

National Sector Conferences 2011

Hilton Brighton Metropole Hotel

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Aerospace and Shipbuilding

National Industrial Sector Conference Hilton Brighton Metropole Hotel Tuesday 29th November 2011

A G E N D A

Plenary Session.

This will take place in the Oxford Suite, Hilton Brighton Metropole Hotel at 9 a.m. (see enclosed plan at back of agenda book) and will be chaired by Tony Woodhouse, Chair Unite Executive Council. The business for this session will include:

1. General Secretary's Report
2. Assistant General Secretary's Report
3. Contributions from the mothers of the Miami 5.
4. Nominations for the SOC for the 2013 National Industrial Sector Conference will also be taken at this session.

Following the plenary session each conference will adjourn to its own room and follow the agenda set out below:

National Industrial Sector Conference Oxford Suite, Hilton Brighton Metropole Hotel The conference will be chaired by the National Industrial Sector Committee Chair

5. Apologies, Introductions and National Officers welcome
6. National Report – Ian Waddell
7. 100% Campaign
8. Consideration of Sector Motions
9. Guest Speakers
10. Elections
 - (a) Unite delegation to the 2012 TUC (Brighton)
 - (b) Unite delegation to the 2013 TUC

The exact order of business may be amended to accommodate guest speakers.

Delegate List 2011

REGION	FORENAME	SURNAME	Delegate no.
East Midlands	Ian	Bestwick	1
East Midlands	Ray	Chapman	2
East Midlands	Karl	Daly	3
East Midlands	Steve	Froggart	4
East Midlands	Andrew	Glover	5
East Midlands	John	Hadfield	6
East Midlands	Paul	Hayward	7
East Midlands	Simon	Hemmings	8
East Midlands	Mark	Tittley	9
East Midlands	Julia	Williams	10
Ireland	James	Boyd	11
Ireland	Noel	Gibson	12
Ireland	Davy	Kane	13
Ireland	Jim	Millen	14
Ireland	Andy	Simmons	15
London & Eastern	Martin	Barrett	16
London & Eastern	Kalminder	Dhesi	17
London & Eastern	Raymond	Morell	18
NEY&H	David	Guiry	19
NEY&H	Ian	Henery	20
North West	Mark	Allen	21
North West	Jon	Brough	22
North West	John	Cameron	23
North West	Lisa	Hagan	24
North West	Barry	Knowles	25
North West	Nicholas	Miller	26
North West	Mick	Morgan	27
North West	Robert	Plowright	28
North West	Mark	Porter	29
North West	Derek	Poynor	30
North West	Harold	Samms	31
North West	Andrew	Wishart	32
Scotland	John	Craig	33
Scotland	Raymond	Duguid	34
Scotland	James	McCahill	35
Scotland	Duncan	McPhee	36
Scotland	James	Thomson	37
Scotland	Derek	Torrie	38
South East	Kevin	Coombes	39
South East	Joseph	O'Gorman	40
South East	Howard	Thomas	41
South East	Dave	Toomey	42
South West	Nick	Bailey	43
South West	Caroline Elizabeth	Balkie	44

South West	Stephen	Barendt	45
South West	John	Black	46
South West	Des	Edwards	47
South West	Martin	Hatter	48
South West	Eddie	Holder	49
South West	Terry	Lavin	50
South West	Jon Michael	Locke	51
South West	Alal	Sole	52
South West	David	Thompson	53
Wales	Albert	Brown	54
Wales	Danny	Coleman	55
Wales	David	Cowap	56
Wales	Christian	Goodwin	57
Wales	Darren	Reynolds	58
Wales	Paul	Wakefield	59
West Midlands	Ian	Gorton	60
West Midlands	Ian	Haywood	61
West Midlands	Stephen	McCartney	62
West Midlands	Gary	Pickin	63

AEROSPACE AND SHIPBUILDING

SECTOR MOTIONS

1 Export Credit Guarantees – Cape Town Convention

This Conference acknowledges and welcomes the UK's Export credit Guarantees Department (ECGD) strong support for British Manufacturing Exporters. However this Conference also believes that in the longer term the best interests of the UK Exporters would be served by the UK Government adopting the "Cape Town Convention".

It is understood that from the end of 2012 ECGD Pricing to Overseas Customers is to be increased. If the Cape Town Convention was adopted by the UK Government prior to this date, it would assist in maintaining the competitive attractiveness of ECGD Product relative to the products provided by the Export Credit Agencies (ECAs') of Foreign Governments. The rationale for this is because overseas customers would then be applying for ECGD Product utilising the same common legal framework laid out in this Convention, that most of the industrialised nations and emerging industrialised nations have already adopted.

This Conference calls upon Unite's National Executive Committee and Unite's Parliamentary Committee to lobby the UK Government and ECGD to adopt the Cape Town Convention as a matter of urgency.

Moved by: Mark Tittley
Seconded by: Simon Hemmings
East Midlands

2 National Role Of The Pan Business Redeployment Model By The Government's Skill & Retention Group.

This Conference welcomes the national role out of the Pan Business Redeployment, which has previously been trialled across some regions of the UK and received union support, under the direction of BIS's Skill and Retention Group. The purpose of this Group is to maximise the level of skill retention within the UK's High Technology Engineering and Manufacturing Sectors, arising from the job losses currently being sustained within the UK's Defence and High technology Sector's.

The Pan Business Redeployment Model when trialled in the East Midlands proved to be very successful because it contained the opportunity for individuals, at risk of redundancy, to access one-to-one sessions with Job Counsellors. The opportunity for individual one-to-one counselling has not been included within the nationally rolled out model. This lack of a one-to-one provision has proven to be a source of concern in those organisations / companies where the model has been applied.

It is estimated that the cost of providing one-to-one job counselling sessions would be of the order of £300 per person, not a considerable sum to help retain highly skilled workers in high level economic growth generating UK Jobs.

The Pan Business Redeployment model has to date been utilised within the context of employees leaving the employment of one Company and moving their employment to another Company. However many more redeployment opportunities would be made available if revisions to UK legislation permitted the voluntary secondment of individuals from their parent Company to another Company. This scenario would be applicable where the employing Company currently has a very limited order book, whilst the Company utilising the Seconded has a larger order book. In this instance the temporary redeployment of an employee, with the voluntary agreement of the employee, would allow the employer to retain that individual's longer term employment.

