

National Sector Conferences 2011

Hilton Brighton Metropole Hotel

Electrical Engineering & Electronics

Contents of Agenda Book

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**Electrical Engineering & Electronics Sector
National Industrial Sector Conference
Hilton Brighton Metropole Hotel
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) 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 on organising and 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 on the following page:

**Electrical Engineering & Electronics Sector
National Industrial Sector Conference
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 Reports. Kevin O’Gallagher
7. Guest Speakers
 - (a) IMF to speak on Mode 4
 - (b) Unite Research Department to speak on Agency & Temporary Workers Regulations
 - (c) Unite Health & Safety Department to speak on Industrial Issues
 - (d) Assistant General Secretary to speak on 100% Campaign
 - (e) Rosalba Gaviria, Executive Member of FENSUAGRO, Colombian Agricultural Workers Trade Union and Unite’s sister union in Colombia
8. Open debate on Unite’s profile within the Sector (See National Officer’s Report)
9. 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	Tony	Croak	1
East Midlands	Nigel	Powell	2
East Midlands	Phil	Sykes	3
Scotland	Ellen	Davies	4
Scotland	Phyllis	Heggison	5
Scotland	Craig	Russell	6
South East	Bob	Douglas	7
South West	Ken	Hart	8
Wales	John	Parry	9
West Midlands	Bob	Collins	10

NATIONAL INDUSTRIAL CONFERENCE 2011

ELECTRICAL ENGINEERING & ELECTRONICS SECTOR

NATIONAL OFFICER'S REPORT

Since taking up responsibility for the Sector in February this year, it has become apparent to the National Officer that the sterling efforts of our lay representatives within the industry have successfully slowed down the tide of job reductions through off shoring or using cheaper production plants by the multinational employers within the Sector.

A number of specific issues have arisen which will be dealt with in the main Company Reports later on.

In general, the industry has suffered due to reduced demand from consumers for products produced world-wide, predominantly as a result of the economic crash in 2008 which has led to generally flat order books within the EU.

It is estimated that there are some 300,000 employees within the industry, covering a whole range of skills and competences with a Unite density of membership of around 10%. The National Officer would welcome an open debate at this Conference as to how the Union's profile can be heightened, thus allowing employees in the industry to reap the benefits of trade union membership.

I would wish to welcome members of UKAPE (United Kingdom Association of Professional Engineers) to their first Conference, having joined the Sector since my taking on this responsibility, who I believe will be an asset when organising companies from the most junior CEO right the way through to the production operatives.

Within the Sector, there has been a marked decline for the provision of goods within the semi conductor industry where many roles which in my belief should be EU or UK based, are currently being undertaken in the developing nations. Through discussions which have recently taken place, the European Metalworkers Federation will almost certainly adopt the Unite policy of cradle to cradle production. Currently, goods are manufactured in the Far East, shipped to Europe and upon disposal, shipped to Africa/India to reclaim recyclable items from where the process starts again.

This practice is not sustainable in the long term as merely by the shipping of the goods, the carbon footprint for each product is effectively doubled, whilst the employment practices and in particular health and safety is not observed to a standard that is acceptable globally. The National Officer, through the good offices of the EMF, is one of the leaders in the campaign to minimise the length of any supply chains with the intended effect that the production of goods and recycling will be as close as possible to the consumer enhancing employment within the EU.

Prysmian/Draka:

In April this year, Prysmian bought Draka substantially reducing cable manufacturers across Europe and, indeed, worldwide.

This takeover has produced a Company with some 97 plants worldwide supplying cables and services with the full range from fibre optics right the way through to VHV (very high voltage). In the UK they now have 9 sites all of which have good order books, albeit on short turnaround times.

It is likely that throughout 2012 we will be heavily involved in dealing with harmonisation issues as well as rationalisation.

With the assistance of the National Officer, our representatives have successfully frustrated attempts by the Company to introduce unnecessary and at times dangerous practices which were designed to introduce institutionalised health and safety.

The Union is providing support both directly and indirectly to the separate EWCs with a view of producing the best available agreement for the new Company.

