

National Sector Conferences 2011

DOCKS, RAIL, FERRIES AND WATERWAYS

Hilton Brighton Metropole Hotel

Contents of Agenda Book

1. Formal Agenda
2. Motions from National Industrial Sector Committee and Regional Industrial Sector Committee
3. Report of the National Officer
4. Report of the 2009 National Industrial Sector Conference
5. Standing Orders for the National Industrial Sector Conferences 2011

**DOCKS, RAIL, FERRIES AND WATERWAYS
National Industrial Sector Conference
Ambassador Suite Hilton Brighton Metropole Hotel
Monday 28 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:

**Docks, Rail, Ferries and Waterways
National Industrial Sector Conference
Ambassador Suite, Hilton Brighton Metropole Hotel
The conference will be chaired by the National Industrial Sector Committee
Chair: Jim Brown**

5. Apologies, Introductions and National Officers welcome
 6. National Report by Julia Long , National Officer
 7. National Workplan for 2012
 8. 100% Campaign
 9. Consideration of Sector Motions
 10. Guest Speakers
 11. Elections
- (a) Unite delegation to the 2012 TUC (Brighton)
- (b) Unite delegation to the 2013 TUC

Delegate List

REGION	FORENAME	SURNAME	Delegate no.
East Midlands	Joseph	McCarthy	1
East Midlands	Joe	Woods	2
Ireland	Joe	Magill	3
London & Eastern	Graham	Carter	4
London & Eastern	William Andrew	Green	5
London & Eastern	Graeme	Haines	6
London & Eastern	Allan	King	7
London & Eastern	Richard	Lukes	8
London & Eastern	Philip	Pemberton	9
London & Eastern	Alun	Yates	10
NEY&H	Martin	Grant	11
NEY&H	Chris	Jubb	12
NEY&H	Dave	Walker	13
North West	Michael	Ferris	14
North West	Michael	Roberts	15
North West	Peter	Shaw	16
South West	Martin	Jones	17
South West	Brian	Watts	18
Wales	Garry	Hart	19

The DRFW sector has the best opportunity to grow and organise in 2012. The ports section is being regenerated with wind farms being created just off shore in the North and the rail section is set to grow in the areas of engineering and maintenance which are, in the main Unite's membership throughout the country.

The regional port combines are proving a success and will finally reach their potential with 3 national combines being created early next year.

The plan for the organising department to work with the ports section was agreed by the Executive Council last year and will begin in March 2012.

100% Campaigns / Strategy for Growth

In line with the NISC agreement on the sections national organising plan I have met with all the stewards and the Regional Officer in Liverpool and assisted with setting up the Mersey Port combine which will now continue to meet on a monthly basis.

The South East has established their port combine and it is to meet on a monthly basis. There is also an organising campaign within Southampton port focusing on agency workers.

I have met with the North East ports stewards and the regional officer to assist in setting up their ports combine. Due to the geographical area in this region it has been necessary to request to have a Humber Combine and a North East combine. The Humber combine goes from strength to strength and is planning a conference in early December and is inviting all regions to send delegates.

The London and Eastern region are to begin setting up their combine which again, because of the geographical area will see 2 combines and hope to be up and running by the beginning of next year.

The Scottish combine will have their first meeting in January. This will bring the total of combines to 7 within the Docks and Waterways section.

ABP

The 100% campaign within ABP goes from strength to strength and our membership continues to grow and become more organised. The company has agreed to negotiate a rate for all jobs instead of the use of personal contracts. This is a major victory for the national negotiating committee and our membership.

Eurotunnel

The stewards have all attended the buying in course and are beginning to map out the workplace. This is a national campaign being lead by the regional officer. Meetings will be held on a regular basis as the campaign progresses.

Campaigns

Dover Port

The sector has put forward a submission to the government against privatisation of the port on behalf of our members. We have held a ballot of the membership to support the People's Port which resulted in 98% of our membership voting yes. A referendum was held for the people of Dover who also overwhelmingly supported the People's Port.

Under the terms of the trust which was set up by James I, 400 years ago, The Board is required to support charities and provide to them limited support to those whose activities are dedicated to, or connected with the maritime sector and/or local to Dover. If privatisation goes through this obligation to support local charities will end.

There are numerous other options than a full sell-off of the port including the replacement of the current trust with another which would benefit the people of Dover.

The Dover Harbour Board do not want to explore these avenues, preferring to have the freedom to charge what they like and to pocket all the profits.