This Conference calls upon Unite's National Executive Committee and Unite's Parliamentary Committee to lobby the UK Government and the DWP in particular, ***to provide one-to-one Job Counselling Sessions and the necessary changes to UK Employment legislation to facilitate temporary voluntary secondments*** as part of the pan Business Redeployment national programme.

Moved by: Steve Froggatt
Seconded by: John Hadfield
East Midlands

3 Strategy for Growth

This conference broadly welcomes the Strategy for growth (100% campaign) headed by Tony Woodley and recognises that there are a number of well documented successes where this strategy is delivering results.

However, this conference is convinced that not to have targeted this sector has been a missed opportunity on a monumental scale, given its huge potential for growth in membership. If ever the phrase 'low hanging fruit' need applying to a situation this is it.

The major companies in the sector have existing agreements, many of them national. Over the last few decades we have seen a significant change in the composition of the workforce with many of the traditional areas where we organise decline in size. The growth in white collar and professional areas in the industry presents a real challenge for Unite and we need an appropriate organising strategy developed to target these areas.

To this end this conference demands that Aerospace & Shipbuilding becomes a targeted sector within the Strategy for Growth and appropriate resources are targeted to the sector to develop and roll out training at the earliest opportunity.

To begin this process Conference demands the head of the Organising Department attend the next scheduled NISC to begin the process of developing an organising strategy for the Aerospace and Shipbuilding sector.

Moved by: Martin Barrett
Seconded by: Kalminder Dhesi
London and Eastern

4 The Recruitment & Organising of young people in the A & S Sector.

This conference believes that our Union needs to do much more generally in the workplace, schools, colleges & universities in order to emphasise the importance of trade unions and the benefits of membership to younger people. We believe there is a particular need in the Aerospace & Shipbuilding Sector specifically concentrating on Graduates, Apprentices & Trainees in the industry. We believe our union must assist workplace representatives by providing the appropriate and specifically tailored resources for use by reps so that we are able to confidently challenge young peoples misunderstanding and often negative perceptions of Trade Unions which in most cases has been cultivated by the anti union mainstream media in this country.

Moved by: Martin Hatter
Seconded by: Nick Bailey
South West

5 DEFENCE PROCUREMENT

The British economy is suffering within Europe and the World and is in need of investment in our manufacturing base, of which Aerospace and Shipbuilding play a major role. The recent events at the Bombardier train manufacture in Derby highlights the weakness in competitive tendering outside of the UK. In the Defence Sector the Government must secure mission-capable armed forces with equipment within our own control. The 14 new Chinook Helicopters just ordered by the British MOD will be built in the USA with no UK involvement. We cannot rely on other countries to provide our armed forces with the necessary tools. We therefore call for all contracts, including training , arms , and vehicles to be sourced within the UK. Where we do not have the capability or the product, a work share package should be negotiated to allow UK manufacturing companies to have their share of any capital investment and work. This is a pattern which already operates with most other leading world Countries.

Moved by: Terry Lavin
Seconded by: Des Edwards
South West

6 Support for Unite Members in UK Defence Industry

This conference recognises that the Conservative led coalition government is saying that manufacturing will help the UK to get out of its current financial plight, however, government decisions are having a negative impact on the UK manufacturing industry, especially in the defence sector. Largely as a result of government decisions BAE Systems announced around 3,000 job losses, which will result in at least a further 12,000 job losses in the supply chain and wider economy. The social impact of these job losses on the communities we live in will detrimentally affect the well being of many Unite members in all sectors of the Union. We call on the Executive Committee to use any influence it can with the government, and other political organisations to put pressure on the Conservative led government to change its policy of buy off the shelf and to support its indigenous UK defence industry. This support needs to be demonstrated by commitments to the successor submarine programme, Typhon capability upgrades, unmanned air vehicle contracts and continued support for exports. Last year the defence industry exports were worth £9 bn to the country, and the UK cannot afford to risk the future of this high technology industry. We ask that the Executive Committee reports back its activities on this motion via the Regional Industrial Sector Committee.

Moved by: Mark Allen
Seconded by: Derek Poyner
North West

7 BAe Systems

Unite to lobby government to honour previous deals made with BAE Systems within the timescales previously agreed.

Moved by: TBC
Seconded by: TBC
Wales

8 Industrial Action Ballots

This conference notes the ever increasing burden placed on our union, its officers and lay reps as a result of the biased nature of the law relating to Industrial Action Ballots.

This conference therefore welcomes the recent Court of Appeal decisions in the *RMT v Serco Ltd* and *Aslef v London Midland Birmingham Railway Ltd* which in short confirmed that there was no statutory obligation required of the union to use any particular category of jobs and therefore no obligation on the union to adopt the categories used for pay purposes.

In light of these decisions this conference calls upon our union to urgently review its guidance on Industrial Action Ballots to ensure we adopt the principles enshrined in the Court of Appeal decision.

Moved by: Ian Gorton
Seconded by: Ian Haywood
West Midlands

9 Rolls Royce Memorandum of Understanding

This conference calls upon the Unite delegates to the CSEU to revoke the CSEU's support for the Rolls Royce Memorandum of Understanding signed in 2009

Moved by: Ian Gorton
Seconded by: Ian Haywood
West Midlands

National Officer's Report
Aerospace and Shipbuilding National Sector Conference 2011

Introduction

I took over as National Officer for the Aerospace and Shipbuilding Sector in February 2011. My report therefore mainly concentrates on events since February this year. I would like to thank my predecessor, Bernie Hamilton, for his efforts on behalf of the Sector and I wish him every success in his new role at Babcock.

Organising

The Sector has been heavily involved in Unite's organising agenda. As one of the most heavily unionised manufacturing industries, we have a key role to play in ensuring that our membership is strong, well-organised and vibrant. The Sector has a national organising target as part of the 100% campaign in the shape of Rolls-Royce, and numerous other regional targets where we are seeking to build already organised workplaces into 100% organised locations.

In addition, we have started work on an embryonic sectoral organising campaign, targeting the supply chain in aerospace. Our union organisation is primarily located in the primes and top tiers of the supply chain. We have much to do to penetrate beyond this, but our potential membership could be 300,000 plus in the UK in our Sector if we get it right.