Schneider:

The National Officer became involved in the Company as a result of a failure to agree on pay as a result of which the Company made a final offer which our members accepted of 3.2% and a rectification of pay anomalies for Scottish based employees which provided an additional 5.5% to that group.

Siemens/Trench:

The National Officer has been involved with negotiating substantially improved terms for the small number of employees who will be made redundant as a result of the Company's decision to supply goods manufactured in Germany and France allowing them to close the Newcastle plant. Part of the closure package included agreement that the Company would seek to re-deploy all staff affected and at the time of writing all Unite members have been offered alternative work within the general geographical area.

Our EWC rep has undertaken considerable work in representing UK employees and should be commended for his commitment to both the Union and his constituents. Through close questioning of the Company, regarding their activities at Trench, he made the package above achievable.

Agreement has been reached that members' bonuses will be a third of what could normally be achieved; factory staff will receive £300 pounds in their November pay packets.

On a positive note the Company are to employ two new apprentices and a graduate engineer.

Brush Electrical Machines:

After a long hard-fought battle, we have just agreed a 4.25% pay increase back-dated to April with no strings attached.

There are ongoing discussions with the Company about harmonisation on how members accrue and take their holidays in line with Brush transformers, the Company that was acquired through the TUPE transfer.

The Company has completed a job evaluation on the entire workforce; the outcome is awaited; the original date being the end of October.

The order book for next year is looking good with 83 confirmed machines, and is intending to recruit permanent skilled Winders, Platers and electrical test engineers.

Eaton Electric:

The National Officer is providing support and will become directly involved with this Company once it has decided on which of the many matters it intends to progress.

The lay representatives have been inundated with work as the Company attempts using a scatter-gun approach when introducing new policies and practices, as a result of a European-wide directive to harmonise core terms and conditions covering everything from working patterns to sick pay via health and safety reporting processes.

Electrolux:

The pay deal has been resolved at Distriparts with a 2.5% increase on basic pay plus a new bonus scheme. The bonus can equate to 5%.

The Union is monitoring the status of agency staff in light of new regulations. We are currently awaiting response by Euro HR.

The Learning Project has attracted interest from Europe within the group.

The Company is expanding into North Africa (Egypt). We are seeking assurances that this will not affect UK jobs as we did with the new product ranges announced and the drive to combat cheap Chinese products.

Zetex Semiconductors Ltd:

The semiconductor industry has entered a downturn. Zetex appears to be bucking the trend and is recruiting 20 more manufacturing operatives. This is because the Company is able to bring in-house work which was previously outsourced, but the established products have already turned down.

The new jobs are initially all agency workers, but our agreement of no more than 15% agency means some will become directly employed.

The deferred DB Company pensions will now be indexed using CPI rather than RPI.

The National Officer has been working closely with SEMTA and is a member of the Sector strategy group within EE&E where he is part of a team developing packages for trainees and apprentices, covering the full spectrum from City & Guilds (Craft) through to post graduates (Senior Engineers).

I look forward to working with all colleagues utilising Unite's facilities through political, national and international networks into the future so that we may achieve the goals of our members.

KEVIN O'GALLAGHER
NATIONAL OFFICER
EEE SECTOR

November 2011

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.

1. **Apologies, Introductions and National Officers welcome
John Rowse, National officer of EEE.**

The Conference was chaired by Colin Gosling (delegate 18) in the absence of Gordon Fisher.

Gordon Fisher – London & Eastern Region
Debbie Dalton (delegate 11) – North West Region
Ian Allinson – EC Member
Dave Delacy – EC Member
Mick Murphy – EC Member

2. **National report – John Rowse, National Officer**

Bro Rowse went through the report, followed by a Q & A.

GENERAL REPORT

Throughout September Regional Industrial Sectors Committees (RISC) for the Electrical Engineering & Electronics Sector have been established. Although every Region has to elect a RISC, for whatever reason, a number of Regions were unable to do so.

