National Sector Conferences 2011

Metals (incl Foundry)

Hilton Brighton Metropole Hotel

Contents of Agenda Book

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1. Formal Agenda

2. Motions from National Industrial Sector Committee and Regional Industrial Sector Committee

3. Report of the National Officer

4. Report of the 2009 National Industrial Sector Conference

5. Standing Orders for the National Industrial Sector Conferences 2011

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

A G E N D A

Plenary Session.

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

1. General Secretary's Report

2. Assistant General Secretary's Report

3. Contributions from the mothers of the Miami 5.

4. Nominations for the SOC for the 2013 National Industrial Sector Conference will also be taken at this session.

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

National Industrial Sector Conference
Metals (incl Foundry)
Ambassador Room, Hilton Brighton Metropole Hotel

The conference will be chaired by the National Industrial Sector Committee Chair

5. Apologies, Introductions and National Officers welcome

6. National Report – Paul Reuter, National Officer.

7. 100% Campaign

8. Consideration of Sector Motions

9. Guest Speakers

10. Elections

(a) Unite delegation to the 2012 TUC (Brighton)
(b) Unite delegation to the 2013 TUC

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

Delegate List

SECTOR	REGION	FORENAME	SURNAME	Delegate no.
Metals (inc Foundry)	East Midlands	Ian	Cameron	1
Metals (inc Foundry)	East Midlands	Bill	Day	2
Metals (inc Foundry)	East Midlands	Nigel	Watts	3
Metals (inc Foundry)	NEY&H	Philip	Bray	4
Metals (inc Foundry)	NEY&H	Charlotte	Childs	5
Metals (inc Foundry)	NEY&H	John	Curr	6
Metals (inc Foundry)	NEY&H	Bill	Gray	7
Metals (inc Foundry)	NEY&H	Paul	Newport	8
Metals (inc Foundry)	NEY&H	Antony	Pearson	9
Metals (inc Foundry)	NEY&H	Gwylim	Williams	10
Metals (inc Foundry)	North West	Robert	Humphries	11
Metals (inc Foundry)	North West	Anthony	Rae	12
Metals (inc Foundry)	North West	Tom	Salkeld	13
Metals (inc Foundry)	Scotland	James	McCrae	14
Metals (inc Foundry)	South West	Andy	Murray	15
Metals (inc Foundry)	South West	Philip	Sims	16
Metals (inc Foundry)	South West	Ian	Skinner	17
Metals (inc Foundry)	Wales	Johanna	Burns	18
Metals (inc Foundry)	Wales	Paul	Evans	19
Metals (inc Foundry)	Wales	Barry	Hayman	20
Metals (inc Foundry)	Wales	Tony	Owen	21
Metals (inc Foundry)	Wales	Les	Price	22
Metals (inc Foundry)	West Midlands	Denise	Edge	23

Metals and Foundries National Sector Conference 2011
National Officers Report

The National Industrial Sector Committee (NISC) has met three times since I was given the national responsibility for the sector in April 2011 and has dealt with issues that affect both the sector and the wider union.

Recruitment and Organising has and will continue to be given the highest priority at all meetings of the NISC.

In addition to seeking to maximise the number of members in the traditional areas of recruitment within the sector, we are seeking to increase the number of managers and white collar workers into membership of the union.

The campaign within the Public Sector has and continues to be actively supported and workplace representatives throughout the Metals and Foundries sector have been kept advised at all stages of the campaign as we head towards Day of Action on the 30 November 2011.

The melt down of global economies have had a dramatic and detrimental effect on businesses within the Metals and Foundries Sector.

These businesses predominately rely on demand from manufacturing and construction and as that demand has reduced so has the demand for steel, aluminium and castings.

In the 1960's there were 240,000 people employed in what was British Steel (now Tata Steel). That figure is now circa 18,000. This dramatic reduction in jobs is primarily a result of the strategic political agenda to de-industrialise the UK.

The Metals and Foundries sector is actively campaigning, as with other sectors, for the growth of manufacturing and construction within the UK and for UK produced steel, aluminium and castings to be used in manufacturing and construction.