2.30 million trucks went through Dover in 2009, down from **2.31 million the year before** despite the decline in the freight volume.

A delegation of stewards has met with the Labour shadow minister Maria Eagle and with the Dover MP Charlie Elphick who are all campaigning for and supporting the People's Port.

We are still awaiting the final decision from the government.

Bombardier

Bombardier in Derby announced 1400 job losses due to the loss of the Thameslink contract. Over 10,000 jobs are also at risk within the supply chain affecting the majority of constituencies throughout the UK.

The union has ensured that the campaign has highlighted that the procurement policy must be changed. This has been at the top of agenda throughout the media coverage both locally and nationally. Diana Holland gave evidence on behalf of Unite to the Transport Select Committee. There have been fringe meetings held at the TUC and Labour Party conferences which have been attended by the Bombardier stewards.

The stewards have formed a campaign group in Derby along with the Unite full time officer. The unions are seeking a legal opinion along with the TUC and we are still awaiting the counsel's view.

British Waterways

The government has finalised their plans to make British Waterways a trust company within the 3rd sector. The announcement for funding the new trust has seen a gradual reduction of money being invested into British Waterways which will leave a huge deficit going forward and will inevitably lead to the company seeking more volunteers to do the work of the core workforce and to replace workers when they leave through natural wastage.

There was a huge outcry from our membership when, following the 2011 pay review, our members were offered a one-off payment of £100 for people earning over £21,000 and £200 lump sum for anyone earning below that. The directors however, decided to accept bonuses ranging from £12,000 - £15,000.

Skills, Training and Learning

The National Committee has been working with the Yorkshire, Humber and North East Region Education Department through Mick Bond and the FNV union from Rotterdam to put together an accreditation course for all Dock workers on Health and Safety which will result in either a license or passport that will be needed by all workers within the ports.

Julia Long
National Officer
D, R, F& W

November 2011

NATIONAL WORKPLAN for 2012.

1. Initiate a programme of Training for the strategy of growth for the National Committee. Cascading down into the Regions
2. Initiate further dialogue with regions in an attempt to encourage RIO's and activists to identify 100% campaigns within the DRF&W Sector.
3. Continue with and complete the 100% organising campaign within Eurotunnel and ABP
4. Explore opportunities to further develop DRF&W organisation within all regions by assisting in identifying regional organising targets.
5. Work with the National Organising Unit to opportunities to develop the organising plan agreed by the Executive Council within existing targets both nationally and regionally.

I will work with Regional lead Officers to identify from the Regions any responsibility for national negotiations within key employers, e.g. ABP, Network Rail, and Serco to allow more time to be spent on development and organisation by the National Officer.

I will ensure we have the right strategy in place to take the sector forward for the future.

Our work within the sector and priorities will in the future be governed by the National sector conference and overseen by the National Committee.

DOCKS, RAIL, FERRIES AND WATERWAYS

SECTOR MOTIONS

1 Protecting British Waterways and the UK Inland Waterway Network

This Docks, Rail, Ferries and Waterways conference calls upon our Executive Council to demand that this government show proper regard for the UK inland waterway network, all its users and those businesses and householders who live near them. The recent announcement of significantly reduced DEFRA grant-in-aid funding for British Waterways ensures that there will be greater levels of risk undertaken with regards to the condition of the infrastructure, with associated increase in the risk of breaches leading to local flooding and canal closures.

We call upon DEFRA to re-examine its decision to reduce the amount of grant-in-aid to British Waterways, and to adequately fund British Waterways in order that it may properly carry out its statutory duties, improve maintenance and safety standards, and develop the system for the benefit of the public now and in the future.

Moved by: Dave Walker
Seconded by: Peter Shaw
National Industrial Sector Committee

2 Rail Manufacturing

This conference condemns the UK Government's decision not to award the Thameslink contract to Bombardier, the only train manufacturing company in the UK. This decision further undermines the manufacturing industries in this country. We therefore call for an urgent review of procurement policy in all government infrastructure projects in order to ensure that both social and economic factors are given full consideration before contracts are awarded, as would be the case in other EU states.

Moved by: Joe Woods
Seconded by: Joe McCarthy
East Midlands
London and Eastern

3 UK Rolling Stock Procurement

Applaud and support the national campaign, spearheaded by Unite, in support of the UK train building industry.

