:

- (1) for a 30% increased number of HSE Inspectors throughout the UK to address this scandalous shortage and neglect.
- (2) to bring about the establishment of qualified Senior Health and Safety Representatives.

Conference calls on the Executive to campaign through whatever channels are necessary to ensure that contractors employ the same levels of health and safety as those employees who the company directly employ.

Furthermore, Conference calls on the Union to run effective campaigns on health and safety lobbying the Government to ensure that industry develops enhanced standardised, recognised health and safety

# COMPOSITE 18

## TRAINING

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This Conference calls upon the National Executive Council to lobby the Government and industry to address the long-term problem of skill shortages in the United Kingdom. Conference recognises the catastrophic fall off in Apprentice Training in the UK Construction and Contracting Industry.

The education system has been structured over the past two decades away from vocational training – put this together with lack of investment from companies and Government and we have a recipe for disaster not only within our Industry but also the rest of the UK.

Conference believes that to have an effective apprentice training programme the Government must be involved in making grants to employers who provide the training. All companies should be involved in training either in providing training or contributing to the cost of training programmes.

Conference welcomes the success of the modern apprenticeship schemes and the breath of choices it offers young people but believes that additional measures are needed to build skills in traditional industries and specialist trade areas.

A skilled workforce meeting the needs of modern industry is a key factor in addressing the productivity gap between the United Kingdom and its competitors. Skill shortages in specialist trade areas are resulting in spiralling recruitment and wage costs.

We therefore, call upon the National Executive Council to take whatever action is required to

1. lobby government to bring about an effective training programme for the manufacturing industry;
2. bring in legislation to force employers to either train themselves to nationally agreed standards or contribute to a National body who would oversee the training of both young and mature people. Especially encouraging disabled people, women and ethnic minorities to enter an area they are poorly represented in.
3. ensure that training is made available both locally and centrally.
4. campaign for a major extension of Trade Union agreed Adult Training Programmes and the end of de-skilling and NVQ II Credits to undermine skilled grades.

# COMPOSITE 19

## OCCUPATIONAL PENSIONS

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This Conference acknowledges the plight of workers who have lost their final salary occupational pension schemes through company insolvency and despite being promised by firms and successive Governments that their pensions were guaranteed.

Conference believes the Government has a moral and possibly legal obligation to help those workers who have been stripped of their pensions through no fault of their own, in many cases having been compelled to join their schemes as a condition of employment.

This conference supports Amicus policy of pursuing final salary schemes as deferred wages and to protect the large pensions surpluses generated. Also to protect those surpluses from being drained by prolonged company contribution holidays, with particular regard to companies transferring ownership.

Conference also has concerns at how long employees have to work to receive full benefits.

This conference views with concern the moving away from final salary pension schemes towards money purchase schemes. Many other occupational pensions schemes have faced closure or a reduction in retirement benefits.

This conference believes Amicus should remain at the forefront of attempts to ensure that legislation is implemented to properly protect members' pension rights

We welcome the implementation of a proposal in the pensions bill to set up a pension protection fund to provide assistance when final salary pensions schemes are wound up and become insolvent. The levy due to be applied to final salary pension schemes should be extended to involve others sections of the pensions industry.

The levy contribution should be a percentage of the funds they manage and measures to be put in place to prevent this cost being transferred back on to the members of the pension schemes.

This conference congratulates the NEC for the excellent service to members provided by our pensions department and calls on the NEC

1. To use the full resource of the union to campaign for legislation to safeguard final salary pension schemes.
2. Campaign to halt the cessation of defined benefit schemes run by employers and to encourage, by all means possible, for the defence and extension of final salary pension schemes for all workers.
3. To use all its influence that in the event of the closure of a company, members of the pension fund would be protected by law by becoming preferred of priority creditors and call upon the Government to introduce legislation to compensate victims of this singular injustice.
4. To take the strongest possible steps in our relations with the government to strengthen the TUPE legislation to protect members' pensions especially where members transferred under these regulations from all public services are involved in PPP and PFI transfers
5. To lobby the Government to introduce legislation to give all employees and workers the right to attain at least a mirror image pension scheme when TUPE applies.
6. By adjusting regulations so that members become joint owners of schemes and will therefore have a say in their administration;
7. Should there be a collapse of the fund that the Government should ensure that members who have opted out of the SERPS scheme could have the required funds transferred back in the SERPS scheme.