Part of the government's "Red Tape" programme was seen as an attack on Assay Offices and Hallmarking in the UK. I am pleased to report that after an active campaign for the retention of Hallmarking in the UK, Assay Offices remain open although pressure is on jobs due to the rising price of gold and a reduction in the purchasing of jewellery.

Tata Steel is the largest employer of our members within this sector and has felt the full force of the reductions in demand. We have a very good working relationship with the business therefore; it was extremely disappointing when the business announced that it was to mothball a large part of TCP with the loss of jobs and steelmaking at Teeside.

This led to the trade unions launching a campaign to save the site and has resulted in Sahaviriya Steel Industries UK (SSI) purchasing TCP and Redcar Bulk Terminal (RBT) becoming a Joint Venture company owned by SSI and Tata.

SSI are in the process of recruiting 1,000 workers and it is planned that steelmaking will recommence on the Teeside site in December 2011. Without doubt, this is one of the biggest successes for the trade unions within the Metals and Foundries Sector and demonstrates the need for positive and directed collective action and campaigning.

There are now three different businesses operating on the Teesside site and as a consequence we now have three different collective bargaining arrangements.

As the economic pressure intensifies within the sector so does the pressure on jobs, terms and conditions.

Tata Steel UK is not immune to these pressures and in particular in its Long Products division where jobs are being lost through the business realigning itself in relation to the market.

We are in discussions with Tata Steel, at all levels, to mitigate the number of job losses (down from 1,500 to circa 700) and to ensure that there are no compulsory redundancies.

Pressure on jobs cannot be ruled out within the Tata Steel UK Strip division but the picture there has some very positive aspects.

A new Training Facility is to be built and the intention is to recruit 80+ apprentices and for all training to undertaken in-house. This will encourage the apprentices to but into the values of Tata and Unite from day one.

Tata Steel UK Strip are also in the process of building a new furnace and there is strong a possibility of mining coal from Margam that will go directly to the site at Port Talbot.

Together with our lay representatives we are also in discussions with Tata Steel UK to introduce a new package of terms and conditions for Middle Managers that will place more focus on job families, competencies and skills and lead to a more open and consistent reward system.

There have been a number of national level meetings to discuss a deficit in the British Steel Pension Scheme and a shortfall in the funding requirement for future pension benefits. Our overall objective is to retain a good defined benefits scheme that remains open to new starters.

I have had the opportunity, along with Andy Murray, lay representative Alcoa, to visit Pittsburgh and to discuss with representatives from the USW and workplace representatives from Alcoa the challenges that we face with the business on a global basis and the support that we can give to one another.

It was a stark reminder that attacks on workers terms and conditions, pensions and healthcare is a co-ordinated global attack and not confined to one country and requires both a national and global response.

The National Committee has received a number of high quality reports from Bud Hudspith, Health and Safety Advisor that have aided our awareness on a number of issues that have included, Unite new H&S Guide, European Health & Safety Week 2011, Unite response to the HSE’s draft manufacturing strategy, Beware Behavioural Safety, Dust, Foundry H&S, Wire Industry H&S and EU Steel Industry Issues.

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Energy costs and the proposals from the European Union on the Emissions Trading Scheme could have a huge detrimental effect on the businesses within the sector that could severely affect their competitiveness.

We have been working closely with Tata Steel with the aim of establishing a global level playing field. This subject is dealt with in more detail in the paper below entitled “Challenges Facing the Sector” that is included in this report and our thanks go to Steve Martin, Research department for the work that he has put in to this paper.

I have also included in this report an overview of the sector under the title of “Unite and the Metals and Foundry Industries”.

In addition, Dai Bowyer, NEC member, has kept the National Committee fully informed on the decisions of the NEC.

During the next two years we will continue:

- Ensure that Recruitment and Organisation remains the top priority. Our aim will be to ensure that we recruit not only in established traditional areas but also to expand this to white collar staff and middle managers. We will also seek to encourage and support younger workers to take on roles of responsibility.
- Work closely with the businesses that employ our members on the issues that affect all the stakeholders. This will also include joint political lobbying.
- Ensure that workplace representatives are keep informed and encouraged to participate in the democratic structures of the union.
- Campaign for the support and growth of UK manufacturing.
- Give support to members in other sectors.