The failure to award preferred bidder status on Thameslink to Bombardier means the rolling stock for this prestigious order will not be built in the UK. It is clear that government failed to take socio-economic impacts into account when developing the tender process for this order.

The result of this failure puts the UK train building industry under serious threat of extinction.

The campaign to reverse this decision enjoys majority public support because it is clear that people struggle to understand why other countries are able to support their domestic train builders when the UK claims it is not possible. Successive UK governments have failed to support the domestic based train builders when procuring new trains. Modern day journeys by rail expose the fare paying public to trains built in France; Germany; America and Japan whilst the governments of these countries act decisively to ensure their own trains are locally built.

Unite must campaign for the adoption of a strategic procurement approach for rail that ensures all new orders for rolling stock, locomotives and rail equipment are developed in such a way to provide maximum advantage to UK based bids.

A strategic procurement policy for rail should insist on local content manufacturing as a pre-requisite of bidding. Orders below £150mn should have a local content manufacturing of at least 66% with this figure rising to 80% for orders exceeding £150mn.

A good example of a pro UK manufacturing attitude can be found at the MOD. Gerald Howarth, Under-Secretary of State at the MoD, recently toured BAE yards and extolled the virtues of the technologies and skills, developed under funding by the MoD, of the UK manufacturer, - "It is about time that the UK woke up to the fact that we have immense engineering skills in Britain, that the companies with these skills are world-class and that Britain's future prosperity will not be found on the back of financial services,"

Whilst many yards that carry out MOD work are foreign owned the contracts they win are built in the UK by UK workers.

If this attitude and positive approach can be found at the MOD then why can't the same approach be adopted at the Department for Transport?

Moved by: Mick Roberts
Seconded by: Charles Harding
North West

4 Health and Safety

This conference believes the use of non permanent labour within the Docks, Rail, Ferries and Waterways sector has been recognised as directly leading to serious injury and death for many years. Through concerted pressure of the trade union movement the use of casual labour has diminished greatly but it still remains. Today's employers are using new methods of employment which is no better than casualisation; today they are called temporary agency workers and volunteers.

The economic pressures have led to a dramatic reduction in funding for the HSE. But it has also led to an upsurge in temporary and volunteer workers. These workers often have little or no training and virtually no knowledge of health and safety

Many temporary workers are employed in the very same manner as casual workers, there may have been a change in their name but there has been no real change in their employment status. The long hours worked continue to be virtually unregulated and the lack of health and safety equipment and training being almost non existent, we applaud the efforts to introduce minimum standards for dockworkers, but we recognise that many company's within our sector will continue to ignore health and safety standards.

Volunteers are a new concept in some of our workplaces who are being exploited by unscrupulous employers; many volunteers believe that they are doing charitable or socially responsible work for the good of their communities. Whereas in fact they are often being used to undermine permanently employed workers. These volunteers are often untrained and like all other workers they have a right to health and safety training and a safe environment in which to work.

We call upon the DRFW National Committee to develop a strategy which will expose and highlight these unscrupulous and dangerous employers who continue to expose workers to danger, and to develop similar safety passports systems to those proposed for dockworkers which will lead to safety accreditation for all workers across the DRFW sector.

Moved by: A Green
Seconded by: G Haines
London & Eastern

5 Agency workers monitoring system

This conference ...Agency workers directive, we believe the UK Ports industry needs a comprehensive monitoring system in place from the outset to avoid abuse and to control health & safety and security risks

Moved by: Steve Biggs
Seconded by: Richard Crease
South East

6 Maritime Working Time Directive

Support the motion to Oppose the Maritime Working Time Directive

Present hours of work legislation for UK seafarers has the potential to allow employers within the marine sector to work our members for 91 hours per week for 48 weeks per year. With fatigue being a major factor in a large percentage of accidents causing serious injuries or death, environmental disasters and damage to property in the millions this legislation should be opposed by the NEC.

This nations waters are used by thousands of vessels each through some of the busiest shipping lanes and ports in the world and are serviced by our members on a daily basis. The threat to the environment and safe provision to service our countries needs cannot be stressed enough. All our members and every citizen are affected in one way or another by the marine service industry through imports and exports from our ports.

This North West RISC seek support from the NEC for a campaign opposing this recently introduced legislation

Moved by: Mick Ferris
Seconded from the floor
North West

7 Maritime Labour Convention 2006

This conference calls on the Executive Council to support a motion to ensure that the UK government ratifies the Maritime Labour Convention 2006 by making the necessary amendments to the Merchant Shipping Acts as a matter of urgency. We further ask that these amendments end the current discrimination against seafarers, by ensuring that seafarers have the same rights to leave IN ADDITION to working patterns as their fellow workers ashore.”

