

Graphical, Paper and Media
National Sector Conference 2011

Hilton Brighton Metropole Hotel

Contents of Agenda Book

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Graphical, Paper & Media
National Industrial Sector Conference
Hilton Brighton Metropole Hotel
29th November 2011

AGENDA

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 below:

Graphical, Paper & Media

National Industrial Sector Conference

The conference will be chaired by Raffiq Moosa, National Industrial Sector Committee Chair

5. Apologies, Introductions and National Officers welcome
6. National Reports. Steve Sibbald and Ian Tonks
7. 100% Campaign
8. Consideration of Sector Motions
9. Invited Guest Speakers:

Egle Sanchez, General Secretary, Venezuelan Graphical Union

Dick Blinn of ICEM

Steve Walsh of Uni Graphical and Packaging Global

Nicola Konstantiniou of UNI-Europa Graphical

Tom Watson MP - Apologies

Bud Hudspith, Unite the Union H&S

10. Elections
 - (a) Unite delegation to the 2012 TUC (Brighton)
 - (b) Unite delegation to the 2013 TUC

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

DELEGATE LIST

REGION	FORENAME	SURNAME	Delegate no.
East Midlands	Rob	Batchelor	1
East Midlands	Jane	Leivers	2
East Midlands	Raffiq	Moosa	3
East Midlands	Anthony	Porter	4
Ireland	William	Carey	5
Ireland	Francis	Emerson	6
Ireland	David	Hatton	7
London & Eastern	John	Ayling	8
London & Eastern	Alan	Burn	9
London & Eastern	Nigel	Gawthrope	10
London & Eastern	Phil	Hood	11
London & Eastern	Troy	Kamara	12
London & Eastern	Lesli	Miller	13
London & Eastern	Terri	Miller	14
London & Eastern	Tom	MURPHY	15
London & Eastern	John	Stuttle	16
NEY&H	Gerard	Dempsey	17
NEY&H	Ian	Johnson	18
NEY&H	Charles	Shieber	19
NEY&H	Christopher	Wake	20
NEY&H	Richard	Wileman	21
North West	Paul	Broadhurst	22
North West	Michael	Clarke	23
North West	Helen	Fitzpatrick	24

North West	Neil	Harrison	25
North West	Mark	Hodge	26
North West	Malcolm	Price	27
North West	Mike	Woods	28
Scotland	John	Allan	29
Scotland	Peter	Logan	30
Scotland	Joe	Monaghan	31
Scotland	Linda	Pollock	32
South East	Dave	Lovelidge	33
South East	Dave	Reeves	34
South East	Gary	Seager	35
South West	Sarah	Butler	36
South West	Iain	Eld	37
South West	Mervyn	Owens	38
Wales	Martin	Aston	39
Wales	Stephen	Chinnock	40
West Midlands	Geoff	Hickman	41
West Midlands	George	Hickman	42

NATIONAL INDUSTRIAL SECTOR CONFERENCE 2011

GPM

SECTOR MOTIONS

1 AGENCY WORKERS DIRECTIVE

This Conference recognises that the origins of the Agency Workers Directive, now UK Regulations were rooted in Equality Legislation as a large proportion of the agency workers are from black and ethnic minority backgrounds and are immigrants and especially migrant workers from Eastern Europe.

It is these groups of workers that have been subjected to the worst excesses of exploitation by some UK employers, specifically in the graphical sector and Conference is concerned that, in spite of the introduction of the minimum provisions of the Agency Workers Regulations, there are still employers attempting to avoid those minimum provisions by colluding with employment agencies by setting up sham arrangements.

This Conference therefore calls upon our Executive Council to use all reasonable resources practicable to challenge these employers through the Courts if necessary to the highest level.

Moved by: Ged Dempsey
Seconded by: George Hickman
National Industrial Sector Committee

2 Agency Worker Regulations

On the 1st October 2011, the new Agency Worker Regulations (AWR) comes into force. The TU movement has fought hard to ensure equality for agency workers in the work place.

In recent months it has become clear that many Employers and Agencies are working together, and using the Swedish Derogation argument (payment between assignments) to deny Agency workers their rights to equal treatment under the UK legislation.

We request that the GPM National Industrial Sector Conference support this motion, and ensure that:

“Unite pursues and challenges all instances where Employers and Agencies seek to deny agency workers their equality rights under the AWR.”

Moved by: Phil Hood
Seconded by: Lesli Miller
London & Eastern

3 INFORMATION & CONSULTATION PROVISION

This Conference recognises that although the provision of Information & Consultation Regulations in the UK compared to other European Union countries is still weak. That establishing legally requested ICON Forums could be an essential part of the Union’s strategy in strengthening collective bargaining and organising.

The GPM Sector has been successful in establishing effective Information & Consultation Forums across the UK, but recognises that in terms of information and consultation it is just the beginning. The long-term strategy of any legally established forum should be the ultimate prize of real and meaningful consultation and eventually co-determination.

It is therefore essential that the Executive Council adopt strong and positive strategy of promoting and encouraging and providing resources for the establishment of Forums across all sectors which are legally instigated and directed by Unite at the appropriate levels.

Moved by: Alan Burn
Seconded by: Tommy Murphy
National Industrial Sector Committee

4 UNITE/BPIF National Agreement

This conference calls on the GPM National Sector Committee to ensure that the provisions within the National Agreement do not come under attack as a result of failing to reach a pay settlement for the last 2 years.

Conference requests that the NISC and National Sector Negotiating Panel works towards strengthening these provisions in the absence of any future pay awards.

Moved by: Jane Leivers
Seconded by: Tony Porter
East Midlands

5 NISC Minutes and Reports

This conference calls upon the GPM National Sector Committee to ensure that all relevant minutes and reports from all constitutional committees are published on the union's website in a timely manner whenever reasonably practicable, whilst maintaining confidentiality.

Moved by: Rob Batchelor
Seconded by: Jane Leivers
East Midlands

6 News International

This Unite GPM Sector Conference congratulates the GPM NISC on organising the 25th anniversary exhibition of the Wapping dispute. Twenty five years ago Rupert Murdoch sacked 5,500 print workers when he moved to Wapping, destroying trade unionism in his company and developing a global right wing media corporation.

Twenty five years on from the Wapping dispute we have seen the appalling phone hacking scandal where the phones of murdered children were allegedly hacked into by journalists, followed by alleged cover-ups by executives of NI.

Conference welcomes the setting up of The Leveson inquiry into the culture, practices and ethics of the Press. It further welcomes the enquiry into cross media ownership and the exposure into the complicity of the Metropolitan Police.

These events are a direct correlation to the breaking of trade unionism within News International. The “sweetheart” agreement that was established between NI and their Staff Association to debar any independent trade union from establishing union recognition is currently contained as a right within the ERA 1999 and this paragraph 35 (1) must be removed.