Unite and the Metals and Foundry Industries

Unite believes that the UK steel industry is of national strategic importance. Unite continues to lobby the Government for assistance in promoting projects that could help the competitiveness of the industry, the skills development of its workforce, its R&D base and the development of joint ventures so as to enable UK steelmakers to better adapt to changing market conditions.

Steel and Metals Sector Overview

There are around 30,000 companies in the UK metals sector employing 471,000 people in the UK (one out of every eight jobs in UK manufacturing). There are metals companies throughout the UK, although the greatest concentration is in Yorkshire, Humberside and the West Midlands. The UK metals industry is the country's fourth largest manufacturing exporter and it exports almost 50 per cent of its production to around 200 countries.

Every year, the industry produces 14 million tonnes of steel, 1.2 million tonnes of castings, 500,000 tonnes of aluminium, and reclaims and processes 10 million tonnes of used or end-of-life metals. It also supports a national network of stockholding and distribution which handles 16 million tonnes of ferrous and non-ferrous metals a year.

The UK Steel industry employs around 50,000 people directly. It also provides employment indirectly for many more who supply goods and services to the steel sector. Unite represents over 15,000 employees in the metals sector.

Tata is the largest employer, with around 50,000 employees; 19,000 based in the UK. Sites include those at Scunthorpe, Llanwern, Teeside, Shotton and Port Talbot. Other employers in the sector include; Alcoa manufacturing and Hydro Aluminium Extrusion.

Steel is a vital material in all industrial economies. In the UK, the construction sector accounts for 29% of steel consumption, automotive industries a further 15%, and metal goods another 8%. Engineering and other manufacturing industries collectively account for 48% of the steel consumed in the UK.

Foundry Industry Sector Overview

The Foundry sector employs around 62,000 employees in 500 companies with sales of £2.9 bn. Foundries tend to be small scale; 80% are SME's and almost half employ fewer than 50 people. The main regions for foundry employees are the West Midlands, followed by Yorkshire and Humberside and the East Midlands

Unite represents approximately 10,000 employees in the foundry sector. Main employers for Unite include Doncaster's, Precision Disc Castings and Balfour Beatty Rail, in addition to those employed within the automotive sector.

Companies are increasingly expected to design and produce sub-assemblies aimed at particular markets, thus often blurring sectoral boundaries e.g. between metal-forming and automotive components. The cast metal sector's market is hugely concentrated in the automotive industry, and about 50% of total production goes to the car industry.

The foundry industry has largely mirrored developments in the industries it supplies and has faced a number of serious challenges in recent years as a result. Events in manufacturing, steel and the motor industries have all impacted upon the sector.

There has been a long-term downward trend in the number of foundries and in employment, as the sector continues to experience mergers and acquisitions.

UK and European steel market update (most recent figures)

Crude Steel Production

UK crude steel production fell between 1997 and 2002 before stabilising at around 13-14 million tonnes per year over 2003-2008. As elsewhere recession led to production being cut back sharply in the latter half of 2008 with output reaching a low point in December before starting a steady recovery through 2009. Although the export-orientated Teesside plant was mothballed in February 2010, UK total crude steel production in 2010 was down less than 2% on the 2009 level. Excluding Teesside tonnage, to allow a like-for-like comparison, shows that UK production in 2010 was 25% higher than in 2009 but remained 11% below the comparable 2008 level.

EU27 total crude steel production reached a peak in recent years in 2007 of 210 million tonnes. This represented an increase since 2000 of just 8%. 2008 saw production decrease by 6% and 2009 by 30% to leave EU27 production down by 28% on 2000 with the EU27's share of global output having fallen from 23% in 2000 to 11% in 2009. However if one excludes the vast increase in Chinese steel output the EU's share of global production has fallen much more modestly - from 27% in 2000 to 21% in 2009. The 25% increase in EU27 production seen in 2010 left EU output 18% below the recent 2007 peak

Steel Demand

UK demand for steel fell by more than domestic production in 2009 as imports fell more sharply than either exports or domestic deliveries. Quarterly demand reached a low point in the first quarter of 2009, while demand in the first quarter of 2010 had risen by 40% on that low. There was a further increase in demand levels in Quarter 2 before the holiday period affected Quarter 3 saw demand levels drop back slightly. Quarter 4 saw a further slight deterioration with delivery levels in snow affected December noticeably weak after relatively good levels in October and November. UK demand in 2010 was 27% higher than in 2009 with import share returning to similar levels as in 2008.