Shore workers under EU Working time directive are ensured a max 48hr week and regular paid leave. Seafarers under the much weaker alternative Marine Working Time Directive can legally work a 91 hr week for a 7 day week for 48 weeks without a day off and then receive the required 28 days leave. This is unacceptable in the 21st century

Moved by: Garry Hunt
Seconded by:
Wales

**Docks, Railways, Ferries & Waterways
National Industrial Sector Conference 2009
Initially Oxford Suite, Hilton Brighton Metropole Hotel
Monday 23rd November 2009**

1. 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.

The Chair, Jim Brown welcomed delegates to the first National Sector Conference for Docks, Rail, Ferries & Waterways.

2. Apologies, Introductions and National Officers welcome

Apologies were received from

Steven Drew (delegate 5)
Ian Findlay (delegate 19)
Grant Scott (Delegate 12)
Gary Punton (delegate 24)

3. National Report – Bob Rixham, National Officer

Bob Rixham welcomed the delegates to the first conference and advised that by the next conference, hopefully any problems will be consolidated to enable us to move on to a union that is not Amicus or T&G, but is Unite.

The Sector had been formed from four sections that were too small to be individual sectors. However, there is some synergy between the sections and the problems that flow across the four sections and there are other sectors that can be interfaced with.

In making this National Officer's report, I look forward to working with all the reps and members from both Amicus and T&GWU traditions as together we can continue to raise Unite's profile and footprint within the Rail Industry, it is my view that this sector will benefit greatly from the merger and that this NISC will play a full part in Unite's growth in this expanding sector.

Network Rail (NWR)

The harmonisation negotiations which have been conducted over a 3 year period have stalled, though it is expected that NWR will continue to seek changes in working practice in particular from Track Workers.

The 2009/10 2 year pay offer of: First Year, 3.5% and Second Year RPI or plus .5% (though the .5% was not guaranteed) has now we understand been accepted by all signatory Unions.

Unite's organisation within NWR is being improved by the release of 4 of our reps to visit the various locations where Unite has spheres of influence within the NWR national agreement seeking recruitment and new reps.

On 27th August NWR announced that they intended to make 1,800 workers from the Infrastructure Maintenance sector Redundant. Mick Stevens, Unite Industrial Officer - Railways has written to NWR deploring that the announcement was made without consultation and that Unite will oppose any compulsive redundancies, consultations are ongoing at this time with Network seeking to introduce a lower level of voluntary redundancy payment than is in PT&R agreement.

Infrastructure & Construction Companies

Many infrastructure companies have been adversely affected by Network Rails decision to defer work, the worst affected has been Jarvis Fastline who have announced approaching 200 job losses, discussions are ongoing and the NWR decision has also seen members employed by Balfour Beatty and Jarvis TUPE'd between a number of infrastructure companies. Many working through agencies or as bogus self employed have seen their work diminish or cease entirely.

COLAS, though have continued to gain Tamping work and now have 25 Tampers operating across the Network, they are also actively seeking to expand their Rail Freight business.

Notwithstanding the above NWR in control period 4, to 2014 have committed to invest some £32 billion on infrastructure enhancements right across the network the potential for Unite to play a leading role in these Engineering Construction projects was discussed at a Rail Construction project meeting on the 22nd June where it was agreed that National Officers for construction would become involved in this expanding sector, Brian Gallagher is to co-ordinate this project (see attached Rail Construction report)

Train Operating Companies (TOC's)

For some time it was known that a number of TOC's were struggling to meet the terms of their franchise commitments and the increase in passenger volumes on the National Express East Coast route has not grown in line with their forecasts.

NXEC has like it's predecessor GNER failed and is to be re-nationalised, though the indications are that this will be for a limited period of around 1 year where after it will be returned to the private sector, Unite's view is that there is an opportunity for this franchise to become permanently a Public operation and therefore setting a bench mark for other Franchises. An Aslef/TSSA emergency resolution to the labour party called for a debate on the future structure of the franchising system and a series of debates are being held under "East Coast Line Future Public/Private. Unite will be supporting these events and contributing to the debate on the franchise system.