Therefore Conference believes that as part of any enquiry a full review should take place into current UK employment rights to ensure that we can challenge on all aspects where it conflicts with both International and European Labour Standards.

Conference calls upon the Executive Council to work with TULO, Labour’s NPF and the TUC to ensure that the Unite policy contained within the 2010 conference motion “Extending Collective Bargaining” is now enacted.

Moved by: Alan Burn
Seconded by: John Stuttle
London & Eastern

7 Training

Calls on the Executive Council to introduce sector training for each Industrial Sector. Such training will include 100% workplace organising, Sector National and Local agreements. This does not do away with initial shop steward training as that covers the basics skills and knowledge for all our reps but such additional training will assist our reps knowledge of all National and Local agreements.

Moved by: F Emerson
Seconded by: D Hatton
Ireland

8 Defending Health and Safety for Members

This GPM Conference deplores the Con Dem's Government proposal to slash contribution to the Health and Safety Executive, by 35 per cent over the next four years.

We believe that this will lead to the further watering down of health & safety.

A weaker enforcement regime will inevitably lead to increased deaths, injuries and sickness arising from work.

We call on the Unite at all levels:

To mount a vigorous campaign to seek that any proposed cuts in public spending are not made in the agencies responsible for the enforcement of health and safety within the workplace

Furthermore, we call on Unite

1. To continue the campaign for effective corporate manslaughter laws including imprisonment of directors.
2. To campaign with other sectors, trade unions & TUC for a maximum working temperature that covers all workplaces.

A legal maximum temperature should be pursued for those doing strenuous work, where once the temperature reaches the maximum limit, then control measures must be implemented to reduce the heat and/or the effect on the employee.

Moved by: Ged Dempsey
Seconded by: Ian Johnson
North East, Yorkshire and Humber

9 Equity Investors and Hedge funds

This conference calls on Unite to investigate the effect that Equity Investment and hedge funds are having on manufacturing and in particular the GPM sector. We call on Unite to develop a strategy to assist members in combating the most negative effects on terms and conditions. This strategy to include group meetings of reps in sectors and were appropriate across industries, covered by said investors. The strategy also to include lobbying of MPs and other interested parties.

Moved by: Dave Lovelidge
Seconded by: Gary Seager
South East

10 International Solidarity

This conference pledges its continued support to assist and support printing, packaging, papermaking and media workers in Latin American countries including in country's with progressive governments such as Venezuela, Nicaragua and Bolivia and in fighting repression in countries such as Columbia. Conference pledges it's continued support to the Venezuelan print and paper union in particular, who represent workers in many of the same Multinational companies as Unite- for example Kimberly Clark and Smurfitt Kappa. The close working relationship formed between our Unions have been mutually beneficial in stopping one group of workers being played off against the other. Therefore conference calls upon GPM Chapels and RISCs to provide continued assistance to the "building links and solidarity" project with the Venezuela solidarity campaign to assist our colleagues in Venezuela.

Moved by: Dave Lovelidge
Seconded by: Gary Seager
South East

11 GPM Retained Fund

This conference calls for the former GPM Branch Retained Funds to be administered in all Regions on the basis of Universality.

To this end, conference is aware that in some regions, Payed Officials administer the GPM retained funds without any involvement of their RISC lay members, in contravention of the GPM National Committee decision.

Conference reiterates this decision that:-

1. All retained funds must include Two (2) lay member signatures on cheque accounts for the withdrawal of all monies.
2. That in the event that a RISC, through former branches amalgamation, have more than One Retained Fund to administer, then each Retained Fund Account will be treated as in point 1 above, this is to say that former branch members for each separate fund will be co-signatories on each account.
3. That each RISC will determine expenditure from the retained funds on a majority collective basis.
4. All expenditure will be subject to the outlay as stated by the Union, for Recruitment, Training, Delegations, Dispute support ETC, and the well being of the membership.
5. Each lead officer in all RISCs will keep account and report, on all expenditure to their RISC at each meeting, also when requested, to the nominated National Officials.

It is accepted that until the New Branch Structures are in place and branches become financially viable, the Retained Funds are the life blood of the GPM Sector.

When this point is reached, a decision will be made, in agreement with the sector, the future of the funds.

Moved by: George Hickman
Seconded by: Geoff Hickman
West Midlands

NATIONAL REPORT

Introduction

2011 continues to be a very tough year for our Sector, with redundancies, closures and attacks on long-term established terms and conditions of employment. In some areas of the Sector we have been hit with the triple-whammy of the global economic crisis, a decline in demand in specific markets, especially newspapers and magazines and the new technology and consumer trends towards iPads and Kindles.

Although there is still not much of a sign that we are coming out of recession within our Sector, there are some brighter spots where we have been able to achieve improvements to wages, albeit in the main below the level of the retail price index.

Organising, Recruitment & Recognition

The strategy for growth continues unabated at regional level with 17 targets in the GPM Sector which have huge potential. At national level there are two nominated targets, Trinity Mirror Group and Spicers. The criteria for those targets was that they had good chapel structures and national federated structures. Membership density remains stable at those companies where we are recognised and always increases when we have specific issues which require union strength and involvement. It has been a long time since we have had any new recognition agreements but I am reliably informed that there are two in the pipeline which will require the involvement of a Central Arbitration committee application.

British Printing Industries Federation, Partnership at Work Agreement

For the third year in a row we failed to reach a National Agreement with the BPIF, not that there wasn't a willingness on our part to achieve an agreement as the Negotiating Committee felt that an agreement at least attempts to level the playing field and brings the industry stability. However, the Federation had been mandated by its members, once again, not to agree any increase. We did, nevertheless, agree with the Federation after consultations with our respective Executives to agree that all other provisions of the national agreement would remain in place. In response all chapels covered by the Agreement were told to make claims of RPI as an increase, the response has been varied with increases of between 1% and 5.3%.

Meetings of the Partnership at Work joint committee continue, but whilst there is no national collective bargaining for wages, it has to be said that the committee's relevance to the industry is in serious jeopardy.

Book Printing, Publishing & Distribution

The United Kingdom is home to some of the oldest and most respected book publishers in the world, Cambridge University Press being the oldest operating since 1584. The industry expects to generate revenue of 4.6 billion in 2011, which is flat-growth compared with the previous year. However, the internet continues to have a dramatic effect on the industry with consumers increasingly accessing material on-line. Although there are some 8,000 publishers in the UK, almost half of those are in London so the industry, like the small commercial printer remains, fragmented.

Book printing continues to be dominated by the French-owned CPI Group in the UK. We remain well-organised throughout the industry in the production/distribution areas and we have been able to negotiate wage increases at most of the companies, albeit in most cases, just below the rate of inflation. In terms of ink on paper, the production and distribution is inevitably under threat, as more and more people take to either the internet or electronic means of consuming their books. We can only speculate as to what level of decline there will be where it will eventually end up.