# COMPOSITE 20

## STATE PENSIONS

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This conference urges the Labour Government to enact such measures so as to restore the link between state pensions and average wage levels.

Conference believes that in the absence of any progress in resolving the issue of pensioner poverty, thousands of pensioners die every year from hypothermia due to being unable to afford heating costs. In addition there are reports of pensioners desperately seeking employment, and even resorting to crime, in order to supplement their adequate income.

Conference further notes with concern:

- The particular plight of women pensioners, who are least likely to qualify for an adequate occupational pension or for a full state pension;
- The proposal to raise the standard retirement age in the public sector to 65 years
- Suggestions from the CBI and others that the state retirement age should be raised to 70 years

This conference believes that people should strive to retire as early as possible (if they so wish)

The pensions secretary's offering of simplicity, security and choice is no solution to pensioner poverty, now or in the future.

Amicus will support earlier retirement and oppose the Government's policy of encouraging people to work longer with deferred pensions up to the age of 70.

Conference supports the view;

1. That the only secure provision of pensions is a state pension
2. That a clear commitment must be obtained from government to restore the link with earnings and in the intervening period present state pensions enhanced to address pensioners' needs without having to turn to the state for means tested benefit.

Conference instructs the NEC to

1. campaign vigorously for a state pension that meets the needs of all retired people, including women, and to oppose any attacks on existing pension rights. The NEC is asked to ensure that this policy is communicated to Amicus MPs.
2. as a matter of urgency to support the campaign to restore the link between pensions and earnings.
3. campaign for compulsory pension contributions for all in view of the pension crisis in Britain.

# COMPOSITE 21

## LABOUR PARTY AND STATE FUNDING

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This Conference reaffirms the Union's commitment, solidarity and affiliation to the Labour Party.

This Conference is opposed to the formal state funding of political parties believing that this will undermine the link between parties and their members and supporters. This Conference is further opposed to a cap on donations to political parties which would include those from trade unions and would effectively break their link with the Labour Party.

Such moves would fundamentally weaken the Labour Party by ending the unions' role as an integral component of the Party thereby qualitatively diminishing the Party's link with the organised working class, narrowing the Labour Party as a party of the broad labour movement and weakening the party in its appeal and activities. Moves to end the union link and replace funding from members and affiliates with increased state funding would also reduce the element of accountability of Labour's elected representatives to the party membership and trade unions, which is embodied in the current financial structure.

This Conference calls on the NEC and the union's political committees to campaign against state funding and work with other Labour Party affiliates to this end.

# COMPOSITE 22

## ASYLUM SEEKERS AND MIGRANT WORKERS

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This Conference is concerned at the escalating hostility towards refugees and asylum seekers in the UK.

Conference deplores the vilification of asylum seekers in the media and the increasingly repressive legislation against asylum seekers introduced by the government.

Conference believes that current government policy on asylum seekers increases racism and fuels the growth of the far right and Nazi organisations such as the BNP and will only encourage the targeting of other vulnerable minorities.

Conference deplores the fact that asylum seekers/refugees have restrictions placed on their gaining paid employment, when often they have valuable skills and want to work in order to maintain themselves economically and believes that all legal barriers that prevent asylum seekers from working should be removed.

We are opposed to the proposals including threatened removal of children, jail for new arrivals, reduced legal help. It will worsen significantly the already terrible situation facing asylum seekers, undermine international conventions on asylum and give unprecedented and unchecked powers to the Home Secretary to make life and death decisions.