Trade in Steel

Despite UK import and export levels being relatively high in relation to domestic production and demand levels the UK was a net exporter of steel over 2007-2009. With the export orientated Teesside plant mothballed for the majority of 2010 the UK became a small net importer of steel last year.

The needs and issues affecting the foundry, forging and steel industry are largely interdependent.

The foundry sector has itself become exposed to fierce competition from around the world as traditional markets have become more globalised. Competitive strength from Eastern Europe, India, China and the Far East derives from their low wage structure.

Challenges facing the sector

The EU is heavily regulated in terms of emissions trading and other environmental issues. It also needs to import raw materials such as iron ore. The emerging markets and the owners of the major steelmaking companies are also situated outside of the EU.

Energy costs

The UK's current energy market arrangements, particularly for intensive users of energy, are undermining the sustainability of the UK's Metals industry. Unite agrees with the UK Government that energy policy has to be framed within the context of a sustainable framework and the threat posed by climate change. However, large-scale users of gas are paying more than their European competitors. We are concerned that the current energy prices will displace manufacturing in the UK and are actively lobbying the Government on the issue. The key issue for Unite and its members in the Metals Industry is the relative competitiveness of energy prices compared both to European and global markets.

Low carbon industrial strategy - Carbon Price Floor

Introduction

One of the biggest challenges for manufacturing in the UK is the switch to a low carbon economy. Manufacturing companies are already coming under increased pressure to make their processes more energy efficient, cleaner and more sustainable. At the same time the development of new technologies and more environmentally sustainable products will play a major part in the transition. Those companies that are able to adapt will see the transition as a great opportunity and one that will shape the future of all manufacturing from now on.

Many of the companies that Unite members work for are frequently blamed for creating the problem of climate change. Yet it is within these sectors that the solutions for a sustainable future must be found. It is crucial that solutions are found that not only make a difference to the environment but also benefit workers and society through the creation of sustainable jobs. If this transition is not handled correctly it risks being used as an excuse for cost and job cutting or provides the vehicle for exporting jobs abroad. The concept of a just transition is that the costs and benefits of decisions made in the public interest – including those necessary to protect the climate – should be shared fairly and progressively.

Carbon price floor

The UK will become the first country in the world to introduce a carbon price floor for the power generation sector, chancellor George Osborne revealed in the Conservative-Liberal coalition government's 2011 budget.

The carbon price floor, intended as a means of boosting cash flow from energy companies into low carbon infrastructure, will come into effect on 1st April 2013. It will be set at £16.00/tonne of CO_2 equivalent (tCO_2e), rising to £30/tCO_2e in 2020, this will be an additional tax on top of the already existing European Union's Emissions Trading Scheme (ETS).

Introduced in 2005, the scheme covers 11,000 power stations and industrial plants in 30 countries using a cap and trade system. Companies are given permits to produce a certain level of emissions.

Those which don't use their entire credits can sell them to other companies which do not have enough to cover their emissions. Those that have too few credits either have to buy the additional credits from other companies or reduce their activity to match the amount of credits they have.

The ETS aims to cut carbon emissions over time by reducing the number of permits it releases. In 2013, it will allow the auctioning of allowances, meaning permits will go to the highest bidder, likely driving up the cost of CO_2 emissions.
The carbon floor price is an additional national policy, which will only apply to British companies. In contrast the ETS covers all countries in the European Union.

Impact on UK Manufacturing

Workers in the UK's high energy-intensive industries - iron and steel, aluminium, cement and lime manufacture, pulp and paper making, basic inorganic chemicals, and nitrogen fertilisers are particularly vulnerable as they adapt to a low carbon future. Together these industries directly employ around 220,000 workers, in some 400 installations across the UK, accounting directly for about 0.5% of UK GDP. They also have a long history of trade union membership and organisation; many of these sectors offer high quality, highly skilled employment supported by decent terms and conditions. They also provide unusually high rates of full-time employment.