There has also been huge investment in the book sector, specifically with CPI Mackays and Anthony Rowe in printing presses, including digital presses and bindery equipment. We have not suffered a great deal of redundancies in the book printing sector in the last 2 years, although there have been redundancies in France. If anything the UK compared to our European partners has been successful.

Wholesale Newspaper and Magazine Distribution

For the third year running, the two main companies Menzies and Smiths News, who now are both covered by a separate national agreement imposed a 1% wage increase for 2010/2011.

In Smiths News because the membership density was so poor between 10 and 15%, it was agreed that any industrial challenge to the Company would be futile, we therefore agreed to set-up organising training for our Reps, unfortunately we didn't get enough interest to be able to run an organising course, even though facilities had been granted by the Company.

With Menzies it was the view of the Reps meeting that we should pursue a ballot for industrial action, which at the time of writing this report we are still doing, but the membership records of this Company are nothing short of abysmal. It has taken literally months to track down membership details in order that we could run a ballot that would have any chance of not being challenged legally. However, we will still be going ahead with the ballot as density is very poor across Menzies nationally, but in certain locations especially Glasgow, density is high and industrial action could be effective at those sites. We will have to consider in the future whether maintaining a national agreement is within our member's interests.

Newspapers

Regional newspapers continue to be in dire straits with the collapse of classified ads and property ads since 2008 which has not recovered. We have managed to achieve some wage increases at regional and national level but again these remain well below the rate of inflation, the median level being between 2-2½%. We have not seen much reinvestment in the industry such as new presses since the huge

reinvestment made by all major groups 5 years ago. However, with once exception, Northern & Shell Express Newspapers who have made £100 million investment for new presses for a site in Luton which will mean that the facility in Westferry, which was once the largest newspapers contract printer in Europe will eventually close and the Luton facility will take all the work. Negotiation has been reached on redundancy payments and transfer with a new house agreement in place. News International must have been disappointed that this was a contract they didn't pick up.

Scotland

For the third year running there was no agreement with Graphic Enterprise Scotland, the Employers Federation, formerly The Scottish Printer Employers Federation. However, like the BPIF associated companies meetings were held throughout Scotland to encourage chapels to make a claim at RPI level and a number of agreements have already been reached with the employer. However, the Scottish print industry continues to be in serious decline. One long-established company where we had good activists and a good density of membership has closed, which was Thompsons Litho.

The Republic of Ireland

Our industries including commercial print and newspapers had been in a desperate situation since the economic crisis of 2008/2009. In the last year, however, there has been more of a mixed-bag with some of the Sector, specifically packaging where we have been able to achieve improvements in wages and others, particularly newspapers, where wage freezes are the norm, and even cuts in terms. Probably one of the most damaging effects on our members, especially retired members, was the collapse of the Employer Federation pension scheme – the RNPAI, where members will be receiving a fraction of the pension that they had saved for many years. Unfortunately, the Republic of Ireland does not have a pension protection fund, as we do in the UK.

Web-offset & Gravure

There continues to be changes in the web-offset and gravure sector following the Walstead/Wyndeham take-over of the web-offset division of St. Ives. This now makes them the number one web-offset company in the UK with Polestar following closely behind. These are now the only two companies in the UK with multi-sites and are by far the biggest commercial magazine printers in the country. There remain a few larger single-sites such as Benham Goodhead Group, Garnett Dickinson and Artisan but Polestar and Wyndeham set the scene in terms of prices and pay. In general across the Walstead Group there have been no increases since 2009, in fact if anything at most of their sites there have been wage cuts ranging from 7-14%. We also continue to lose jobs throughout Wyndeham and Polestar who, between them, have made several hundred of our members redundant over the last 2 years. Virtually no site has been untouched by redundancy and, in the extreme, closure. There is serious over-capacity in the web-offset and gravure sector right across Europe, this is partly due to the huge photo-gravure sites which opened up in Sheffield and Speake and across Europe which have sucked up a lot of the work that would have normally been done on web-offset. The prospect for us being able to claw-back terms and conditions and return to an industry where our members enjoyed secure employment and good terms and conditions will only be realised unfortunately, if more capacity is taken out of the industry, and inevitably more jobs are lost.

Paper & Board industries

On a positive note the fibre-board industry has not fared too badly during 2010/2011 and although we are only able to achieve a 2.5% increase in wages for 2010 that increased to 3.1% in 2011 which was accepted overwhelmingly by our membership. The industry is stable and improving, companies have been able to increase their prices and as such profitability is beginning to return. We have not had any particularly nasty surprises with any major closures and although their recovery is evident it is nevertheless, tenuous.

At the time of writing this report we were about to enter into discussions with the Confederations of Paper Industries for a National Agreement. The claim will be RPI +, the fortunes of the paper industry are diverse, such as paper, recovered paper, corrugated, tissue, recycling and a variety of other bespoke products, it is difficult to lump them all together in terms of the level of success and profitability. However, there is some good news in that potentially huge investments being made by some of the major players and it certainly is not an industry in crisis, in fact, still an industry that had a stable even bright future. The members in general continue to receive good terms and conditions of employment. Our task, of course, is to maintain and improve on those.

International work

Our work with the United Steel Workers of America together with all the international Labour Federations to which we are affiliated UNI, ICEM and EMCEF continues with various activities, especially across Europe. I have been involved in a number of projects which our lay members have participated in. A packaging project in Spain; the web-offset/gravure project and the newspaper project, all of which were funded by the European Commission after applications were made through either the Federations or directly through Unite. A further project coming up in February on Information and Consultation provision will be held in Liverpool.

We also continue to be very active at the European Works Council level providing training at National and European level for our European Works Council members. Since the recast directive which has given further rights and terms of information and consultation we have been active in renegotiating European Works Councils and strengthening those agreements to place further obligations on employers to give information and consult about their decisions which affect their members. This is a long-term plan, we need to continue with our activities through our lay members and full-time officials and ensure that we remain active on European Works Councils. One of the most important and essential parts of the European Works Councils is the facility of networking which they give to trade unionists throughout Europe and which is invaluable when dealing with multi-national companies industrially whether it be site-level, national level or European level.

Health & Safety

The main H&S work of the GPM sector centres on the tripartite committees PIAC and PABIAC.

The Printing Industry Advisory Committee comprises the Health and Safety Executive, representatives of the general printing industry, regional and national newspapers and worker representatives from the Unite GPM Sector. Currently PIAC is focussing on reviewing the H&S guidance produced over recent years. This involves breaking up the Printers Guide on H&S into individual free guidance sheets on print specific topics. Also being reviewed is the COSHH Essentials guidance for printers.