Many TOC's are in the second year of their 2 year deals, Northern Rail, have in July offered a 2 year deal of: year 1, 3.2% or £550 whichever is the greater. Year 2, RPI or 1.5% whichever is the greater. First Scot Rail second year increase is 3%, other offers for single or two year deals 09/10 have been markedly lower.

Unite has also negotiated with Northern a mechanism that will eliminate the 16 hours per month of ACH, with 6 hours being eliminated immediately and the remainder being phased out over a period of 22 months, the targets were not met in the first 16 week period, leading to a adverse reaction from the membership, mechanism's have been put in place to ensure that the members contribution to improved productivity are rewarded. Northern have also brought the contract and agency cleaners in house and Unite has established a shop steward at Newton Heath who was an ex ISS employee, in addition the Unite pay claim included a claim for a reduction in the working week to 35 hours, without loss of pay and an increase to the cleaners night shift allowance.

A three day course for Unite reps within First Great Western (FGW) has been arranged from 14th Dec. at Esher with the aim of strengthening our structure within FGW , the members at FWG and NXEC are concerned over the effect of the introduction of IEP as Hitachi are to own and maintain the new High Speed fleet, the 20 year maintenance contract will be undertaken by "Fleetability" a Joint Venture (JV) between Hitachi and Axiom Rail, new depots are planned for Doncaster, Bristol, Reading and North

Pole (London). Unite has met with both Hitachi and Axiom Rail and will continue to press for the JV's operational plans.

Unite continues to actively campaign to support the in-house bid for the Newcastle Metro the recent decision on preferred bidders has left only the in house bid and DB Regio, the final bid proposals have been submitted and the final decision on the Metro's future is expected in January 2010, this decision will pave the way for a £600 million upgrade of the Metro system.

Rolling Stock Manufacturing

The membership employed at the Bombardier Litchurch Lane facility were dealt a blow in February when the DfT announced that Hitachi were the preferred bidder for the £7.5 billion IEP contract. This situation has now been exacerbated by the DfT indicating that the procurement of 202 DMU's announced in the 2008 pre-budget statement would now be greatly reduced or cancelled entirely, due to the recently announced network "Electrification" proposals, without such an order there is a massive dip in production near the end of 2010.

Since 2002 Bombardier have won 70% of the domestic UK train build, however 20% of these orders won have been automatically transferred to Bombardier's manufacturing facilities in mainland Europe.

Thameslink : there are 3 bidders, Alstom, Bombardier & Siemens

Bombardier's bid is the Aventura, which the company claim has a 30% weight saving, 50% more efficient and 70% more reliable should Bombardier fail to win this bid it is understood that long term implications for elements of the Derby workforce will occur. The loss of IEP gave Unite the opportunity to pressure Bombardier to review its future bidding process to ensure that they were competitive and had a greater UK Engineering content in particular to return the Bogie and Toilet unit manufacture to the UK, it is therefore disappointing that though the toilet units will be manufactured in UK if Bombardier are successful, the Bogie units will not.

Alstom's bid for the "Thameslink" contract comes in the form of "X'Trapolis" an electric commuter train designed specifically for the UK market, the cars would be built in Italy, however Alstom have committed to involve the UK supply chain in the procurement of components should their bid be successful. The Traction elements of the bid would be made at the Preston Traction facility, employing some 200-300 and a UK assembly facility would be considered for the 2nd phase of the contract.

Siemens declined to meet with Unite to discuss their bid.

Unite is currently re-negotiating the Flex agreement at Litchurch lane and the second year of the 2 year pay deal saw an increase of 4%.

The Hitachi IEP contract opens up the opportunity that in time the UK manufacturing industry will capture much more of the UK domestic order book, however the first 70 of what is thought to be up to 1,400 cars will be wholly produced in Japan. The Hitachi bid does include a UK manufacturing/assembly facility, initially employing 200 rising to 500 at peak production time, the location of this facility is not yet known, though sites in North Wales, North East, Yorkshire and the Midlands are being considered. The Hitachi bid is likely to benefit the Unite membership at Brush Traction, Loughborough who have in partnership with Hitachi produced a Bi-mode Loco, though the extension of network Electrification will affect the number of Bi-mode units required. It is understood that the final bid has now been passed to the DfT and Unite has a meeting with Hitachi 3/11/09.