These industries are particularly at risk from what is known as "Carbon Leakage" – the transfer of jobs from countries with higher standards of environmental controls to those with less. There are already major concerns that many of these jobs are being moved outside the EU where controls are generally higher. This process is happening through a combination of increases to energy prices related to oil and gas prices as well as government climate policies and global market rules that allow other countries to undercut.

These base industries are crucial to the UK's manufacturing capability and will play an important part in supplying the new low carbon manufacturing (e.g. steel for wind turbines or glass for double glazing). It will therefore be counterproductive not only for the workers who lose their jobs but also for the environment if these jobs and carbon emissions go elsewhere.

Analysts at Thomson Reuters Company 'Point Carbon' have analysed the cost to UK business of the carbon price floor to be an additional £9.3 billion burden on UK manufacturing by the year 2020. [1]

Although the government announced plans to introduce a floor for EU permits of £16 per tonne from April 2013, rising to £30 per tonne by 2020 the carbon price could be pushed to £48 per tonne by 2020 due to tax rates.

"Firstly, the price floors are inflated into future prices, making them higher," they said in a statement.

"Secondly, the expected carbon price is set two years ahead of the time of tax, meaning that intervening increases in the carbon price are not taken into account."

The way the floor is currently being represented is misleading due to the method used to calculate the tax rate, the analysts said.

The cost of a tonne of carbon bought in the UK could rise by £48 a tonne by 2020, while the rest of the EU ETS would see a price rise of £32.

All this means that we're taking unilateral action in the UK to embed the price of carbon, putting our actions far out in front of our EU counterparts and any international economies.

[1] Engineering & Technology magazine 14th April 2011

Conclusion and recommendations

Recent changes to energy policy have put too much cost pressure on energy intensive sectors and created too much uncertainty for energy investors. And the need to raise taxes has made the situation more complicated.

In the past, we tried to weigh up attempts to reduce carbon emissions together with the needs of industrial users. Today, this seesaw has become a three-way balancing act, with the new third element being the Government's need for revenues. Over the last year the Government has triple-dipped into the industry till because of the need to raise revenue, with the Carbon Reduction Commitment, Carbon Floor Price and the recent hike in oil and gas tax.

At a time when rebalancing of the economy needs UK manufacturing to be playing a bigger role, energy-intensive industrial users need more help, But the Budget unilaterally increased their cost base.

We're already seeing warnings from companies like Ineos that its chlorine plant in Runcorn could become uneconomical under the sudden introduction of the proposed carbon floor price. Tata steel is facing the same problem. One major construction company is now finding it will soon cost less to import its cement from Spain than to produce it at its UK plant.

Yet Tata Steel UK makes the steel that goes into the turbines. Ineos makes the lubrication that helps the blades turn. And we need up to 150 tonnes of cement to generate every megawatt of offshore wind.

On the Carbon Reduction Commitment (CRC), the CRC was meant to be green, aimed at encouraging energy efficiency by recycling financial incentives. Well, not any more it isn't. It's just a cost, and a complex scheme. So the Government should axe the CRC as it stands. If it wants a green tax, it should do the job properly.

And on the carbon floor price, Unite is concerned that even if the price of carbon in the EU ETS rises, as is the case now, the carbon floor price will not necessarily fall correspondingly. It risks tipping energy-intensive industries over the edge.

Unite supports the carbon floor price in principle, but we have to see exemptions for those industries most at risk - those very industries that are a critical part of our low-carbon economy. Therefore, we propose a rebate-based exemption linked to the energy intensive industries' work on energy efficiency.

Heavy energy users need and want to do their bit and reduce their emissions, and many are already doing so. But what these firms need is help to use renewable heat, use energy from waste and use more of the innovations already out there.

To achieve this will require a working, flexible and future-proof exemption model; it may also require a different level of rebate for different sectors. That's why a clear definition of energy intensives is so important: businesses need to receive rebates when they qualify as a risk, so that everything's transparent and everything's understood.

The Coalition Government is taking unilateral action in the UK to embed the price of carbon, putting our actions far out in front of our EU counterparts and any international economies.