On the Paper and Board IAC concerns continue over the accident record of the paper related industries. Although the overall picture has improved considerably, there has been a further paper mill death in recent weeks, as well as an inquest from a death two and a half years ago and a prosecution from a death four years ago. PABIAC has been restructured to enable greater opportunities to focus separately on the paper, corrugating and recovered paper industries. The Unite GPM sector plays a full role in PABIAC.

Internationally the GPM sector is working on social dialogue activities to highlight good health and safety practices in the European paper industry.

Arising out of work with the United Steelworkers in North America, the GPM sector has piloted a campaign to challenge behavioural safety programmes in the UK paper related industries. This work is now being extended to the whole of UNITE.

The GPM sector also has regular joint H&S arrangements with a number of major groups in the paper, corrugating and printing industries.

Ink, Flexible packaging and Security printing (Ian Tonks)

Having taken on responsibility for the above, along with my current duties as National Officer for General Industries, CMA and PSA I have since Peter Ellis's retirement been involved in the following:

Chesapeake, met with senior management to discuss the current business climate and future workload at various location, I wish to report that I have had discussion with the renewal of the European works council agreement along with colleagues from the EWC. At Chesapeake Westport Ireland, I have met with the workforce over rejection of a package of measures designed to secure work and investment for the future of this site, situated on the West Coast of Ireland, at this moment the workforce is being balloted and by time we met at conference I should be able to update you in that regard. The company is seeking, a banked hours agreement, continuous working arrangement, buy out of the service payment and pay freeze.

At Del la Rue, we have had the announcement of the closure over the next 18 months of the Dunstable and Basingstoke site, moving the work to sites in the North West and North East of the UK.

Spicers have informed us of the sale of the business, with the UK and Ireland parts being sold off separately to the rest of Europe, possible purchaser is the Private equity group Better Capital, we have raised our concerns over the what this may mean for the long term with the present management, we have also secured the present redundancy terms which were under attack from the company.

Communis and GP have both settled for around 2 to 2.5%, which indicates the difficulties in the sector, we have just heard that Contego Packaging (formerly Nampak) have won a major order from Kellogg's which is a four year contract and gives that site some much needed security for the future, however the down side of that is the order was with the Mayr-Melnhof group and will have possible implications for that site. It is testament to the FOC's who have kept each other up to date and had regular contact during this period of uncertainty for both sites, and I am sure we as a sector will be challenged more and more in how we deal with the problem of their being only so much business to go around and companies all

looking at winning contracts from each other, rather than their ability to gain new work.

Kodak in Leeds have gone through major changes in shift patterns due to reduction in workload, the Chapel however have been able to maintain current rates in what has been a difficult situation were the company was initially looking for a 10% reduction in pay along with 25 redundancies, the company had given 90 day contractual notice of change which added to the problem, however, I hopeful that the final settlement will hopefully secure work for that site.

Could I take this opportunity to thank all of the Chapels, FoC's, MoC's and Stewards for all their assistance that they have given me in the few months I have been with the sector, I am sure we will have testing times ahead but our measure will be shown in our solidarity and our ability to galvanise our membership together during what can often be difficult and challenging situations

Disputes

We have had a number of disputes over the last 12-18 months, too numerous to mention. Where we've been able to deliver ballots for industrial action we have been successful in reaching agreement with employers and on virtually every occasion the employers have had to concede to most of the original aspirations' of our members. There has been one dispute that I have to mention, which is Wyndeham Impact, where our members decided overwhelmingly to take industrial action against their employer who failed to pay back an agreed 14% wage cut. The Company continued to undermine other terms and conditions of employment over a 2 year period, which culminated in members voting overwhelmingly for strike action and action short of a strike at the premises in Basingstoke. The dispute lasted for almost 6 months; our members were taking selective strike action during the week and also working to rule. The Company did offer to pay back some of the terms and conditions which had been arbitrarily removed and also proposed a productivity bonus, but consistently refused to take back people who had been made redundant. The Company gave notice to close on September 1st. The dispute was wound up a few weeks later, however, our members at Wyndeham Impact should be congratulated for the stand that they took against the Wyndeham Group, who still continue to attack terms and conditions of employment with the ultimate threat to our members of closure. However, it is a harsh warning to many employers that

there are members who will make a stand and who will not accept cuts to their terms even though they know that their livelihoods are at risk.

Future Strategy

The GPM has always had strong international links with global federations especially within Europe. We will continue to build on this and strengthen our international and European networks with colleagues around the world. The Sector has also led the way in pursuing legally established information and consultation forums, this has helped with the organising strategy as we are seen to be active in holding employers to account. With the implementation of the Agency Workers Directive enshrined in UK Regulations we intend to put time and resources into ensuring employers don't attempt to circumvent the legislation and continue to exploit the most vulnerable workers in the UK.

All of the above activities will continue with the ultimate aim of improving our density of membership in the Sector and to be a positive influence within Unite and the movement as a whole.

Officers & Committee members of GPM Sector

Steve Sibbald (National Officer)

Debbie Belle, Sector Administrator

Ian Tonks (National Officer)

National Industrial Sector Committee

Clive Bell

Alan Burn

Ged Dempsey

Iain Eld

Frank Emerson

Helen Fitzpatrick

Mark Flavin

Steve Garroway

Nigel Gawthrop

George Hickman

Troy Kamara

Dave Lovelidge

Lesli Miller

Terri Miller

Joe Monaghan

Raffiq Moosa (Chair)

Tom Murphy

Mervyn Owens

Linda Pollock

Phil Potter

Charles Shieber

Gary Seager

Christine Smith

Douglas Williamson

Unite Executive Council members

Glenn Jackson

Sara Bennett

Monday 23rd November 2009

1 Joint General Secretaries Report

Winning the Battles that Face Us

Good morning. Colleagues, this 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 no other 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 Amicus with four recently merged unions, and Tony with the T&G bringing those together. This is 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 now.

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.

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 used 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 win it back.

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. 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?

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.

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 their leaflets to reflect that they will get my support. Thanks.

2 Welcome, Introductions and Apologies

Raffiq Moosa, Chair, welcomed delegates to the Conference and the International guest speakers. Apologies were received and accepted from Simon Barrowclough, Kevin Gillespie, Neil Johnson, Kevin Johnson, Gwynnda Charles, Anthony Hodge, Helen Fitzpatrick, Andrew Howley, Steve Garroway, Tina Daniels, Tony Hayward, Jackie Ward.

Ged Dempsey (delegate 26) raised a point of order regarding two additional Motions, which should have been included on the Agenda relating to Anti Trade Union Laws and Working Time Directive. David Lovelidge, a member of the Standing Orders Committee advised delegates that the Motions should have been ruled out of order as they were not sector specific and were referred to a recent meeting of the National Industrial Sector Committee who fully supported the motions and agreed to refer the motions for the 2010 Policy Conference through the appropriate channels.