Shipbuilding

Work is progressing well on the UK's flagship aircraft carriers, but we continue to play the role of peace makers in a sometimes fraught relationship between the Aircraft Carrier Alliance partners. The Alliance has successfully ensured a spread of workloads across the shipbuilding sector, ensuring the survival of a number of shipyards which would otherwise have perished.

Problems have arisen over the transfer of labour from the Clyde to Rosyth, and the CSEU National Officials were involved in settling a potentially damaging dispute. Despite these difficulties, we have seen volunteers work at Rosyth, ensuring ongoing employment and helping to smooth out peaks and troughs of demand for labour.

Looking forward, the potential workload gap following completion of the carriers remains a worry. Orders for the Type 26 may not materialise at a time which coincides with the carrier project being completed. For many years, we have argued that the Government should use its procurement function more wisely to assist the industry in planning ahead for such problems. We have also argued that the MARS programme could be used to fill the gap. These arguments are still live and need to be pursued with vigour.

Meanwhile, the future of submarine building looks to be assured for the foreseeable future with the continuation of the Astute programme and key decisions being taken on the Trident successor programme. This is good news following decades of redundancies and downsizing at Barrow.

Babcock have consolidated their position in shipbuilding and ship repair and now play a leading role in supporting the Royal Navy's fleet of surface ships and submarines across the UK.

Outside of military shipbuilding, our industry has been decimated by global competition which now sees Korea building half the world's commercial shipping, a position which the UK was in a century ago. There is a massive potential for building vessels and associated plant for the installation of offshore wind turbines, which the UK will lead in Europe as the highest user of wind power. However, without a strategic approach from Government and the UK shipbuilding industry, most if not all of the vessels necessary to install UK offshore wind turbines will be built elsewhere in the world.

In October 2011 Unite hosted a meeting of the EMF Shipbuilding Committee at Rosyth. As well as holding the meeting on site, delegates were able to tour the shipyard and see the construction of the carrier. The event was a great success and I wish to record my thanks to Raymond Duguid and the staff at Babcock for organising and supporting the event.

Aerospace

The gap between the fortunes of our military and civil aerospace sectors is at its widest in living memory and is getting wider. The coalition government's Security and Defence Strategic Review (SDSR) led to the scrapping of Nimrod, the retirement of Harrier and drastic reductions in the size of the RAF, Navy and Army. These decisions have subsequently led to many thousands of redundancies on military aerospace and it is likely that more will follow.

Across the world, governments are reigning in defence spending to offset budget deficits caused by bailing out the banks. This is especially true in the US and Europe. This has suppressed demand for exports, compounding the problems we face as a result of the government's austerity measures.

Meanwhile, civil aerospace demand seems to be going from strength to strength, and orders for new aircraft are at record levels. At major manufacturers like Airbus, Bombardier and Rolls-Royce, the challenge is to find suitable skilled staff to fill thousands of vacancies in the UK. We have actively participated in the Talent Retention Solution, set up under Vince Cable at the department for Business, Innovation and Skills to try and match those displaced in defence with the need for skilled workers in civil aerospace and the wider engineering industry.

Overall, we have seen huge investment by companies in facilities and the workforce in the UK. Across the primes, £billions has been spent here, recognising the critical role the UK plays in the global aerospace industry. It is critical that we keep the pressure on the UK government to recognise aerospace as a key strategic industry, vital for the UK's economy, and that they create the right conditions for the industry to flourish.

Unite continues to play a key role internationally and as well as leading the EMF Aerospace committee, we are active members of the IMF Aerospace Committee and will be hosting an IMF Aerospace meeting at next year's Farnborough Air Show. We have close links with the US/Canadian union the IAMAW and have worked well with them in seeking to present a workers' perspective on the Boeing-Airbus dispute.

A number of key issues have arisen over the course of the year. Some of the highlights (and lowlights) are listed below. This is by no means an exhaustive list as I have undertaken many site visits, negotiations, consultations and meetings over the last nine months covering issues too numerous to mention here.

BAE Systems

On the eve of Labour Party Conference this year, news broke of potential job losses at BAE Systems. The company confirmed that 3000 jobs were to go across Military Aircraft and Information, and in the Shared Services function. These job losses were caused by the slow down of Typhoon production, agreed by the four partner nations, and by delays to the F-35 Joint Strike Fighter programme. Perhaps most significantly, the company proposes to end manufacturing at the Brough site. Consultation is ongoing on the job losses, but we are battling to save jobs across the UK and to secure the future of Brough.

These job losses came hard on the heels of the closure of Woodford with the scrapping of Nimrod, and many hundreds of job losses across numerous sites, also linked with SDSR cuts.

Rolls-Royce

The Staff group at Rolls-Royce narrowly avoided national industrial action over pay this year. The company awarded a 5% pay rise to other bargaining groups, but tried to force the introduction of Performance Related Pay (PRP) as part of the offer to staff. This was overwhelmingly rejected by our members and industrial action seemed inevitable. Our reps and officers put a huge amount of work into ensuring that our membership records were correct and on the eve of the notice of ballot being served, the company finally withdrew their demand that PRP form part of the pay settlement. This was a direct result of the collective stance taken by our members and they deserve congratulation for their strength and resolve.

GE

A dispute over pension changes is looming at GE, where our previously good working relationship with the company is rapidly deteriorating. The company is closing its final salary scheme to new entrants and is forcing existing members to choose either a higher contribution rate or a lower accrual rate. The changes affect all GE UK workers, but the company refused to engage with us at national level in any meaningful way. We have failed to agree at every aviation site and it seems likely that a confrontation will take place.

At the company's Caledonian site we are pursuing a claim for union recognition, which has now been tabled at the Central Arbitration Committee (CAC). Our membership stands at around 65% of the bargaining unit which should guarantee the award of a statutory recognition agreement, but the company are employing every union-busting tactic in the book to try and derail this and force a ballot. In the face of constant bullying and intimidation our members and reps have stood firm.

Conclusion

It has been a busy year for me and I would like to thank all the reps and members I have worked with for their support and warm welcome back to the Sector. We face many challenges, but Unite consistently delivers power and influence in the industry, in politics and in the international arena. We play a key role in representing workers and their interests in aerospace and shipbuilding and we must continue to use our position to promote and defend our members and the critical jobs they hold in the industry.