Instead of going it alone, the Coalition Government needs to press for an ambitious international agenda, and to see Durban achieve what Copenhagen failed to. We need an international framework that'll ensure all our major competitors buy into this agenda and, over time, to put a comparable price of carbon on their activities.

Finally, I wish to place on record my thanks and appreciation to the Metals and Foundries National Committee and workplace representatives for their support.

Thanks also to the Metals and Foundries National Committee, Dai Bowyer, NEC, Steve Martin, Research Department, Bud Hudspith, Health and Safety Adviser, Hazel Paice and Alison Turford, Secretarial, for their continued support and assistance.

Paul K Reuter
National Officer

NATIONAL INDUSTRIAL SECTOR CONFERENCE 2011

METALS

SECTOR MOTIONS

1 A Future for Metals in UK Manufacturing

The decline in UK Manufacturing cannot be allowed to continue. We constantly see UK contracts being awarded to overseas competitors, which places the future of manufacturing in the UK at grave risk.

The Metals inc. Foundry sector is a major provider of products for UK manufacturing and will struggle to survive if the decline in manufacturing continues.

We commit ourselves to campaign for:

- Expand the scope of UK Defence industrial strategy to include UK metals Sector
- Minister for Manufacturing to develop sustainable long-term strategy for key industries
- Inclusion of Metals products in the building of future power stations within the UK

Moved by: Bill Gray
Seconded by: Glyn Williams
National Industrial Sector Committee

2 Supporting UK Manufacturing through procurement

This conference is asked to support the Motion that in the UK the Public Sector is the biggest purchaser within the economy and plays a significant role in the development of construction projects that the Metals and Foundry Sector relies heavily upon.
In France strategic industries are identified and supported by Government. The Government Lobbies the European Commission for more flexibility in the application of competition, financial and environmental regulations to encourage growth French industries. French industry is stimulated through research and development with Committees for strategic reflection focusing on long term future of Textile, Health and Automotive Sectors.
The Metals and Foundry Sector would be significantly supported by similar strategies being adopted in the UK. This Sector should commit itself to working with other Sectors in the Manufacturing section of Unite the Union to seek:-

- Industrial support for strategic industries through research and development
- Government Procurement Policy that promotes and secures contracts to the UK
- Government should expand its criteria for interventionist polices designed to protect strategic Manufacturing industries.

Moved by: J McCrae
Seconded by: A Kennedy

Scotland

3 Manufacturing in Metals/Foundries

This conference recognises that the economy is facing its most challenging period since the recession of the early 1990's,and we are all aware that Manufacturing in Britain is in crises through a deepening recession.

Manufacturing provides over 4million jobs, 20% of the country's GDP, and over £150 billion in exports.
Manufacturing also contributes to another 5 million jobs plus indirectly to the economy.

We call on our union; UNITE the UNION, to engage with U.K. Parliament, Scottish Parliament and the Welsh Assembly with the following:

1. Develop an Industry Specific Policy with all relevant stakeholders to ensure that sufficient investment is directed into the industry, in order to ensure that the infrastructure is maintained and built upon.

2. Stress that the future of Manufacturing in the Metals and Foundry Sector is totally reliant on the high skill level of their work force.

3. Conference supports the Unite the Unions Policy on securing a balanced energy strategy, which covers clean coal, renewables and nuclear, but the Carbon Price Floor which comes in to force in 2013 can only have an adverse effect on inward investment from those companies based in the U.K. All we request is a level playing field with our competitors within the European Union.

4. Conference notes that the increasing dependence on gas in power generation raises issues concerning security of supply and the increased tariff costs to the Industry.

5. Conference also demands that any new investment in clean coal, nuclear, and renewables must have a beneficial spin off for the Metals and Foundries based within the U.K.

Moved by: Paul Evans
Seconded by: Tony Owen
Wales

4 Narrowing the Skills Gap

UK industry is suffering from a continuing growth of a skills gap and has witnessed fewer young people entering traditional industries through training programmes and apprenticeships. This will lead to UK industries being placed at a disadvantage with competitors who invest in skills for the future of their industries.

This sector needs to source skills via apprenticeship schemes to replace the ever increasing age profile of its workers.