3 GPM Sector National Reports

Tony Burke welcomed delegates particularly those attending Conference for the first time. He said that 2009 had proved a tough year for printing, packaging, paper and media/publishing industries and in 12 months 6000 jobs have been lost with the closure of paper mills, a reduction in demand for packaging and massive loss of advertising in magazines and newspapers coupled with the unwillingness of banks to lend money to see companies through difficult times. Members have faced pressure from employers to take pay cuts and changes to their working conditions.

Tony said that Unite were unable to secure a reasonable national pay deal for our print members for 2009 and some companies are taking the opportunity to force down pay and conditions even though it had no effect on the company's immediate future. Despite this, there have been some excellent successes with Chapels securing pay deals of between 2.5% and 3.5%. Other Chapels have voted to take industrial action as a result of disputes with their companies and Tony Burke outlined these to the Conference.

Tony Burke congratulated Chapels such as Smurfit Kappa who have secured a national learning agreement, Donnelly's who won European Works Council against opposition from the company and Chapels and Reps who keep the Union going on a daily basis.

He said that the GPM Sector will face more challenges during 2010 and said that priorities will be to secure national pay bargaining where possible, support and defend members when their terms and conditions are attacked and involve activists through programmes of Reps meetings and build our global union, Workers Uniting, with a further exchange of lay reps, co-ordinated collective bargaining communications and joint Health & Safety projects.

Tony Burke then made a PowerPoint presentation to the Conference on the GPM Strategic Plan for 2010 which was endorsed by the GPM National Industrial Sector Committee at their recent meeting outlining priorities above as well as Organising at target companies, international solidarity to include building on the work undertaken in Latin America, EWC targets and Global Network Agreements as agreed with Uni. He said most importantly it was imperative to make sure that where GPM have seats on RISC's, Equality and Area Activist Committees, they are filled by Lay Reps.

The Chair invited questions to National Officers on the written GPM industrial report, which had previously been circulated. The following questions or statements were made and answered by the appropriate Officer.

Phil Hood (delegate 15) said that the National Industrial Sector Committee should ensure that all Reps in European companies be encouraged to set up a European Works Council.

Ged Dempsey (delegate 26) thanked everyone for messages of support to his Chapel Polestar Sheffield in taking industrial action and said that members and Chapels should be supported in defending their terms and conditions.

George Hickman (delegate 66) urged that a motion be submitted to the Policy Conference in relation to Rule 6.

Mervyn Owens (delegate 60) urged that the Cost Recovery clause contained in the BPIF National Agreement be taken out at the next national pay negotiations.

Douglas Williamson (delegate 55) stated that organising within the workplace is difficult because of an inability of Reps to obtain membership lists because of the data protection act and no effective mechanisms in place to advise Reps of members who have joined online.

Ann Field, National Officer, supplemented the written report by saying that the recently held Book Sector Reps Conference had been extremely useful and had highlighted issues regarding membership, EWC's and Agency and Temporary Workers, many of whom are used in the book sector. She paid tribute to the Reps and to Chapels especially to Cambridge University Press and Butler and Tanner where members had fought against closure and had succeeded in saving jobs and in Fulmar Group where work by the Regional Officer and FOC had resulted in a Chapel structure being re-established and re-recognised.

For the future, Ann said that more resources should be put into organising and supporting workers in the wholesale distribution sector where members are the lowest paid and suffer some of the worst working conditions. She said that up until recently members in one company had been working in marquees.

Steve Sibbald, National Officer, raised the issue of Information and Consultation forums. He said the GPM Sector had more I&C Forums than any other sector in Unite but that all members, where they work in companies with 50+ employees should request their legal right to set up a form and be consulted about company plans and policies that will directly affect their employment. Only 10% of employees need to sign a petition to trigger the process.

Mervyn Owens (delegate 60) requested training courses on Information & Consultation be arranged for Reps.

Vernon Robson, National Officer, said although there had been a significant amount of redundancies in the sector he wished to highlight successes where members were prepared to stand together and take action. In Polestar group the company sought to attack members terms and conditions equal to the losses of the company. The members had refused and the company had backed off. In relation to the Polestar pay freeze, members at Sheffield, where the company make a profit, members are balloting for industrial action in support of a pay increase.

Members at St Ives had threatened to strike when the company announced they would sack bindery workers and employ agency and temporary staff. The company have since backed off.

In Crown group, ballots for industrial action are being conducted in three sites. Settlement was reached in one site when Chapels walked out en mass in opposition of compulsory redundancies, which affected Chapel Reps.

De La Rue Chapels have secured pay increases of between 1.5% and 3.25%.

Peter Ellis, National Officer, said that following on from no national agreement being agreed, the 2% campaign had shown some success. At Meyr Meinhoff where the company said there would be no increase, the Chapel agreed to ballot for industrial action and the increase was secured without having to take any action. At Alcan Pharmaceuticals, 70 members employed achieved a 3% increase and Alcan in Bristol achieved 2.5%.

Negotiations for the CPI Paper Agreement at which Jon Geenen of USW attended, along with two lay reps, an increase of 1% was achieved, which equated to 5% over two years when last year's increase was taken into consideration.

Peter reported about difficulties meeting with Iggesund Board, even through the CPI. The company have announced 99 job losses and notices have been delivered to member's homes. Mass meetings have been held with the 200+ members and he will continue to press the company to meet to discuss compensation for loss of jobs, selection criteria etc.

The Conference agreed that the GPM National Reports should continue in the afternoon session.

4 Motion 1 – National Agreements

Tony Burke gave delegates an explanation of this year's national negotiations. He said that in the past the BPIF have refused to negotiate unless the full cost recovery clause is included. He reminded delegates that full cost recovery does not have to be claimed back on the first day of the agreement but can be made throughout the year. He said it is always made clear in a circular to Reps that full cost recovery must not include any cuts to member's terms and conditions.

Proposed: Andy Wells (delegate 65)
Seconded: Frances Moran (delegate 19)

On being put to the vote the Motion was CARRIED

Motion 2 – Supporting Workers Uniting

Proposed: Iain Eld

Seconded: Formerly from the floor

On being put to the vote the Motion was CARRIED

5a Guest Speaker – Jon Geenen, International Vice President of USW

Jon thanked the Conference for inviting him to attend. He said it had been an interesting experience to participate in the CPI negotiations, that issues facing workers in the UK are the same as those facing members in the US.

Continued links through Workers Uniting and especially through the paper sectors in UK and US, was sending a message that this is a powerful organisation globally. Lay Reps from UK sites of SCA, Meadwest Vaco and Georgia Pacific had attended USW Bargaining Conferences and links had been forged.