Conference instructs the NEC:-

- To campaign to defend asylum seekers
- To ensure that this issue is covered in union publications
- To ensure that the Amicus parliamentary group is made aware of this policy.

We call on Amicus to affiliate to the Committee to defend Asylum Seekers and UNITE.

## COMPOSITE 23

### **VIOLENCE AGAINST WOMEN AND INTERNATIONAL WOMEN'S DAY**

In recognition of the fact that in the home and community, in time of war and peace, millions of women and girls are beaten, raped, mutilated, kidnapped and murdered with impunity, we call on this conference to join and support Amnesty International's campaign to demand action by the trade union movement, governments, communities and individuals to stop violence against women throughout the world.

International Women's Day is a day for asserting women's political and social rights, and for celebrating women's contributions to society. It is a day to raise awareness of the value of women's work (still often unpaid) and to remember the courageous, centuries-old struggle of women to participate in society on an equal footing to men.

Accordingly, this Conference demands that Amicus campaign to make International Women's Day an additional paid bank holiday, as it is in many other countries. This will enable people to come together and recognise the many achievements of women throughout the years. It will also enable us to acknowledge the need to continue to organise for change to improve women's rights.

# Motions

## 29. INFORMATION AND CONSULTATION

This Conference calls on the Executive Council to develop a strategy that will enable active union members in local, national committees and European works councils about understanding their role.

How does legislation link in when you have the potential for duplication – European works councils, national company works councils and local works councils.

Amicus should take a lead on this influential piece of legislation and provide the appropriate resources to further the awareness of active Amicus members. Amicus should be supporting members of these committees/councils in achieving a better and organised structure, and assisting in the aim of high quality consultation and information disclosure.

## 30. CORPORATE RESPONSIBILITY

Corporate social responsibility is a worldwide issue and currently gaining momentum within Europe. It is an issue should form part of each workplace group's discussions/negotiations with the employer either at local level, European Works Council level or both.

This conference calls on Amicus to formulate an information campaign and suitable training modules to brief workplace representatives on the importance of this topic and provide assistance in the completion of relevant new agreements.

## 35. TIME OFF

This conference calls upon Amicus to negotiate formal agreements with employers to allow all Accredited Representatives the necessary reduction in work commitment, be this paid time off and a reduction in targets as appropriate, in proportion to the required time needed to perform their TU duties and undertake necessary training.

## 43. MINIMUM WAGE

This conference welcomed the introduction, on the 1st April 1999, of the national minimum wage which was a great step forward for working people of all ages, who up until then had been forced to work for wages that had left them well below the poverty line.

The proposed introduction of a minimum wage of £3.00 an hour in October 2004 for 16 and 17 year olds is also welcomed by this conference.

Despite this, it is noted by this conference, that the national minimum wage of £4.50 an hour for people over the age of 22 is still well below the European decency threshold, of approximately £8.00 an hour.

This conference asks why is a younger worker below the age of 22 not as valuable a worker as one who is 22 or older?

This conference believes that it is unfair that young people working in a factory, or other workplace, doing the same job as someone over the age of 22 can be paid less due only to their age.

Therefore, this conference believes, that it should be the policy of Amicus that we will strive to achieve, by negotiations if possible, or by campaigning if necessary, one minimum wage, which is fair and equal for all workers whatever their age.

## 47. BNP AND RACE EQUALITY LEGISLATION

This conference calls upon the NEC to condemn the BNP and other racist / fascist organisations and what they stand for operating in the UK. The philosophies and beliefs of these organisations are in direct conflict with the aims and objectives of our union and detrimental to many of our members from ethnic and minority groups.

Conference calls upon the NEC to proactively campaign for amendments to the Race Equality Legislation to ensure the rights of Black and Ethnic minority members are upheld and met and to enable our union Amicus to have the automatic right to ban membership to those that are either members of racist organisations or have proven racist tendencies.