Freight Operating Companies

Following the acquisition of EWS by DB Schenker (the German State Railway) there have been major changes to the Company's structure with 530 redundancies being announced prior to the turn of the year. DB Schenker are to concentrate their maintenance at Toton (Nottingham) and Crewe depots. Of the intended redundancies 93 were from the Engineering Grades, following extensive negotiations at the various locations 33 job losses were mitigated with a number of other members opting to take up the offer of work in France. Depots that have been closed in the last 12 months are: Immingham TMD, Thornaby TMD, Margam TMD, Margam Wagon and Hither Green.

DB Schenker continue to seek cost reductions and an initial threat of a pay freeze was withdrawn, however the final 1.2% offered was a "gesture" to offset an increase in pension contributions that are to take affect later 2009. It is understood that the company will invite all employees to take 5 days unpaid "holidays".

Axiom Rail sought to impose a pay freeze at the Stoke facility, lengthy negotiations failed to produce any offer, the result of a ballot for industrial action was declared 21st October and the membership voted 3 to 1 in favour of action.

Freightliner 2009 wage negotiations are ongoing.

Workshops and Maintenance Companies

Wabtec the Doncaster based maintenance/refurbishment company employing some 700 plus have put a proposition to the DfT that would see a number of the current fleets refurbished to a standard that would give the units a 10 year life extension, providing long term employment for our members, at this time the Fleets being targeted for refurbishment are not known.

In June 2009 the workforce at LNWR the Crewe based maintenance company (now owned by Arriva) returned a vote of more than 70% in favour of trade union recognition for Unite, the ballot was conducted by the CAC, a recognition agreement has since been signed and Shop Steward elections are being arranged. Though there has been a dip in work load recently it is expected that the numbers employed will rise to around 200 over the next 2 years and the site will be further developed.

Rail Care (Wolverton and Springburn) made a small number of redundancies at the turn of the year. Bombardier Crewe works continue to decline with 3 redundancy exercises within 9 months : Dec 08, 53 jobs, May 09, 81 jobs and a further 60 jobs being made redundant in September. The inability of the Crewe works to win third party work is an ongoing concern; a pay freeze has been imposed at Crewe works.

A Unite rep employed at Bombardiers Central Rivers depot who was refused time off without pay to visit his wife who had been injured in a accident in Sudan and was subsequently dismissed for his absence without leave, was re-instated on the 12th August, in the face of a ballot for industrial action in support of our rep the company agreed not only to re-instate but to allow time off on compassionate grounds for 2 months, the 3 weeks additional pay he received would not be recouped and on his return 15th September he received 2 weeks pay retrospectively.

A ballot of Systems Engineers employed by Alstom West Coast Train Care have voted to accept the 2009 wage offer of 2.5%. Discussions on the system engineer's harmonisation are to continue. Bombardier settlements include Ilford - 1.5%, Central Rivers - 2.4%, Norwich 2.5% and a reduction in the working week.

Underground Systems

London Underground

The re-integration of the failed PPP company; Metronet into London Underground has taken place, the company are seeking an approximate reduction of 1,000 staff, though at this stage it is viewed that this figure would be achieved through voluntary methods.

Unite has sought legal opinion on the validity of the terms and conditions of employment under which Metronet members were transferred out of LU, in particular the clause that includes a no compulsive redundancy clause and whether that is still valid now they are back in LU, the legal advice at this time is that the clause is still valid. A consultative ballot of Unite members has rejected the company's 2 year pay offer and a meeting of reps and Regional Officer took place 21st October to discuss the movement to a ballot for industrial action.

Rail Supply Chain Companies and Recruitment

Though the UK Rail supply chain has suffered from the peaks and troughs of the order book there is major potential for Unite to expand in this area as many of the companies that have developed since privatisation are non-union, a campaign amongst supply chain companies within the East Midland region has been agreed, with the loom supplier Time 24, first on the list. As well as Time 24 Bombardier have bought Whiteley Electronics and Gemma Electronics where Unite will be seeking recognition.

The long running campaign for recognition at Siemens Mobility is gathering momentum with membership increasing at a number of the larger depots, a claim for national recognition across all SM depots is being prepared.

Eurotunnel

I recently visited the Eurotunnel at the Folkestone terminal recently where Unite has a single union recognition agreement which covers all grades with the exception of Management and Professional grades; however membership levels were well below 50%. Following discussions with the reps and Regional Officer it was agreed that a recruitment campaign would be conducted and promotional material produced. There was also a structural problem in that though Unite have negotiating rights for terms and conditions the non union company council had become involved in the wage negotiations, Management were advised that this practice should cease. It has been agreed that the National Officer will meet with the M.D. on a regular basis.