He said that as a result of working directly with Clive Bell, a member of the National Industrial Sector Committee, the USW had secured for the first time a neutrality agreement with SCA and had organised a paper mill for the first time in 25 years. Iain Eld of Meadwest Vaco had visited and supported an organising campaign at their Covington site.

Jon said that the labour climate in North America was bad with 18% unemployment. 100 paper machines had closed and 50,000 USW members had been lost. It was now time to stand up and to expand connections. He said that manufacturing output affects service sectors, airline sectors and technical and finance sectors. Manufacturing is suffering as a result of exploitation of workers especially in China and Indonesia where manufactured goods are produced and exported to Australasia for less than they can be produced for. He said the United States lacks a coherent manufacturing policy.

At this point Jon introduced a USW member, Joe Guido, employed in Sudbury, Northern Ontario. Joe explained his company was bought by Vale Inco, a Brazilian multinational, intent on buying up all mineral-producing companies to dominate the global market. He said that his town of Sudbury had a nickel mining history going

back 100 years for three generations. Vale Inco had made a \$4.2b profit in 2.5 years but the company were intent on attacking workers terms and conditions. All members at the mine were now entering their fifth month of strike action. The community of Sudbury are supporting the miners by putting signs in their windows and one restaurant feeds striking workers for free and gives reduced rates to their families. He said the company were using scab labour, mostly engineers or office workers with no experience of mining underground and with little training. The company had taken out court injunctions against the workers and had hired security guards who record the picket line.

Joe said the miners were hurting, living on £100 per week but he wanted to thank the delegates for support that Unite and Workers Uniting had shown and for allowing him to address them and highlight the plight of his colleagues and their struggle to defend their terms and conditions against this multinational conglomerate.

Jon Geenen said that the USW was a proud Union but cannot win without support

Turning to healthcare issues in the United States, Jon gave some personal examples of the health service facilities available and the problems experienced by him and his family. He said that as a direct result of work of Unions it was hopeful that the US Government would shortly introduce a Healthcare Plan for the benefit of all citizens.

Jon concluded by saying that it was the work of rank and file members to establish relationships and that their example of this was a model for others to follow. He thanks the Unite GPM Sector for their support and invited questions.

David Hatton (delegate 8) made reference to a film “Sicko” which highlighted the lack of US healthcare provisions and urged delegates to watch it. Jon said that copies had been provided for local unions in the US.

Phil Hood (delegate 15) asked if there were plans to link up Reps from other multinational companies in UK and US and Jon said that plans would continue for this.

George Hickman (delegate 66) urged the USW to raise the campaign regarding the Miami 5 by harassing prison authorities and the US Government. Jon said that the General Secretaries of Unite and USW had discussed this issue.

The Chair thanked Jon Geenen for his address.

5b Guest Speaker – Martin Sandoval, Regional President of the Permanent Committee for Human Rights, Colombia

Martin, speaking through an interpreter sent his fraternal greetings to the Conference. He said that Colombia was the most dangerous Country to be a Trade Unionist or Political Activist and that 573 Trade Unionists have been assassinated and 31 have been murdered this year alone. A close friend of his that he had been imprisoned with had been shot dead in front of his family on 2 November.

He said that human rights and the economic situation in the country were very bad with huge unemployment and he was on an international tour to get support for Trade Unionists and Colombian people who were decisive in their struggle.

He said he was a living example of international support, he had been detained in November 2008 for defending workers rights and as a result of UK pressure was released in May 2009. He said he was eternally grateful and respectfully called for continued support so that he could keep working towards just and equal rights for Colombian people.

The Chair thanked Martin for his address and the Conference gave him a standing ovation.

The Assistant General Secretary announced a bucket collection in support of Vale Inc members, miners who have been on strike in Canada for four months had raised £340 and pledges from former GPM Branches had been received.

3 GPM Sector National Reports (cont'd)

Bud Hudspith, Health & Safety Advisor, reminded delegates of literature relating to the "Say Yes, Say No" campaign and also urged members to complete the online survey relating to Health & Safety in the paper and corrugated sectors. He said the results of the survey will be shared with the USW and will form the basis of health and safety campaigns in common companies.

Bernard Rutter, National Sector Skills Co-ordinator supplemented the written report by saying that there are now 1380 Union Learning Reps in Unite, the GPM Sector has 270, the highest of any Sector. He said that many members in the GPM Sector had great skills but no qualifications and he urged that every workplace should appoint at ULR. He spoke about the work with Sector Skills Councils and particularly Pro Skills and urged that delegates show their employer the leaflets handed out and encourage them to take up training assistance available.

The Chair thanked all the Officers for their reports.

5c Guest Speaker – Terry Rooney MP

Terry Rooney opened by reminding delegates of a forthcoming General Election and the real possibility of a Tory Government being returned. He said that two of their intentions would directly affect Trade Unionists, privatisation of the HSE and to win a strike ballot, there will have to be a majority of those entitled to vote. He urged Trade Unions to encourage their members to stand as MPs, people who remember where they came from and know where they're going and said that MPs should be held to account by individual CLPs. He said plans to identify suitable people and give training should start now.

In answer to a question "Whether New Labour should be abandoned?" Terry said training schemes are in place and he challenged figures quoted by a delegate. He said lone parent and incapacity benefit had reduced because people had got jobs and university places had increased.

A delegate asked if a Labour Government is re-elected what reassurance can be given on the repeal of anti Trade Union laws? Terry replied that he personally

couldn't give assurances but the Party has an ambitious programme for workers and he reminded delegates that in 1995 the Conservative Party abolished wage councils.

Comment was made that although constituents can elect MPs they can't elect the Cabinet. Terry said the same principle applies to that of joining a Trade Union, you can influence from inside and if you believe you make a difference you should join the Labour Party and be active. He said backbenchers have power if enough are of the same mind.

The Chair thanked Terry Rooney for addressing Conference.

5d Guest Speaker – Steve Walsh, Head of Uni Graphical

Steve opened by stating that it was vital that the UK returned a Labour Government. As an Australian, living under 12 years of Tory Government he gave examples of problems encountered with the Labour Relations Act. He assured delegates that they could make a difference when a Labour Government is in power.

Steve said that the Uni relationship with Unite and particularly the GPM Sector was very good. He thanked Tony Burke for his support and said he can always rely on the GPM sector to "tell it as it was".

He said that paper and packaging is at a crossroad with the unprecedented loss of jobs and economic crisis and with unending mergers and acquisitions workers face continued insecurity.

Steve said that Uni is committed to building a strong Union in every Country, he is proud that Unions develop programmes to help, do not provide handouts but are encouraging organising and providing positive assistance.

Networks are being established in multinationals, which enable workers to experience more than solidarity. Three Global Agreements have now been signed.

Steve said there were some key struggles ahead, particularly at Amcor with more planned plant closures. RR Donnelly's have established an EWC but the company wont willingly embrace a Global Agreement and the need to establish a new strategy.