## **51. ORGANISATION IN CONSTRUCTION AND TRADE GROUPS**

This Conference recognises the major difficulties facing trade union organisation in the UK Construction Industry.

Conference calls on the Executive Council to facilitate a specific Construction Sector and identity for our industry.

Amicus now organises such a disparate range of industries that require an industrial organisation response for each specific industry to meet each industrial sectors requirements.

Construction requires such a structure to meet the challenges of:

- Recruitment and Organisation
- Ensuring our agreements are applied and correct rates paid
- Health & Safety
- Campaign for direct employment

Conference calls on Executive Council to give full backing and resource to our organisational campaigns:

- to establish, maintain and improve National Trade Union agreements and conditions in our industry;
- to build and re-structure membership records into the correct industry sectors, to accurately reflect members trade category, employer and workplace data in order to conduct meaningful consultation;
- to further establish the right to direct employment;
- to establish 'Super Safety' representatives, registered with the HSE, with the power to stop the job if conditions threaten workers on site.

Conference resolves that only through trade union organisation can workers improve their conditions in the UK Construction Industry.

## **67. PUBLIC HEALTH**

This Conference urges the Government to recognise the importance of promoting Public Health. Conference considers that there is a need to ensure a co-ordinated approach across all departments.

In particular this Conference calls on the NEC to utilise its contacts with the Government to become proactively involved in the Department of Health development of Reference Costs in the Health Service. We would also urge the Union to lobby the D of H to support our Public Health work so that it can be recognised, continued and acknowledged within this costing method.

## **85. PENSIONS**

This Conference recognises the vast number of workers with no pension cover. We, therefore,

call on the Executive Council to give full and active support to the National Pensioners' Forum and call for:

1. a State Pension linked to one-third average earnings
2. free health care and social care for all retired people
3. free local transport and reduced national travel for retired people.

Conference also calls for retired members to be allowed to be involved in Amicus Organisational Campaigns.

#### **91a. ASYLUM, IMMIGRATION & DETENTION**

This conference commends the excellent work done by the various organisations including the Trade Union Movement and recognises the crucial role played by these organisations in highlighting the concerns about the incarceration of families, women and children in Detention Centres.

Conference also notes the continued debate between the Trade Unions and the Home Office regarding asylum and immigration policy, and welcomes the campaigns for improved asylum and immigration policies.

Conference notes the particular plight of children with special needs who face detention and deportation and believes that these children face particular harm.

Conference urges the NEC to actively:

- Campaign for the end of the use of detention centres for asylum seekers and their children.
- Campaign against electronic tagging to monitor asylum seekers who have committed no crime.
- Campaign for the end of destitution of asylum seekers and their families.

Conference further instructs the NEC to communicate this policy to the Amicus group of MPs.

#### **94. EURO**

This Conference calls on the Executive Council to continue using its political influence to lobby the Government and campaign for an early UK entry into the Single European Currency as and when the economic case is favourable.

#### **96. FAIRTRADE**

This Conference supports the use of Fairtrade products in order to secure a fairer share of the fruits of their labour for workers and growers in the developing world.

Conference calls on the NEC to arrange for the use of Fairtrade products by the union for all business and office purposes. Conference also asks for the use of Fairtrade products by individual members to be promoted in union publications.

#### **97. VENEZUELA**

This Conference deplores the intents of the United States to intervene in the internal life of Venezuela. Two attempts have been made to overthrow the democratically elected Government of Hugo Chavez and behind these attempts has been the hands of the CIA. Conference pledges its support to the revolutionary movement of the Venezuela people in their struggle for socialist equality and justice, further more Conference pledges support to the 'Hands off Venezuela Campaign' which seeks to promote awareness of what is happening in Venezuela.