Regions which have elected at least one delegate are:

London & Eastern
South West
East Midlands
North West
North East, Yorks & Humberside
Scotland
Ireland

Regions still to do so are:

South East
West Midlands
Wales

These also fall into two categories: those who have met but not elected enough delegates and those who were not able to meet due to lack of attendance.

This will be resolved in the following manner as set out in the JGS circular:

1. During November 2009 Regions should call for nominations from branches/workplaces in the constituency concerned.
2. If as a result there are equal or fewer number of nominees than vacancies, the nominees should be declared elected and join the Committee.
3. If there are more nominees than vacancies, the Regional Secretary, or Officer designated by him, should call a reps meeting of that constituency to elect delegates.

Committees that failed to meet because Conference/Meeting did not take place or too few members attended

Regional Secretaries should, if appropriate reconvene meetings of the RIS Conferences or Area Activist Meetings to take place during December 2009 with a view to electing a RISC or AAC.

SECTOR STRATEGY

The Electrical Engineering and Electronics Sector is, in effect, a new Sector in Unite. Whilst many of the companies in the Sectors have been common to both former partners in Unite, the EE&E Sector was originally joined with IT in the former Amicus section and was part of Power & Engineering in the former T&G section.

As this is the first conference of the Sector within Unite it is worth discussing those issues and agreeing our continued support.

Set out below are those areas which Conference should consider:

Continued support for Good Electronics

The Good Electronics Network is an international body that highlights human rights issues and sustainable production in the electronics industry and produces a monthly Bulletin.

Continued support for the "Greening the Workplace" campaign

This campaign was instituted by the former Amicus section Electrical Engineering & Electronics and IT Sector following a national sector conference.

The campaign seeks to highlight and promote the reduction of greenhouse gases within the workplace and create sustainable development using carbon neutral techniques.

Obviously the electronics industry has a massive contribution to make towards reducing harmful emissions as can be seen improved fuel efficiency in internal combustion engines and hybrid vehicles. However, that brings greater emphasis on the production of electronic components to contribute to reductions in emissions.

Public Procurement

Continued support for our campaign for the government to adopt a more transparent and long-term public procurement policy.

An outline of the “Wood Report” is attached and highlights the issues confronting UK manufacturing and how British firms are losing out on the €1,500 billion European public procurement market.

INDUSTRIAL REPORT

DOWDING & MILLS:

The company has announced their intention to close the final salary scheme and transfer to a DC scheme. The proposals put forward by the company includes contribution rates ranging between: below 4%; 4% to 8.4% and above for employees to a maximum of 6.5% for the employer.

The National level consultation meetings have been held with the National Officer, local stewards and the company are giving consideration to the improvements put forward. These include a commitment to maintain the employer contributions going forward at the levels given in the presentations/illustrations and meeting the costs of annuities when the pension matures.

The full scheme will also be available to approximately 600 employees currently not covered by any pension scheme.

EPSILON:

After recruiting over 50 percent of the electricians and PAT Engineers we made application to the CAC for recognition as the company refused to meet with the union.

Since then, Matt Tipper, Regional Officer (Southampton) and the National Officer have met with senior management. That meeting was inconclusive and the application continued.

However, the company has now committed to reach a voluntary agreement with Unite. A meeting is being held on 29th October.

EXIDE CMP:

Following the company's announcement in April to close the Bolton site Alternative proposals drawn up by the union and local management were rejected by the European team. An enhanced redundancy and closure package was negotiated and accepted by the majority of the workforce in August.

Four hundred and twenty employees were made redundant as a consequence of ending manufacturing on the site.

The Redundancy payments were as follows:

All employees will receive an amount equivalent to 4 months salary or £1,450 for each completed year of service which ever is the greater.

If an employee completed an extra year as a result of contractual notice it would be taken into account for the additional year.

PILON: All employees will be paid all notice in lieu of pay based on basic salary, shift pay, car allowance etc.

There is still an outstanding pensions issue which is being pursued by the Unions Solicitors in the North West.

SIEMENS:

Further to a local failure to agree at the Poole site over the withdrawal of pre-retirement. The company had given notice withdrawing the benefit and preparations.