Ian Waddell
National Officer

National Sector Conference 2009

- Joint General Secretaries Report
- National Officers Reports to Conference
- Conference Report

Joint General Secretaries' Report

I. Winning the Battles that Face Us

Good morning. Colleagues, this is a day along the process, but it is a day that I have been looking forward to for a long time when we bring together our industrial strength in the sector conferences. What is so vital about sector conferences is it gives you the individual right within your sector to determine your policies. It is not going to be determined by anyone else. It will be determined by you. There is not any more lay democratic process anywhere at all than what you are doing now, and you are doing it within the bounds of Unite. And why? Because as individual sectors, we would not have the strength to win the battles that face us.

We knew this when we first discussed bringing together I, in Amicus with four recently merged unions, and Tony with the T&G bringing those together. The only merger in the history of the movement that I can recall, that is not based on the fact that one or other partner were a lame duck; financially or in membership difficulties. It has been brought together for a strategic reason. There is an obvious reason: strength in the workplace, strength in your workplaces. We could spend our time fighting together instead of fighting each other: who is going to get the membership? Who is going to get the single union agreement? We do not have to worry about that so much.

There are still some areas where old histories will take a while to die away, but we can spend the time much more productively fighting on behalf of all our members to improve terms and conditions and build our membership through organising, through the 100% Campaign and trying to stem the decline in union membership due to the economic problems that we currently exist in. That is great and that is wonderful, and that alone would be worth doing. But if that is all we did – if that was the limit of it – then it is all about winning in the workplace. Under the present set-up, we will ultimately lose a much bigger and greater battle.

You see, we will fight to try and repeal the anti-union laws. We will fight to try and allow solidarity actions which are illegal under those anti-union laws. We will support our colleagues, who for example, if you recall the refinery workers and the construction workers challenged by the law because of solidarity action. We did not get the law against us, maybe because we have a Labour government. Maybe they held back because they did not want to expose an open sewer. But, sooner or later, unless we change the law we will not be able to have that solidarity action or win it back.

II. Changing Politics

So, there is a greater battle to fight than the next wage claim, or regrettably, the fight to protect jobs as people are threatened with redundancy. That greater fight is one of the three reasons why we merged T&G and Amicus together. It is to change politics. Tony referred to it: we want people in Parliament that represent us. I do not want people in Parliament representing us; I want us in Parliament representing us.

I go around on regional tours and I say to people, 'Why? Why aren't people in this room MPs? Why not?' Many of us do not believe we have it in us. Somehow or other we believe it is something special to be a MP. Crikey, if you look at some of them you cannot believe that for much longer, can you? We need people in Parliament that represent us. Back to the traditional roots of the party we created. The Labour Party did not create the trade union movement; it was the other way around. We created the Labour Party and it is time – long past time in fact – that it was back to that tradition and back to representing our interests. We would not be low in the polls. We would not be as concerned, disillusioned, or disappointed if we had a party that was our party. It is time to take it back and we need a big, strong union to do it. That is us. There is not another union that can do it. There is not another union with the breadth and strength to do it. Quite frankly, I wonder if there is any other union with the intelligence to do it.

Let us look at some of them. Our friends in the Rail, Maritime and Transport (RMT) Union, who I mention because it is a transport day. One of our National Officers told me that in the transport sector, in real terms, there is something like 60% unorganised, so what is the RMT's answer to recruiting their 60%? They go down to Heathrow and pinch our taxi drivers. They go into the old North Sea and to the oil rigs to do that. It is time they got on the bloody railways and organise them; an indication that a single specialised union cannot survive. We cannot survive unless we have this kind of a conference because everybody in a big, powerful union will say, 'This union does not represent me'. You will have unions saying, 'Join us because your union is too big and broad and they are not interested in you'. Well, this is the answer. The sectors give you the right to determine your own policy, but within a union big enough to make a difference.

Let us assume for example, we change the law, we win Parliament, we win the Labour Party back and we get shot of the anti-union laws. There is a bigger battle still to fight, and what is tragic about it is that most people do not actually know it because we are concerned about today's problems.

We have just applauded two good colleagues, John and David from Canada. Vale Inco, a Brazilian company intent on world domination. They want to buy up all the mineral resources so that one company can control almost life itself; become so powerful it can dictate to governments. They are in a four month strike because they are up against a powerful conglomerate. We referred the crisis of capitalism. Do not believe for one minute that that crisis of capitalism was a crisis of the capitalists. They are still there, they are still powerful, they control fortunes, they dictate to governments. It is fairy stories, you know, the faceless ones, you do not see them. Not the G8, not the G20, the faceless ones; the ones that can pull strings, bring governments down, start wars, stop wars, create crises in energy, and move petrol prices around so that the rest of us suffer as a consequence. Those people are still there and they operate on a global scale. How do we as working people expect to contend when they are more powerful than the government that we could create?

III. Our Challenge

We have to have a plan. We have to have a plan that builds an international union strong enough to take on the strongest of the conglomerates. A union that anyone who works anywhere in the world for any particular company can join. A union that can, for example, bridge the dilemma that we just experienced at General Motors; where the Germans tried to screw everybody else with that Magna contract. Until the intervention of ourselves, and particularly Tony, which got our government galvanised, and they think those in Germany who scuppered the deal, and Tony is very popular in Germany now apparently. When we have got back to GM, what were the Germans saying? 'Ah, you will be all right in Britain but in a few months you won't be'. There is still that competition, and that is what happens in global federations, quite frankly. We all sit around and have great ideas and then we all go back and look after our own backyards; a bit like we could be if we are not careful. We sit around and talk about our policies and then go back to our own backyards.

It is time to think outside the box. It is time not just to think about how we win terms and conditions or even how we change the laws to make it easier for us to win terms and conditions. It is about how we are going to survive in the future if we do not have a union capable of fighting on the international front, that can stand solidly with Vale Inco colleagues because we have plants over here that belong to that conglomerate. We should be in a position to fight across the board.

That is the challenge, so why did we come together? Because you cannot build an international union if you cannot build a UK union, or a German union, or an Australian union, or an American union. That is why we stand in with the United Steelworkers (USW) and with Workers United. It is a beginning perhaps, but hopefully a successful beginning that will go on to build that international union.

IV. Conclusion

Colleagues, when we talk about building a union where there is no place for fear, fear this: unless we change politics and ultimately build an international union we need to be very afraid. That is the task and only this union can do it in this country; no other union can. That is the challenge to you. I am delighted, absolutely delighted, that we have been brought together in this way. Whatever we do in the future, whoever we elect as General Secretary, and whoever we elect as our Executive, needs to keep one thing clearly in mind: strong workplaces are no better than shuffling deck chairs on the Titanic if we do not have a political and international strategy. If some colleagues, and I have read some of them, now change the leaflets to reflect that they will get my support. Thanks.