We seek to rectify this by:

- Government investment in education, skills and training must be maintained and increased
- Apprentice programmes must continue to be funded and government must commit to reviewing the link between apprentice pay and the National Minimum Wage
- Government must use the public procurement process to assist in workplace training and investment by companies in apprentices
- There needs to be a concerted review of the teaching of STEM subjects in the UK. This is to ensure that there is a sufficiently highly skilled workforce to ensure the future of UK based manufacturing.

Moved by: Bill Gray
Seconded by: Glyn Williams
National Industrial Sector Committee

5 Reducing Energy Costs

This conference feel that the pressure of increasing energy prices is having a detrimental effect upon the competitiveness of the Metals Inc. Foundry industries.

This has caused the price of products produced throughout the sector to increase and force companies into seeking ways of reducing the terms and conditions of our members in an attempt at competing overseas competitors.

This sector should campaign for:-

- Balanced energy policy to include clean coal, renewable and nuclear

- Re-introduction of windfall taxes with the proceeds to be directed back into industry for reinvestment into renewable energy products

- Investment in localised power stations at key industrial sites

Moved by: Ian Cameron
Seconded by: Bill Day

East Midlands RISC

6 Low carbon industrial strategy - Carbon Price Floor

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The carbon floor price is an additional national policy, which will only apply to British companies. In contrast the ETS covers all countries in the European Union.

The carbon price floor places the Metals Industry under enormous pressure to remain cost effective and compete on a level playing field with our international competitors, including our European Union competitors.

The Metals inc. Foundry National Industrial Sector should immediately engage with all stakeholders and begin lobbying for political solutions to this problem in order to secure: -

- A rebate-based exemption linked to the energy intensive industries' work on energy efficiency.
- How to make current products in a low-carbon, resource-efficient manner
- How to transform factories and products
- To explore changes to the entire industrial system

To achieve this, the Metals inc. Foundry National Industrial Sector should use all the resources of Unite the Union including Research, International and Political Departments.

Moved by: Charlotte Childs
Seconded by: Tony Pearson
North East, Yorkshire and Humber

7 Dust in the Workplace

This conference is concerned about the levels of dust that Unite members are exposed to whilst working in foundries. There is particular concern about excessive exposures to silica dust, copper oxide dust and manganese dust.

This conference calls on the Executive Committee to campaign for reduced exposure to dust in all workplaces and especially foundries.

This conference calls upon all employees in the foundry industry to take measures to reduce dust levels in foundries.

Furthermore we ask Unite to call on the Health and Safety Executive to launch a general campaign to reduce dust exposure in all workplaces and to improve the inadequate dust standards that currently exist.

Moved by: Ian Cameron
Seconded by: Bill Day

East Midlands RISC

8 Don't blame the workers oppose Behavioural Safety Initiatives

This conference recognises the important role of Unite safety reps in achieving safer workplaces, promoting trade union organisation, and increasing trade union membership, in the metals industries.

Companies throughout the UK are adopting behavioural Safety initiatives, which seek to undermine trade union activity on health and safety, reduce the role of joint health and safety committees and shift the blame for accidents from management to workers.

Unite Metals Sector opposes the use of any scheme that seeks to blame the worker. The main cause of injury and illness in the workplace is in the failings of the management of health and safety, not in the failings of workers.

This conference calls on the Executive Council to provide support to the Metals sector to campaign for: -

- An end to Safety bonus schemes based upon accident reporting and replaced with bonuses that promote the use of near miss reporting and Risk assessments

- Protection of Trade Union safety reps rights to inspect workplaces

- Promoting safety programmes that insist upon robust risk assessments, accident investigations that look for root causes of accidents, hazard identification by workers without fear of retribution, the right of workers to refuse to carry out unsafe work and full reporting and recording of all injuries, illnesses and near misses.

Moved by: Anthony Rae
Seconded by: Dave Parr
North West

9 Trade Union Education in Schools

This Conference calls for the involvement of young people in trade union activity will be significantly assisted by seeking to gain access to schools and colleges in order to educate young people about trade unions.

The Metals inc. Foundry Sector commits itself to include all other interested sectors of Unite the Union to meet with all Unions involved in education to discuss the re-introduction of Trade Union Studies and activities onto the school curriculum.