Following a national reference the company agreed to retain the benefit for existing staff facing retirement over the next five years.

TT ELECTRONICS:

The Union has been in considerable dialogue with the company following their unilateral introduction of a further freeze on Pensionable Pay calculation from April 2009, stating that it was necessary to retain the Defined Benefit Scheme and secure the scheme going forward.

Although the company is committed to reduce the deficit, the Union has raised concerns that this in effect places a disproportionate burden on the scheme members, making a considerable contribution to the scheme deficit whilst having their pensionable pay frozen at 2008 rates. This can mean that a member deferred in 2008 would be better off as his/her pension would have increased by at least 2.5 percent.

The Company has argued that they provide an underpin to provide for members to be no worse of than had they deferred in 2007. However, the union's issue is that many members are paying contribution levels of 9 percent which would mean that their benefits should have increased by more than the underpin.

A Trustees meeting is being held next month, following which, it is expected that further consultation will take place.

VESTAS: (Isle of Wight)

This report is an outline of recent events surrounding the closure of the manufacturing sites on the Island and earlier relationships between the Union over a longer period.

There were two parts to Vestas which were or had been in trouble – one in Scotland (see further below) and the other in the Isle of Wight.

The company was making wind turbine generator towers (Scotland) as well as blades for the on-shore market (Isle of Wight) where, in 2000 Vestas took over a fibre glass boat building site.

Over a number of years since, both former sections of Unite [Amicus South East Region and T&G South West Region] have separately tried to recruit and organise the workforce. The highest number of members was approximately 50 several years ago out of a total staffing level of approximately 800. On the Island, the company took a fiercely anti-union stance and, although it was never established that they had been specifically targeted, most of the membership were made redundant a few years ago. It is not apparent if there was any co-ordination between Scotland and the South East Region in 2004 when a successful recognition campaign was achieved in Scotland.

More recent recruitment attempts were also unsuccessful.

When the closure became public, our local official and branch secretaries arranged a meeting for our few remaining members (approximately 11) and any other workers who could attend. The objective was to see what assistance could be given irrespective of the company's stance. In the event, nobody from the site attended the meeting. Instead, they were allowing an internal employees council to carry out the statutory consultation. This continued throughout despite further attempts by the local officer and branch officers of the IoW Engineering Branch offers of support.

Simultaneously, Jack Dromey, Deputy General Secretary, raised the matter directly with government ministers highlighting the contrast in government policy intentions and the closure of this plant. Also, highlighting the outcome in Scotland where Unite had successfully campaigned to keep the site open. The Scottish Executive and the Highlands and Islands Development Agency had provided support funding for the site to be taken over by Skycon (see below).

As National Officer, the issue was first raised with me on the 3rd July when a public meeting was arranged by the Island's trades' councils and I was invited to address the meeting, which I did.

It was attended by local Labour Party activists and the local MP (Tory) in the audience. Also in attendance were Workers Climate Action and various other climate change activists groups. About 40 Vestas workers were in attendance. The point was well made that had this company not made blades for wind generators, no one except the union and the workers would have shown any interest.

I made the case out for the workers to join the Union and outlined what help we could give them but that they needed to join the union quickly. It was a lively meeting with competing climate change activists' viewpoints and trying to dominate the meeting, causing a number of Vestas workers to leave early. As a result, at the end of the meeting I spoke directly to the remaining workers and proposed a further meeting with them at another venue.

In summary, despite the company's attitude and the employees not joining the union, or any union, Unite took the campaign to government ministers who also tried to intervene with the company. Unite stood ready to help the workers in anyway possible.

Even though the current occupation of the offices came far too late in the day to be effective, Unite voiced its support for the workers and elicited international support and solidarity through ASW and Workers Uniting.

Even at the 11th hour we continued to raise the matter directly with government with the Deputy General Secretary successfully pressing them to arrange a meeting with the employees, Vestas management and the TUC to try and reverse the decision to close the sites. It concluded with the company still refusing to entertain any support from government or South East England Development Agency (SEEDA). It contrasted sharply with the outcome of the former Vestas site in Scotland* where

Unite had significant members and played a central role in saving site both in 2004 and earlier this year in January 2009.