National Officer, Bernie Hamilton opened the conference saying the Sector is the prime manufacturing sector in the UK which sets the standards across the whole of the country and holds the attention of the Government and Ministers and the decisions taken will have a real impact on the members.

The Chair, Danny Coleman welcomed the delegates to the first Aerospace & Shipbuilding Conference.

**2. Apologies, Introductions and National Officer's welcome
– Bernie Hamilton, National Officer**

John Hadfield	Delegate 4
John Wilson	Delegate 11
Michelle Allen	Delegate 23
Stephen Dyer	Delegate 27
Harold Samms	Delegate 36
Timothy Stephenson	Delegate 37
Paul Blake	Delegate 55

3. National Report – Bernie Hamilton, National Officer

Around the country, it was very clear that the Sector has been impacted by the economic recession and, in many ways, it is clear we are having an effect on lessening the burden and impact it is having on our members. Both in workplaces and at regional and national level, we have been able to deliver investments into the industry which will keep the industry strong and viable for 20-30 years to come. This is because we have the ability to discuss issues locally and with MPs and the Labour Ministers have delivered for the industry.

Aerospace & Shipbuilding Industrial Sector report 2009.

Industry Statistics

The UK Aerospace industry is the second largest in the world and is the most open in the world in terms of market flexibility. The sector is a significant driver of national and regional economic growth, innovation, research and development and productivity.

The UK based industry is a high tech sector which develops and manufactures a broad range of products; civil and military aircraft, aero engines, helicopters, satellites, unmanned vehicles (UAV's) and space technology and equipment.

The Shipbuilding and Repair sector is also a highly technologically advanced sector with a strategic importance to the wider manufacturing sector and the UK economy.

The industry is dominated by a few large multi-national companies, these include, BAE Systems, Thales, Goodrich, EADS Astrium, Airbus and Smiths Industries.

In 2008 the Ministry of Defence placed contracts with a total value of £4.07 billion, and is the single biggest purchaser of manufactured goods in the UK.

Unite represents over 120,000 members in the Aerospace and Shipbuilding/Repair sectors.

Introduction

Workers within the Aerospace/Shipbuilding & Repair are regarded as some of the most highly skilled and highly paid in the UK manufacturing sector. The sectors enjoy the benefits of a procurement process with the MoD that awards lucrative contracts to the sectors, and as such benefits from a highly skilled workforce that adds value to their workplace and the wider manufacturing sector.

The Aerospace/Shipbuilding & Repair sectors and the range of highly skilled workers within the sector create a significant economic boost to the UK balance of payments. The products and services produced for the defence and space sectors are exported all over the world. The intellectual integrity, research and development and innovation work undertaken by the sectors is recognised and acknowledged in the global arena. The workers in the sectors are the key driving force in creating that level of dynamism.

Civil Aerospace Sector

Due to the global economic downturn, the civil aerospace sector is braced for a decline. It is clear that the crash in the Finance sector has had an unprecedented 'knock-on' effect to the civil aerospace sector.

The sector has already seen Rolls Royce announce 1500 - 2000 jobs to be lost from its civil engine business with further losses in their engine overhaul business recently. Bombardier have announced 1300 job losses in Belfast and in the USA all the business jet makers; Cessna, Gulf Stream, Lear and Hawker Beechcraft have announced thousands of job losses.

Boeing announced that 10,000 jobs are to be lost in their indirect areas across the USA and we are seeing the cancellation and suspension of orders for Airbus aircraft that have inevitably led to job reductions in the company. We have requested that Airbus implement the Adaptability agreement we have with them, reached during the downturn post the 9/11 atrocities. This global downturn will also affect the supply chain companies as the orders for future aircraft are deferred and cancelled this will lead to reductions for parts and equipment supplied.

We have had discussions with the UK government; in particular the Department for Business, innovation and Skills (BIS), on the future of the industry. BIS Ministers and officials have stated that the Aerospace industry is a key sector of the UK manufacturing base and will look to support and invest in it during this difficult economic time.

This investment for the UK industry is seen as crucial as it is an enabler for the future; this is because the goal in the long term is to secure a significant position on the future single aisle aircraft to be brought to the market by both Airbus and Boeing.

Airbus

UK government have played a major role in securing the long term future for our members in the UK Airbus sites and in new aircraft technology. Dialogue has taking place with Airbus on launch aid investment for the A350; this is being tied to guarantee's on work share for their future single aisle. The UK government have agreed to invest £350 million in repayable launch aid for the A350 with Airbus, securing jobs in Filton and Broughton and we wait to see what has been secured for the future single aisle.

Rolls Royce

Rolls Royce had previously, at their UK consultative forum announced changes in severance terms linked, in their view, to age discrimination. The view of the trade unions was that the company had no need at this stage to make these changes until it was clear how this law would develop through the tribunal system. It was decided to challenge these changes at tribunal and the union was successful in its complaint.

However in better news, the company and the government have reached agreement on an investment that could reach £200 million, for investments in the aerospace and civil nuclear businesses in the UK. These investments have not come without their challenges, particularly around productivity and terms and conditions, but they at least secure for the UK based company and workforce a potential significant position in Rolls Royce's next generation engines.

Airbus/GKN

As part of the Airbus restructure programme titled power 8. A sub project to sell or seek investment partners for 8 sites, titled project Zephyr was enacted by the company. In the UK this meant the sale of the bulk of the manufacturing capability at the Filton site in Bristol. After deliberation on the companies that had expressed an interest the Trade Union's decided to support the bid from the UK company GKN.

The sale of the site took place on January 5th this year, and while there remain many challenges, not least the change from being the prime company to being a supplier and the implementation of cost reductions that this will inevitably mean by Airbus on the products that they supply, the future looks very promising. GKN have committed to invest £250 million pounds over the next 5 years in the business, especially in relation to building a new composite manufacturing facility for the A350 wing parts that are to be made in the UK.

Bombardier Aerospace

The Company announced in July 2008 the launch of the C series aircraft. This announcement will lead to an investment of £180 million in the Belfast facility, to build a composite manufacturing capability for the building and assembly of the wings for this aircraft.