Dave Lovelidge (EC member) asked whether Steve welcomed links of Workers Uniting or if it will diminish the work of Uni? Steve said he welcomed the initiative and it enhanced the work of the global union and was in the interests of all working people.

Frances Moran (delegate 19) asked about recruitment of young people. Steve said that Uni had held Young People conferences but that the age limits to describe young people was changing. It was recognised that young people are the most difficult to organise but that Uni have set up a new Organising Department which will be headed up by Adriana Rosenzvaig.

Phil Hood (delegate 15) asked about the process to link up with member's counterparts in European sites. Steve said that strategic targets are identified and as more success is achieved it gives capacity to work on harder targets.

The Chair thanked Steve for his address.

The Chair advised delegates that a Morning Star Collection Card was being circulated to donate to the Fighting Fund and also that a Latin America Fringe Meeting would be held at 5.30 which he urged delegates to attend.

**6 Elections – Delegates (2) to 2010 TUC
Delegates (2) to 2011 TUC**

Substitute Delegate (1) to 2010 & 2011 TUC

As only two nominations were received and seconded, Ged Dempsey (delegate 26) and Nigel Gawthrop (delegate 14) were duly elected as GPM Sector delegates to the 2010 and 2011 TUC.

One nomination for the substitute delegate was proposed and seconded and therefore Ian Johnson (delegate 29) was elected.

4 Motion 3 – Solidarity with Trade Unionists in Latin America

Proposed: Mervyn Owens (delegate 60)

Seconded: Douglas Williamson (delegate 55)

Supported: George Hickman (delegate 66)

On being put to the vote the motion was CARRIED.

5e Guest Speaker – Joe Drexler, Director of Industry & Corporate Affairs, ICEM

Joe said he was pleased to attend and enjoyed the open spirited and democratic debates taking place. He was moved by the internationalism being shown and it bode well for the future. He sent delegates greetings from ICEM General Secretary and President as well as Dick Blin of the ICEM Paper & Pulp Sector.

Joe spoke about mineworkers in South Africa and the NUM, which has formed a basis for the ANC. He said the Deputy President had come from the NUM and were now building a nation. He said that Agency and Contract Labour would be outlawed in South Africa by the end of the year.

Joe congratulated the NISC and particularly Clive Bell and Andy Wells in responding to action calls and to Tony Burke and Peter Ellis for their commitment. He gave details of the SAPPI dispute at two Dutch mills and the SAPPI dispute in South Africa regarding Health and Safety. He said that assisted by the TUC H&S Department the suspended Union officials had been reinstated.

Joe said he had been employed in international work for Trade Unions for 20 years and progress was occurring but criticism is made of overseas trips. He said meetings such as today's were substantive and had real meaning for people.

Joe told delegates about the Global network developed at Smurfit's, and after running a campaign, following problems at SCA, a Global Agreement was secured. He said that this was positive but more active participation was needed from ICEM affiliates so that Global Union Federations become bureaucratic and not campaigning. He said it was imperative to have workable and actionable policies and that social dialogue was necessary which cannot occur without power.

Joe said he wanted to recognise Unite in their organising campaign at SCA, Trafford Park and said that ICEM were working with affiliates in Turkey and Colombia to organise workers.

Joe thanked Officers and activists in the Unite GPM Sector for making a difference in the lives of paper and pulp workers.

The Chair thanked Joe Drexler for his address.

4 Emergency Motion – Conservative Party plans for deregulation and privatisation of health and safety regulars (see attached)

Proposed: Douglas Williamson (delegate 55)

Seconded: Ged Dempsey (delegate 26)

Supported: Andy Wells (delegate 65)

On being put to the vote the Motion was CARRIED.

6 Presentation by Karen Cole on Union Equality Reps

Karen said that the project to recruit and train Equality Reps was launched in February 2008 with the aim to elect 400 Reps in a two-year period and to provide training and support for them to carry out the role effectively.

A budget had been obtained from the Department for Business, Innovation and Skills (BIS) and had the full support of the Joint General Secretaries.

Karen said that an Equality Rep is vital in every workplace. The Unite Rule Book provides for Equality Reps and it is important they are embedded in the Union to influence employers and other Reps. Karen reported that there is still a 16% gender pay gap, which increases to 35% for part-time women workers. However, equality is not just about women, black, Asian and other ethnic minorities as well as disabled are often disadvantaged.

Bullying and harassment is another big issue and Equality Reps ensure there is a level playing field and employees are treated with dignity and respect.

Monitoring at the end of the project will take place, as there is a need to reflect the workforce in the Country.

The Labour Government has signed up to the Social Chapter and legislation has been introduced and implemented which enable Equality Reps to push forward the equality agenda at work.

The Equality Bill brings all the legislation under one statute and training on this is given to Reps. Campaigning continues to recognise Equality Reps under the statute.

Unite has organised a 5-day training programme which will be run in the Regions next year. The training can be delivered on a flexible basis and 2010 an online course is planned. An Equality Reps Negotiators Guide is available which covers issues Reps may have to deal with and the web pages on the Unite website are constantly updated.

So far over 700 members have indicated they are interested and the department is contacting them all to see if they have been elected.

Karen urged delegates to consider taking on the role of Equality Rep to push the equality agenda forward.

The Chair thanked Karen for her presentation.

5f Guest Speaker – Egle Sanchez, General Secretary of the Venezuelan Graphic, Print & Paper Workers Union

Speaking through an interpreter, Egle Sanchez thanked everyone for the welcome. She said Venezuela is a reality and she can talk with her heart about the achievements of the Bolivian revolution in Venezuela and is now free and democratic. President Chavez has won 15 out of 16 elections.

A health programme has been introduced and a special agreement has seen 20,000 doctors from Cuba come to work in Venezuela. 520 special clinics have been set up with access to free healthcare.

Previously Venezuela could not access universities now there are 12 new Universities with 3 million students. Missions have been created for homeless children and poverty has been attacked. Public buildings provide meals for the poorest and more than 30,000 community councils have been set up, funded by the Government. President Chavez is eliminating outsourcing in Venezuela.

Many Trade Unions have been created.

President Chavez created a beautiful revolution and the people thought nothing like it would be possible. He has helped their Country and Latin America as a whole. He formed agreements, which provided cheaper petrol, and now this is under threat as the United States have set up bases in Columbia to destabilise the economy.

Egle invited people to visit Venezuela and see the facts, look at their schools and talk to their Trade Unions and see the reality they are living. Accusations have been

made that there is no freedom of speech in Trade Unions but there are now 50017 Trade Unionists since Chavez came to power.

Egle invited everyone to attend the Latin America Fringe meeting at 5.30 and thanked everyone for listening to her.