They reiterated their decision that they were not prepared to keep open the sites on the Island which made blades for the onshore wind farms. They cited the total lack of orders for this product in the UK and were moving their production to the United States where there was a large market.

Unlike events in Scotland, where the workforce was unionised and reacted from the outset, there were no negotiations with any union nor did the workforce show any interest in getting involved with the union. It is noticeable that the sit-in advocated by climate change activists occurred within days of the plant closure and long after the workforce had been informed of the closure and accepted the company's redundancy proposals.

Since the closure, Unite has worked with the Hampshire Rapid Response Unit to exploit employment opportunities, many of which are in factories where Unite is heavily organised. The latest being GKN on the IoW which has taken on 97 temporary staff all of whom have joined Unite.

There is a continuing campaign calling for the workers who were dismissed through taking action to be reinstated and receive their redundancy money. It is also calling for the land where the site was based to be brought into public ownership or forcing Vestas to sell it to allow alternative green energy manufacturing. However, the company's position is that they are expanding their technology centre to twice its current size using the old manufacturing site and creating a further one hundred jobs.

The trade's councils have also established a fund to assist the eleven workers who didn't receive redundancy pay. This currently stands at £11,000 and it is making a direct appeal to Unite to contribute.

(*) 2008/9:

The troubled Vestas wind turbine factory in Kintyre has been taken over by Skycon in an expansion deal which could create hundreds of new jobs across the area. The Danish company aims to safeguard the 100 jobs at the plant and then increase the workforce to more than 300 over the next two years.

The deal was struck with help from a £9.7m government funding package. Scottish ministers said it would create virtually full employment in a rural area hit by the economic downturn.

Fears for the future of the plant, at Machrihanish near Campbeltown, were raised after Vestas revealed it was to close the plant amid financial difficulties.

The investment will see the plant, now trading as Welcon Towers, expand by nearly three times its current size to supply offshore and onshore wind turbines to the international renewables market..

Skykon is investing £35m at the site, which will be backed up by £9.2m of regional selective assistance money, as well as a £500,000 cash injection from economic development agency Highlands and Islands Enterprise.

2004: Amicus, Britain's biggest private sector union, has gained recognition with the world's largest manufacturer of wind turbines, based in Scotland.

Following an 11 month campaign, workers at Vestas Celtic Wind Technology, which manufactures wind turbines for Scottish Power and Powergen, voted overwhelmingly in favour of union recognition, the first of its kind.

The Danish-owned company is a lifeline to Campbeltown in Scotland which has seen the closure of Jaeger, Campbeltown Shipyard and Machrihanish Naval Base in the last five years. The recognition deal is also a signal that as traditional industries decline, Amicus is successfully gaining a foothold in the new cutting edge manufacturing sector.

As a result of pressure on the Scottish Executive from Amicus and the STUC, Vestas secured a special grant and financial incentives to set up Vestas Wind Technology in Campbeltown. Amicus has consistently argued that there needed to be a spin off for manufacturing and jobs from renewables.

Since the closure, Unite has worked with the Hampshire Rapid Response Unit to exploit employment opportunities, many of which are in factories where Unite is heavily organised. The latest being GKN on the IoW which has taken on 97 temporary staff all of whom have joined Unite.

There is a continuing campaign calling for the workers who were dismissed through taking action to be reinstated and receive their redundancy money. It is also calling for the land where the site was based to be brought into public ownership or forcing Vestas to sell it to allow alternative green energy manufacturing. However, the company's position is that they are expanding their technology centre to twice its current size using the old manufacturing site and creating a further one hundred jobs.

The trades councils have also established a fund to assist the eleven workers who didn't receive redundancy pay. This currently stands at £11,000 and it is making a direct appeal to Unite to contribute.

The National Officers Report was accepted.

3. Guest Speaker – Lord McKenzie, Parliamentary Under Secretary of State, DWP.

Lord McKenzie addressed delegates from Electrical and Servicing and General Industries.