Similar to the investment by GKN into Filton, Bristol, this investment will mean that the UK will be well placed with two centres of excellence for composites to win work from both Boeing and Airbus for the wings of the Future single aisle aircraft. Adding this to the wing design capability for Airbus at Filton, and final wing manufacturing and assembly at Broughton means that the UK will be seen as a world class centre of excellence for wing design and production.

Military Aerospace

BAe Systems

The company announced in 2008 that for future orders of the Hawk aircraft it is going to shift production to India. This on the face of it looks like bad news, however, as there are no new orders and the difficulties that the Indian company has experienced in manufacturing their own Hawk aircraft it will actually mean more work for the UK site at Brough.

We are now in the final build phase of the Nimrod MR4A aircraft, the last completed aircraft is expected in 2012 and this will result in the closure of the Woodford facility, an agreement has been reached between the trade Unions and the company on the closure payments to be received by the members. It had been hoped to extend the closure date with a successful bid for the Nimrod platform to be the replacement for the current R1 surveillance aircraft. However, a combination of company reservations and MoD requirements has now made this almost impossible.

There company has also indicated that due to the completion of existing projects and contracts and work being undertaken for Spirit transferring more quickly than expected, there will be around 1300 redundancies in the aircraft side of the business. However, this number includes the closure of the Woodford site and it is envisaged that the majority of the redundancies will be through voluntary means.

The confirmation of the size of the Tranche 3 of the Euro fighter has been announced. Discussions have been had at the highest levels of government and it is expected that the satisfactory agreement which has been reached will mean that BAe and Rolls Royce will be happy with maintaining the UK capability and work share.

This also enables BAe Systems to offer the Typhoon for export contracts and several arrangements are underway including, Japan and India.

Despite rumours to the contrary, it appears that the new Obama administration in Washington, will go ahead with the building of the Joint Strike Fighter (JSF), UK Lighting. The work share in the UK is of significant importance to both BAe Systems as a prime company, and the UK supply chain. Unite is still awaiting the satisfactory conclusion to discussions between the UK and USA Governments on the transfer of the licenses for the technology, which will allow the UK to maintain and upgrade the aircraft independently.

It has also been announced that the continued investment in the 2nd engine option for JSF has been agreed. This is crucial for the GE/Rolls Royce engine and will maintain crucial jobs in the UK.

The UK government has also confirmed that they will continue with the contract for the A400M. This has come about despite delays to the delivery of the aircraft due to technical reasons. This is welcome news to Unite members in Airbus.

Shipbuilding

The contract for the cutting of steel for the UK's new Aircraft Carriers is fantastic news for the industry. Aligned to the signing of a 15 year terms of business agreement with BVT and a potentially similar agreement with Babcock Marine, these contracts herald a new dawn of secure employment in both the build and repair side of the naval maritime sector.

Good progress has been made over the year on the delivery of the Type 45 Destroyers for the Royal Navy, with the 5th boat; Defender, being launched from the Govan yard in October of this year. The first of class Daring has transferred to its home base for final sea trials and crew training before becoming operational.

The delivery of the first of class Astute submarine is still problematic, however it should leave Barrow shortly to begin sea trial at Faslane. Unite continues to speak to government to maintain the funding stream to secure the build strategy for the Astute programme. This is to enable the continuation of the UK's capability to build nuclear submarines and create investment for the long term, including in the new power plant technology.

Maintaining a World class Shipbuilding & Repair Sector in the UK

This document has been produced to provide a key policy document for the sector and the union's role within the industry. The aim of the document is to provide an overview of the current position for the UK Shipbuilding & Repair sector and to look at any future challenges for the sector. Unite believes that a strong UK defence industrial base is vital for the future prosperity of the UK economy, the wider manufacturing sector and the security of the UK.

Government Submissions

Unite has responded to a large number of key government consultations. These submissions ensure that the many voices of Unite members are heard when government policy is being formulated. All Unite submissions are placed on the Unite website and can be accessed at the following address <http://www.epolitix.com/stakeholder-websites/stakeholder-website-page/sites/unite-amicus-section/pages/responses-to-government-consultations-and-evidence-to-select-committees/>

A question and answer session followed.

4. Composites and withdrawal of motions recommended by the Standing Orders Committee

Motion 8 had been withdrawn.

5. Guest Speaker – Rob Johnson - IMF

Delegates received a presentation covering recent IMF activities and international trade unionism.

The presentation also covered relationships with multi-national companies, health & safety, growing the union, equal treatment of workers, green agenda, the key role to play on technology transfer, skills and investment and a safe environment.

6. Guest Speaker – Rob Miguel, Unite Health & Safety Unit

Delegates received a presentation covering the role of the Health & Safety unit and its officers and some of its recent activities.

The presentation also covered the on-going campaigns in relation to pleural plaques caused by asbestos and young people killed at work.

A brief question and answer session followed the presentation.

7. Consideration of Sector Motions

1. AEROSPACE INDUSTRY

The UK aerospace and aircraft industry is the largest in the world outside the USA, which allows it to be a significant driver in economic growth. The industry employs a highly skilled workforce of 120,000 and is a major centre of new technology innovation. This Conference appreciates the recent announcement of government funding/loans to RR and Airbus. However, globalisation has brought with it competition to the UK government as companies now have a wide choice of possible locations for the R&D investments.

This Conference calls on the UK Government to:

- Increase public investment in science base to ensure the UK aerospace industry is at the forefront of new ideas and technology.
- Use its influence as a major defence customer to stop companies exiting the UK to low cost labour countries.
- Support UK workers within the aerospace industry with the same financial support given to banks.

Mover: Thomas Mitchell (delegate 44)
Seconded: Gerrard Docherty (delegate 39)

CARRIED

2. PROCUREMENT

This Conference for Aerospace and Shipbuilding calls upon the Union to lobby current and future governments in regard to defence work such that it increases the proportion of such work being awarded to those companies that will undertake this work in the UK. At a time of recession, with increasing pressure on the UK manufacturing and defence industries, ensuring that defence work remains in the UK is vital to ensure that UK jobs and capability are protected.