**98. GENERAL AGREEMENT ON WORLD TRADE IN SERVICES**

This Conference believes that the general agreement on trade in services [currently being] negotiated at the World Trade Organisation represents an undemocratic attempt by an un-elected WTO officials to regulate Government [not trade] and a serious threat of irreversible privatisation of all public services in all countries, including the UK which sign up to it. Conference, therefore, instructs the NEC to campaign vigorously against GATS.

**106. CONTRIBUTIONS – TAX RELIEF**

This Conference calls upon the General Secretary, Executive Council and relevant Finance Department staff to pursue the aim of achieving tax relief at the standard rate of members' contributions.

## Emergency Motions

### EMERGENCY MOTION NO 1

#### CLOSURE OF MG ROVER

This Conference views with grave concern the closure of the MG Rover Plant at Longbridge. Once again British Workers learnt of the collapse of talks leading to potentially over 6000 job losses through the media and conference deplors this disgraceful treatment of the loyal workforce of MG Rover.

Despite the commitment and skills of the workforce at MG Rover, the management has failed to deliver a sustainable manufacturing operation with the result that trade union members end up paying for the mistakes of a managements team who have ensured that their personal position is well protected.

Conference believes that strategically important industries such as the motor vehicle manufacturing industry should be fully supported by government and it calls on the new labour government to ensure that the Department of Trade and Industry takes all possible steps to prevent a similar situation arising in the future.

### EMERGENCY MOTION NO 2

#### MARCONI

This conference views with great concern the 800 job losses announced by Marconi and the potential of up to 2000 of the 4000 UK jobs being lost, as a consequence of BT's decision not to allocate any work arising from the New 21st century network development.

Furthermore, Conference is extremely concerned with the closure of the Edge Lane, Liverpool and New Horizon, Coventry plants, taking away a valuable source of work in the North West and West Midlands.

Conference welcomes the Amicus statement that 'No other advanced country would allow such a strategic investment decision affecting it's national infrastructure to be contracted to foreign owned suppliers'.

Conference calls upon the NEC to contact the DTI with a view to urge them to carry out an enquiry into the strategic future of the telecommunication industry in the UK and the impact caused by the loss of highly skilled work so central to the strategic development of the government's technological programme.

### **EMERGENCY MOTION NO 3**

Amicus Policy Conference resolves to oppose the parts of the Department For Work and Pension 5 year plan announced in February 2005 which results in Disabled and Long Term Incapacitated members being forced to undertake periodic M.O.T. type tests and Disability Living Allowance 300 Tests, which result in loss of benefits and allowances for these people. This was announced on the 2nd February 2005, and is not in the Election manifesto.

1. Promoting 'Access to Work' and increasing available resources.
2. Giving Employment Tribunals the power to order reinstatement and re-engagement in disability discrimination cases.
3. Introduce legislation to provide Disability Leave for those with new or changed impairments.

### **EMERGENCY MOTION NO 4**

#### **HSBC**

This conference congratulates HSBC Amicus Members on the Ballot result and fully supports their proposed strike action which calls for zero tolerance of zero pay awards.

# Rule changes ratified by the Policy Conference

## **RULE 22 – POLICY CONFERENCE**

### **A39. Rule 22, insert new Clause 11**

“Chair of Policy Conference

“The Chair of the NEC shall chair the Policy Conference. The National Executive Council may nominate another member of the National Executive Council or a delegate to the Conference to chair a specific session of the Conference. The Chair of the NEC shall be entitled to attend meetings of the Conference Arrangements Committee. The Chair of the NEC shall not be eligible to vote at any such meetings or the Policy Conference.”

### **President**

Delete Rule 23 entirely

### **NEC**

# NEC Report

The report was approved by Conference.

## Election of three directors of the trustee company

The results of the election were as follows:-

Brian Darby	163 votes
Simon Dumon	210 votes
Gerry Leonard (elected)	293 votes
Helen McFarlane (elected)	521 votes
Dave Morgan	140 votes
John Wiseman (elected)	429 votes



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