National Skills Academy for Railway Engineering (NSARE)

Unite has lobbied Minister of State for Transport, Rt. Hon. Lord Andrew Adonis to support the establishment of a NSARE, there is a looming skills gap within rail engineering as there has been little training of apprentices and the average age of the rail engineering workforce is over 50 years of age. The Dft are supporting the NSARE concept and funding has been allocated for the preparation of such a scheme, the Unite executive have pledged £5,000 towards the NSARE project. It is anticipated that standards for all engineering operations within the rail sector will be produced, driving up skill levels and providing a gateway into the industry for young people. Gil Howarth is to make a presentation at this NISC.

Railway Construction

Introduction

Many sectors of the UK economy are facing uncertainty as a result of the current economic situation. Output across most of the UK construction industry will continue to decline, at least in the short to medium term.

Continuing investment in a range of infrastructure projects, most notably in transport and energy, will help the UK construction industry to maintain its output in the medium to long term.

Network Projects

In April 2009 Network Rail, the company responsible for building and maintaining the UK's 9,800 mile rail network, embarked on a £34 billion plus, programme to enhance the system over the next five years. The programme, known as Control Period 4, includes the following projects:

- £16 billion Crossrail project, Bechtel appointed as Project Delivery Partner April 2009. Whilst on April 9th "Enabling Works Framework Agreements" were awarded to 17 companies, see Crossrail supplement for listing.
- £5.5 billion on the Thameslink scheme, due to be completed by 2015.
- £1 billion on the electrification of the First Great Western line from Reading through to Cardiff
- £600 million on the Birmingham New Street redevelopment, due to be completed by 2014.
- £450 million on the expansion of Kings Cross station, due to be completed by 2013, Kier Construction have been appointed to carry out restoration of the roof at Kings Cross, the £27 million new roof will include 2,500 sq meters of photo-voltaic glass generating 10% of the stations electrical needs.
- £423 million on the refurbishment of Reading station, due to be completed by 2015.
- Hitchen, a new link between East Coast Main Line and Cambridge, project, subject to approval, to commence 20011.
- £250 million on upgrading the east coast mainline.
- High Speed 2 (HS2) is to report by the end of 2009 on a proposed London-West midlands route, HS2 has also to look at "Broad Corridors" towards Manchester, Yorkshire and beyond.
- ATOC calls for 14 new lines to be opened June 2009.
- £1.7 billion nation wide system which enables drivers and signallers to communicate securely.
- 25 light rail schemes in UK cities by 2010.
- A listing of Network Rail contracts approved since April 2008 is enclosed.

In addition to such major projects a further 250 small stations will be refurbished by 2014 and 916 kilometres of track is to be renewed each year through to 2014.

The main contractors who are expected to continue their involvement in the sector include: Amey Rail, Atkins, Babcock, Balfour Beatty, Carillion Rail, Bechtel, Halcrow, Jarvis Rail, Kier, McAlpine and Mowlem Railways.

London Underground

Two consortiums, Metronet and Tube Lines, are responsible for repairing, maintaining and extending the London underground. In July 2007 Metronet went into administration and in May 2008 all its contracts were transferred to the control of Transport for London (TfL).

The Metronet contract covers the Bakerloo, Central, Circle, District, Hammersmith and City, Metropolitan, Victoria and Waterloo and City lines and is worth £17 billion over a 30 year period.

The initial 7.5 year phase, which started in 2008, includes the following:

- Providing 205 kilometres of new track
- Renewing 166 points and crossings
- Introduction of upgraded signalling systems
- Refurbishing 150 stations

Tube Lines is made up of a consortium comprising Amey and Bechtel. In April it started a 30 year contract (worth £4.4 billion) to upgrade, replace and maintain infrastructure of the Jubilee, Northern and Piccadilly lines. Current and planned works include:

- Renewal of 200 kilometres of track
- Re-signalling the Jubilee line in 2009
- Re-signalling the Northern line in 2011
- New signalling for the Piccadilly line in 2014

London Overground

Work started early 2009 on the £326 million upgrade of the TfL Overground network. On the 20th April 2009 it was announced that Carillion Rail had been awarded the £90 million contract from Network Rail to upgrade the North London Line.

The project will enhance the network between South Acton and Stratford/Barking to improve rail services, including connections with the new East London Railway, in preparation for the 2012 Olympic Games.