7 Roundup

Tony Burke, Assistant General Secretary, thanked the National Officers, Guest Speakers, colleagues from Vale Inco and Karen Cole for their reports and presentations.

Tony pointed out that the GPM Sector follows all the three pillars of Unite, organising, political and international. Industrial disputes are in process but he was sure they would be won and be successful.

He said that Unite was currently undergoing a voluntary redundancy programme and he wished to pay tribute to Vernon Robson and Bernard Rutter who had applied.

He said that Bernard had worked hard for the NGA, GPMU, Amicus and Unite. He had been Branch Secretary of a progressive Branch and latterly in his role as National Sector Skills Co-ordinator he had been instrumental in securing the Learning Agreement at Kappa Smurfit and in the process of arranging for a skills summit to take place for the UK print industry.

Tony said that full-time Officer Vernon had been an excellent Official and often led debates at Conference and got members involved. As a National Officer he was one of the best he'd worked with and members appreciate the effect he has.

Tony said he would miss them both, their comradeship and on behalf of the Union wanted to wish them well in whatever they chose to do.

Finally, Tony advised delegates that National Officer, Ann Field would be retiring at Christmas. He said that Ann had always been a fighter back to NATSOPA days and was passionate about helping lowest paid members. Ann had responsibility for the wholesale distribution and had always argued for more resources to be put into this sector. She also covers the book industry and he wanted to pay tribute to the amount of work she had put in at Butler and Tanner in saving jobs and CPI Group, which was only partly organised and is now 100%. Tony said that Ann always comes back from meetings with a positive attitude and he would miss Ann's commitment especially her work on equalities and organising.

8 Vote of Thanks

Terri Miller, Vice Chair of the National Industrial Sector Committee gave a vote of thanks to all the guests from delegates on the floor. She also thanked Raffiq Moosa for Chairing the Conference and Lay Reps for attending. She said it was a tough life being a Rep. It was sometimes dire in the real world but the Sector had many successes. Terri urged the Reps to keep fighting and said that "done deals" are not always so. She thanked everyone for attending and wished them a safe journey home.

The Conference closed at 5.30pm.

NATIONAL INDUSTRIAL SECTOR CONFERENCE 2009

GPM

SECTOR MOTIONS

1. NATIONAL AGREEMENTS

This National Sector Conference calls on the National Sector Committee to ensure that all future claims in the Graphical, Paper & Media Industries include a “Claw Back Clause” from the Industry Federation negotiations to improve Terms & Conditions of Employment, e.g. wages, shift allowance, overtime rates etc. to restore the real loss suffered by our members during this recession.

WALES

Moved: Andy Wells (delegate 65)
Seconded: Frances Moran (delegate 19)

CARRIED

2. SUPPORTING WORKERS UNITING

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

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

The work conducted by the Unite Graphical Paper & Media Sector and the United Steelworkers in the Paper, Packaging and Pulp Sector has created the basis to defend and support members in such multi-national companies such as Meadwestvaco, Georgia Pacific, Kimberly Clark, SCA, Smurfit, Graphic Packaging and so on.

The exchange of lay reps and meetings between lay reps of these companies has created solidarity between union reps and members.

This Unite GPM Sector Conference therefore calls upon the NEC to extend and deepen those links which the Unite GPM Sector are forging by including other sectors of Unite and the United Steelworkers with Union partners in other countries and to integrate Workers Uniting into the industrial and political activities of Unite.

SOUTH WEST

Mover: Iain Eld (delegate 58)

Seconded: Formerl

CARRIED

3. SOLIDARITY WITH TRADE UNIONISTS IN LATIN AMERICA

This Conference supports the policy of the Unite GPM Sector of extending links and developing solidarity with print, paper and media workers and Trade Unionists in Latin America.

Latin America Has witnessed significant progressive social changes that have benefited working people – notably in Cuba, Venezuela, Bolivia and Nicaragua and it is right that the Unite GPM sector should support Unions and workers fighting to defend and maintain these advances.

In addition, this conference calls upon the Executive Council to continue the campaign to stop the murder of Trade Unionists in Colombia – now described as “the most dangerous place in the world to be a Trade Unionist”.

Equally we support the campaign to restore a democratically elected Government in Honduras.

This conference calls upon Chapels and Regions to support the work of Unite GPM Sector in building solidarity with Trade Unionists in Latin America by supporting exchange visits, support for both Public Sector and Private Sector Unions in these Countries and affiliating to Venezuela Solidarity Campaign, Justice for Colombia, Cuba Solidarity, Bolivia Information Forum and Nicaragua Solidarity Campaign.

SOUTH WEST

**Mover: Mervyn Owens (delegate 60)
Seconded: Douglas Williamson (delegate 55)**

CARRIED

EMERGENCY MOTION

CONSERVATIVE PARTY PLANS FOR DEREGULATION AND PRIVATISATION OF HEALTH AND SAFETY REGULATORS

This Conference supports the recent initiatives on health & safety in the print and paper sector, including the recently launched joint campaigns with employers – “Say Yes to Safe Working” and Workers Uniting (with the United Steelworkers) in the paper, pulp and packaging sector to put an end to serious accidents which have resulted on-going fatalities, amputations and other very serious accidents.

Given the importance of these campaigns this Unite GPM Sector Conference views with alarm the recently revealed Conservative Party proposals contained in their policy paper “Regulation in the post-bureaucratic age”, in regard to the damaging effect this would have on health and safety on workers in the printing, packaging and paper industries.

This Conference condemns these recent Tory policy announcements, and in particular proposals:

- To enforce a stringent ‘one in – one out’ requirement – whereby any new law must include cuts in the old laws which, together, produce a net 5% reduction in the regulatory burden.
- To give the public the power to nominate “the most poorly designed and burdensome regulations” which would be repealed within 12 months unless they were modified or approved by Parliament.
- To apply a Sunset clause” to all Regulators, and during the first term of a Conservative government re-assess the review the duties of all Regulators.
- To drastically curb the powers of Government Inspectors by allowing firms to arrange their own externally audited inspections and providing they pass, to refuse entry to official inspectors thereafter.

This Conference believes such proposals to deregulate health and safety and private inspection will lead to an increase in deaths, injuries and ill-health at work and calls upon the Unite GPM NISC and our NEC to highlight these Tory policies to our members and Labour MPs and to campaign against these measures.

Mover: Douglas Williamson (delegate 55)

Seconded: Ged Dempsey (delegate 26)

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Standing Orders 2011

STANDING ORDERS – NATIONAL INDUSTRIAL SECTOR (NIS) CONFERENCES

1) Purpose

The National Industrial Sector Conference has the following purposes:

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

2) Composition and Size of NIS Conference

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

3) Delegates and attendees

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

4) Chair

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

5) Secretary

- 5.1 The National 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.
- 8.2.1 Next business, that the vote be taken or such other procedural motions maybe 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 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