Mover: Howard Thomas (delegate 49)
Seconded: Walter Staszyn (delegate 48)

CARRIED

3. TRIDENT REPLACEMENT

This Conference calls on the Executive Council to support the Government's decision to order a new batch of successor submarines as a platform for a nuclear deterrent, to replace the existing Trident fleet at the end of their operational lives in around 2020. There is strong evidence that several nation states have invested in nuclear weapons and their delivery systems. Giving the potential for Great Britain to be at risk from rogue states, it is vital that we have the ability to deter such threats.

It is important that we take a pragmatic view of the deterrent issue. Although the current focus is on the terrorist threat to the UK and its allies, we must not underestimate the fact that our traditional 'cold war' adversaries are investing in new nuclear missile developments and the means to deliver them. It is with this in mind that we fully support the government's decision that the delivery system should be submarine based as it offers the best prospect of being able to operate with the minimum of detection.

Conference, our Union has been at the forefront in campaigning to save manufacturing jobs in the UK. Over 10,000 highly skilled jobs at Barrow, Faslane and Devonport along with thousands of other jobs in the supply chain would be at risk if the Trident replacement was scrapped.

We hear time and time again about diversification into other areas. We have looked at these possibilities in Barrow; unfortunately, all we would be doing would be going into competition with other companies resulting in job losses. We believe that the case for a submarine based nuclear deterrent is as strong now as it has ever been and we would ask Conference to support this motion.

Mover: Mike Tabb (delegate 63)
Seconder: Ian Bestwick (delegate 1)

CARRIED

4. TRIDENT

This Conference welcomes the support from Amicus and TGWU previously given to our members at Coulport and Faslane.

We instruct the Executive Council to continue to assist and support our members in the difficult times ahead and not to support any policy that would see the jobs and skills lost which rely on Trident without clearly defined and deliverable replacement of these jobs in the same geographical area of a quality and quantity which presently exist, on terms and conditions similar to or in advance of those currently provided.

Mover: Derek Torrie (delegate 46)
Seconder: Thomas Mitchell (delegate 44)

CARRIED

5. NEXT GENERATION NAVAL REACTOR TECHNOLOGY MOTION

This Conference calls upon the Union to support the lobbying of the UK Government to make timely decisions to invest in Next Generation Naval Reactor Technology in its future Submarine programmes. Such investment will serve to significantly enhance and sustain UK scientific design, engineering and manufacturing capability, whilst also helping to place UK industry at the forefront of the global and nuclear renaissance. Furthermore, this will also help create and protect thousands of highly skilled jobs dispersed widely across the UK.

Mover: Ian Bestwick (delegate 1)
Secunder: Mark Tittley (delegate 9)

CARRIED

6. PAN BUSINESS REDEPLOYMENT

Conference notes that Unite the Union is committed to saving jobs in Britain. To that end Unite is primarily campaigning for UK employment rights that are equal to the best in Europe, along with lobbying for investment in Manufacturing that guarantee UK jobs. Unite also recognises that another way to save manufacturing jobs is to retrain and re-skill the workforce and is committed to supporting retraining and re-skilling initiatives. One manifestation of this support in the East Midlands region has been the active support for the concept of “Pan-Business Redeployment”. This concept was initially successfully implemented by the “Midlands Engineering Industries Redeployment Group” and subsequently the “Career Chain Project”.

Similar initiatives incorporating “Pan-Business Redeployment” are now also running through regional development agency programmes in the South East and South West of England. The SEEDA (Technology Skills Programme) has been set up to support the Aerospace, Marine and Pharmaceutical sectors across the South East and the SWRDA (Talent Attraction, Retention and Development Programme) is being piloted with the Advanced Engineering Sector (comprising primarily Aerospace and Marine) and Creative Media Sector before being extended to support another eight sectors across the South West.

Based upon the successful application of Pan-Business Redeployment within the East Midlands and its expansion and replication across other regions and sectors, this Regional Committee calls upon the National Aerospace and Shipbuilding Sector Committee to actively campaign and lobby for a Government led National led role-out of Pan-Business Redeployment.

Mover: Mark Tittley (delegate 9)
Secunder: Simon Hemmings (delegate 6)

CARRIED

7. APPRENTICESHIPS & ADULT APPRENTICESHIPS

Conference calls upon our union to lobby the Government for increased funding and support for Apprentices and furthermore considers an immediate enactment of a compulsory Employers Training Levy. We believe that the Government needs to consider enacting the compulsory Employer Training Levy following decades of under investment in Apprentice training. We believe this funding and Levy could be divided into areas of Sector need via the Sector Skills Councils and the Sector Skills Plans, this must be in conjunction with a compulsory Trade Union input. We believe that the area of Adult Apprenticeships also needs particular attention so that UK Employers see the benefit in up skilling their current employees rather than an overreliance on Temporary and Agency Employees in order to manage volume change.

We believe that if the UK continues to under invest in Apprenticeships particularly in the Aerospace & Shipbuilding Sector that the Employers will continue to over-rely on the Temporary and Agency option thus putting this Sector in real peril due to the lack of a readily available skilled workforce.

Mover: Mike Tabb (delegate 63)
Seconder: Rich Rendall (delegate 62)

CARRIED

8. Guest Speaker – Elias Rodriguez – Cuba/Venezuela Solidarity

The delegates heard a presentation on the current situation in Venezuela, highlighting the health and education programmes that have been introduced, new trade unions that have been formed and community councils. Reference was also made to the 7 new military bases that the US have set up in Colombia and the current situation in Honduras and the impact these will have.

7. Consideration of Sector Motions cont'd.....

Emergency Motion No.1 Over The Counter Derivatives – Ec Proposals

The National Industrial Sector Aerospace and Shipbuilding Conference:

- Takes note of proposals drafted by the European Commission (EC) to regulate Over-the-Counter (OTC) derivatives;
- Supports the Commission's objective of ensuring efficient, safe and sound derivatives markets;
- Considers that, in their present form, the proposals would mean that many European companies and SMEs that use customised OTC derivatives to manage financial and market risks in an efficient and affordable way would have to move work outside of the UK and Europe to continue to achieve these benefits.
- Is particularly concerned about the potential implications for investment, growth, competitiveness, innovation and employment in Europe's aerospace industry and urges the Commission to take full account of the interests of all stake-holders and to modify its proposals so as to ensure that measures designed to tackle systemic risk in financial institutions do not harm the wider interests of the European economy and society,
- Specifically this Conference calls upon, the National Executive, the National Officer for Aerospace and Shipbuilding and the Joint General Secretaries, to lobby the European Commission and the European and UK Parliaments to ensure that these proposals should be modified such that UK Companies do not transfer employment out of UK or Europe for our Members working in UK Aerospace and Shipbuilding.