The job forms part of a £1.4 billion upgrade of the London Overground railway, which is being jointly funded by Network Rail, TfL and the Olympic Delivery Authority.

Bob Rixham
National Officer, Railways

National Report – Brendan Gold, National Officer

Brendan Gold welcomed the delegates, saying it is a unique start to the policy the sector will make in respect of the policy agendas that we all have and to make sure we are representing people at work. Policies made here will be going forward to the Policy Conference next year.

4. 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.

5. Consideration of Sector Motions

1. ROLLING STOCK, PROCUREMENT AND MANUFACTURE

This Conference instructs the Executive Council to ensure Unite only provides support for future new rolling stock bids where it is demonstrated in the bid that the maximum possible amount of local content manufacturing will be in operation. Any commitment of tax-payers money to produce new trains and equipment to further modernise the rail network must fully benefit UK workers. This principle, of putting the UK workforce first, must encompass the manufacturing, technical equipment and the supply chain elements. At the present time contracts are awarded to train builders with the full knowledge that large percentages of the total work package will be undertaken outside the UK.

Mover: Mick Roberts (delegate 16)
Seconder: Paul Maybin (delegate 8)

CARRIED

2. ROLLING STOCK

This Conference supports a motion to keep the maintenance of the traction and rolling stock within the train operating companies and not to contract the work to outside companies or to train build and maintain contracts.

Mover: Martin Jones (delegate 26)
Seconder: Mick Roberts (delegate 16)

CARRIED

3. LASHING BY SEA FARERS

Conference supports the Action of P&O Dock Workers Hull in their actions against their employer P&O Ferries. The action being to allow P&O to use sea farers to unlash trailers onboard ship. A job traditionally done by P&O Dockworkers which will result in the loss of core P&O jobs.

Mover: Martin Grant (delegate 10)
Seconder: Mick Slaney (delegate 13)

CARRIED

4. FUTURE OF AVONMOUTH/PORTBURY

This conference supports a motion of engagement by the Union at every level and using its good offices to connect with Government on issues around the proposed building of a Deep Water Container Terminal at Avonmouth and the impact on those proposals as a result of continued consideration of the building of a Severn Barrage. This Conference believes that the continued uncertainty over a possible Severn Barrage is counter-productive and unsettling for investors in the Deep Water Container Terminal. It will generate not only unionised construction jobs during the build but also more than 1,000 jobs directly emanating from its operation, all of which again, will be unionised. There would also be extended benefits for the local economy with further jobs created as a result of the increased cargo traffic through Avonmouth and Portbury Docks. The Severn Barrage as indicated by companies on both sides of the estuary would be entirely counter productive in regard to the local economies and this Conference calls upon the Government to endorse the building of the Deep Water Container Terminal whilst shelving any plans for a Severn Barrage.

Mover: Brian Watts (delegate 26a)
Seconder: Phil Hickman (delegate 27)

REMITTED TO NATIONAL COMMITTEE

5. FREE RECIPROCAL TRAVEL FOR ALL RAILWAY EMPLOYEES

This Conference pushes for Reciprocal travel arrangements across all Train operating companies for non safe-guarded staff.

Mover: David Hogg (delegate 11)
Seconder: Colin Smith (delegate 2)

CARRIED

6. SCOTTISH FERRIES REVIEW

This Conference is concerned that whilst the Scottish Ferries Review being conducted by the Scottish Government has some positive aspects, it has prompted suggestions in respect of the potential privatisation and outsourcing of ferry services.

Conference is particularly concerned that part of such proposals may include the tendering of separate routes which are currently operated collectively by publicly subsidised companies such as Calmac.

Conference calls upon our Union to campaign both independently and alongside other relevant STUC affiliates to resist any privatisation or outsourcing proposals.

Mover: James McAveety (delegate 20)
Seconder: Richard Crease (delegate 21)

CARRIED

6. Elections

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

Mick Roberts (delegate 16) was elected.

b) Unite delegation to the 2011 TUC (Brighton)

Richard Crease (delegate 21) was elected.

b) Substitute delegate for the TUC 2010 and 2011

David Hogg (delegate 11) was elected.

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.
- 4.2 The Sector Conference shall be chaired by the chair of the National Industrial Sector Committee.
- 4.3 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 Official 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.
- 7.3.1 Votes shall be cast by a ballot vote or by show of hands from amongst those delegates present at the Conference.

- 7.3.2 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.
- 7.3.3 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