4. Joe Guido, Steelworker at Vale Inco in Sudbury, Canada

Joe was introduced by Steve Davison – EC Vice Chair who had given a summary of the first global union - Workers Uniting.

In 2006, Vale Inco, a Brazil based company bought mines in Sudbury, Northern Ontario.

The mine is organized by Steelworkers Union. The union members have been on strike for nearly 5 months, since July 2009. The miners are striking for several reasons; safety, pension, job security, lack of training.

The company has not made substantial effort to negotiate a deal with the miners. With the support the global union - Workers Uniting (formed by a partnership between the United Steel Workers and Unite), national and international unions the miners are willing to Strike until their voice is heard.

5. Guest Speaker – John Geenan, USW

Delegates received a presentation which covered involvement of Workers Uniting and campaigns from paper industries, healthcare in the US and the plight of miners in Sudbury.

He urged Unite to persevere with their support of miners at Vale Inco (in-depth discussion covered by Joe Guido, Miner from Sudbury).

He went on to state that 48 million people don't have access to healthcare and the job Workers Uniting was doing to combat the deception being perpetrated in the US about the national health service in the UK. This was vital to winning the battle in Congress and with the public who were being fed a daily diet of falsehoods about the NHS by opponents of the health care bill currently in Congress.

He also graphically outlined personal experience of the failings of the US system affecting both himself and close family members. Jon stressed it was not unusual to be turned away from health care centres because you were not a regular enough "customer".

6. Consideration of Sector Motions

1. HEALTH EFFECTS FROM WORKING IN THE SEMICONDUCTOR INDUSTRY

Conference recognizes the Unite led campaign to pressure the National Microelectronics Institute (the semiconductor industry employer's association) to agree to the HSE's recommendation in 2001 that they fund a UK-wide study into possible enhanced risks of certain types of cancer caused by working in the semiconductor industry.

Notwithstanding the visits by two Unite delegations to the Health and Safety minister, there has still been no agreement to fund and initiate the study due to resistance from the NMI and a lack of funds from the DWP. Furthermore, the results from a similar study in the USA study organised by the Semiconductor Industry Association have been held back for at least a year from the advertised publication date.

Conference believes that the NMI will continue to block progress on the basis that the SIA study will support their view that a problem does not exist in the UK industry. Conference believes this is unacceptable as the study is not independent, and the American industry is not directly comparable with the UK's.

Conference calls on the National officers for the sector and health and safety to step up the campaign with the following objectives:

- To make clear to the Health and Safety minister that the status quo is unacceptable and that the DWP should now commit to fully fund the study. This has the added benefit of ensuring the independence of the research findings;
- To lobby the HSE to widen the scope of the study to look at serious ill-health effects in general rather than limiting it to specific cancer types;
- To re-affirm Unite's commitment to pay a share of the costs with the employers should the DWP stick to its position that the industry should pay;
- If no progress on the above has been made, to organize a public protest at the NMI annual meeting/awards ceremony in November.

NORTH WEST

**Mover: Martin Gleeson (Delegate 12)
Seconded: Peter Rutherford (Delegate 9)**

Carried

2. European Redundancy Law

Conference calls on Unite to Campaign for equal rights with European Workers in France, Germany and Spain when faced with redundancy.

Currently, UK workers are cheaper and easier to make redundant than workers in those countries mentioned.

Our European colleagues in Germany, France and Spain receive full pay for a statutory period.

Employers also have to go through lengthy consultation and can face punitive measures if they fail to comply with national and local commitment, both to the workforce and the community.

Mover: Craig Russell (Delegate 15)
Seconded: John Clark (Delegate 8)

Carried

7. Elections

- a. **Unite delegation to the 2010 TUC (13th – 16th September in Manchester)**
Martin Gleeson (delegate 12) was elected
- b. **Unite delegation to the 2011 TUC (Brighton) – one to be elected.**
Ellen Davies (delegate 13) was elected

There being no further business the Chair thanked the Conference and wished delegates a safe journey home.

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..
- 8.1.2 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.

- 8.2 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.
- 8.3 Emergency motions shall be put 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