Mover: Simon Hemmings (delegate 6)

Seconder: Mark Tittley (delegate 9)

CARRIED

9. Guest Speaker – Carole Landry, Vice-President, USW

Delegates received a presentation covering USW and Workers Uniting and the on-going strike at Vale Inco in Canada.

Carole Landry, Vice-President of USW made a brief presentation to conference and highlighted the work being undertaken by Workers Uniting. Both USW and Unite cover similar sectors who share the same problems across both countries. She also referred to the campaign in America relating to health care and the assistance given by Unite to correct the misinformation regarding our NHS.

Dave Gordon, from USW, who is currently on strike at Vale Inco which is now in its fifth month. He addressed conference, highlighting the issues that had led to the strike where the employees terms and conditions and pensions are under attack by the company. He thanked the delegates for all the support he and his colleagues had received from Unite.

10. Elections

a) Unite delegation to the 2010 TUC (13th – 16th September in Manchester)

Danny Coleman (delegate 67) and Derek Torrie (delegate 46) were elected.

b) Unite delegation to the 2011 TUC (in Brighton)

Thomas Mitchell (delegate 44) and John Cameron (delegate 25) were elected.

c) Substitute delegate for 2010 and 2011 TUC

Jon Locke (delegate 61) was elected for 2010
Mike Tabb (delegate 63) was elected for 2011

Standing Orders 2011

STANDING ORDERS – NATIONAL INDUSTRIAL SECTOR (NIS) CONFERENCES

1) Purpose

The National Industrial Sector Conference has the following purposes:

- 1.1 to set industrial policy for the Sector provided that it is not inconsistent with the general policy and objectives of the union.
- 1.2 to consider emergency motions, on matters that are in accordance with 1.1, that could not have been considered by a RISC, which should be submitted in writing to the General Secretary for the attention of the Standing Orders Committee.
- 1.3 to elect representatives to attend the annual TUC Congress
- 1.4 to elect the Standing Orders Committee for the following NIS Conference

2) Composition and Size of NIS Conference

- 2.1 NIS conferences will be comprised of one delegate per 1,000 paying members in the Sector (subject to a minimum of 30 delegates). Regional allocations will be based on paying membership in the region in the sector.

3) Delegates and attendees

- 3.1 The NIS Conference will be open to all accountable representatives of workers elected by Regional and/or National Industrial Sector Committees.
- 3.2 All delegates will be allocated a numbered seat and will retain that for the duration of conference.
- 3.3 Executive Council members, working in or representing the sector but not elected as delegates shall be invited to attend on an *ex officio* basis.

4) Chair

- 4.1 The Conference plenary shall be chaired by the Chair of the Executive Council.
 - 4.1.1 The Sector Conference shall be chaired by the chair of the National Industrial Sector Committee.
- 4.2 The Chair shall only have an ordinary vote on all matters if elected as a delegate.
- 4.4 The Chair shall not have a casting vote.

5) Secretary

- 5.1 The National Officer or other employee shall act as Secretary to the conference – advising the chair as appropriate and, assisted by a member of the Research Dept, recording decisions taken and the outcome of the elections.

6) Order of Business

- 6.1 The Order of Business for the Conference shall include:

1. Plenary: General Secretary supported by the Assistant General Secretaries as appropriate
2. Election of delegates to form the SOC for the following NIS Conference
3. Political, international and other speakers
4. National Officers' Introduction and Apologies
5. National Officers Report including national strategy for the Sector
6. Consideration of composites and motions approved by Standing Orders Committee.
7. Election of delegates to the annual TUC Congress for the next two years

7) Conduct of elections

- 7.1.1 All nominees in conference elections shall be individually nominated and seconded. Nominees who do not attend may be elected provided they have given an appropriate apology reported by the National Officer and accepted by conference.
- 7.2.1 Votes shall be cast by a ballot vote or by show of hands from amongst those delegates present at the Conference.
- 7.2.2 Any dispute about the conduct of an election should be settled by the Chair. If it is not possible to settle any dispute at the Conference, then an appeal should in the first be lodged with the Standing Orders Committee which has overall responsibility for the conduct of the elections.
- 7.2.3 In the unlikely event that any such dispute cannot be settled, an appeal against the decision of the Chair can be forwarded to the General Secretary, who may delegate handling the appeal to an appropriate senior official.

8) Conduct of Business

- 8.1.1 The Chair shall be responsible for the conduct of the meeting. Delegates may only speak when called by the Chair. The Chair shall have discretion on whether to allow a delegate to speak more than once on a subject..
- 8.2 The mover of a motion shall be allowed five minutes and subsequent speakers three minutes each. No delegate shall be allowed to speak more than once on any motion except the mover who shall have the right of reply.
- 8.3 Next business, that the vote be taken or such other procedural motions may be moved and seconded by any delegate who has not previously spoken during the debate. There shall be no speeches on such motions.
- 8.4 Emergency motions shall be put if in writing to the General Secretary for the attention of the Standing Orders Committee. No such motion shall be deemed an 'emergency' that is connected with circumstances which could have been dealt with by conference/committee allowed to forward motions for the agenda.
- 8.5 The Chair shall have the same speaking rights as any other delegate. In addition, the Chair may intervene during or at the conclusion of any discussion, to clarify the issues decided and/or to sum up the discussion.
- 8.6 A delegate who wishes to raise a point of order (which must be confined to the manner in which the meeting is being conducted) should say "*point of order*" and hold his/her hand aloft until called by the Chair. Subject to that exception, delegates should not interrupt another speaker.
- 8.7 The ruling of the Chair on any question relating to the conduct of the meeting shall be final unless a challenge to the Chair is supported by at least two thirds of the delegates present..
- 8.8 Save as provided herein, the business of the Conference shall be conducted in accordance with the normal rules of debate as laid down by Walter Citrine in the ABC of Chairmanship.
- 8.9 In the event of an equality of votes, the proposition before the conference shall not be carried.

9) Smoking/Alcohol/mobile phones

- 9.1 There shall be no smoking or consumption of alcohol allowed at the Conference.
- 9.2 All mobile phones should be switched off at all times during conference.

Hilton Brighton Metropole Floorplan