These studies should serve to: -

- Educate students of the role of the trade union movement in society
- Educate students regards the employment opportunities in the Metals industries
- Educate students in the role of the trade union movement in whichever profession they may be seeking to gain employment in

Moved by: John Curr
Seconded by: Bill Gray
North East, Yorkshire and Humber

10 UK Employment Law and its French Counterpart

This conference is asked to support this Motion in that current UK Employment Law is not compatible with European Employment Law in that it is very easy to dismiss employees and also close factories in the Manufacturing Sector within the UK.

We would ask that our Union lobby Government for an improvement and seek compatibility with French Employment Law.

Moved by: J McCrae
Seconded by: A Kennedy
Scotland

11 Protection against dumping

This conference notes that overseas competitors especially from Eastern Europe that do not have to comply with EU Environmental standards have placed the Metals inc. Foundry sector at a disadvantageous position. This has led to a lack of demand for UK metals products.

We call upon Government to assist our sector by:-

- Putting in place protection and support for strategic industries that may face substantial problems with change, especially high energy user industries.

- Setting up interventionist market mechanisms such as EU subsidies or tariffs on products from outside of the EU that have lower environmental, labour and social standards.

Moved by: Ian Skinner
Seconded by: Phil Sims
South West

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 Apologies, Introductions and National Officers welcome

Bob Stainthorpe, Chair introduced himself and Terry Pye, National Officer to delegates. Apologies were received from Dave Bowyer (EC Member), Fred Ferguson and Clare Wilson.

6a Guest Speaker – John Sebastian, Corus

John Sebastian thanked Conference for inviting him to speak. He said he would be giving an industry update and an overview of world markets for steel. He invited delegates to ask questions during the presentation. Mr Sebastian proceeded to make a powerpoint presentation and covered various topics including:

- Long term trends, medium and short term outlook and a look at the future prospects.
- Security of de-industrialisation. Steel in UK accounts for less than 25% of manufacturing. Each time there is a crisis manufacturing is moved away from Europe.
- Globalisation – volumes in one region to another is relevant.
- Scarcity of Resources – raw materials are expensive
- Consolidation – most taken place in Europe. Top 5 companies equate to 20% of the global market. Most companies are protected, in Scandinavia 40% are Government owned.
- Environment – climate change is a measured threat for Europe.
- Only free trade area is Europe. Volumes of work moving from China back into Europe which causes issues.

John Sebastian then spoke about the economic outlook. He said that were positive signals in the market place. In the recent past people are more optimistic. Consensus is that UK will be back in positive territory this quarter. FTSE 100 index shows confidence from investors. Car sales in UK and Europe have picked up due to scrappage scheme but this needs to be balanced against concerns of unemployment rising in most economies, the lack of UK Government cash to spend on infrastructure, banks reluctance of corporate lending and lack of demand for exports.

Turning to the global steel outlook, Mr Sebastian said that only India and China are positive territories. Steel production is down 50% in Europe and is only forecast to increase 17-18%. China produce 50% of the global market and Europe less than 30%. What happens in China, Ukraine and Russia has an impact. During the last crisis it took 18 months to clear over capacity.

He reported that China is an exporter of flat products but not much volume is sent to Europe. However they have a big impact as Europe are using China to put prices under pressure. China imports its raw materials from Australia and prices will remain expensive.

Regarding steel market outlook in Europe, John Sebastian said that construction in the UK is suffering and this years projects have been suspended with no new projects on stream although the automotive industry is recovering.

He said there is over capacity in the global market with the Ukraine having a 2-3 week turn round and being cost competitive, they ship products into Europe. Russia is buying assets in Europe and prices will remain under pressure.

Turning to the environment and climate change, John Sebastian said that the ETS scheme will change in 2012 and the key principle will be to introduce a benchmark to reduce emissions. The UK will be competing with China and Russia who will not face the same cost penalty.

Delegates asked a number of questions relating to how long it is anticipated steel making will continue in Europe, about price comparisons in Europe and the Ukraine, what advice Corus would give to the UK Government especially in relation to short term working subsidies and whether Corus actively lobby UK and European Parliaments regarding environmental and climate change issues.

The Chair thanked John Sebastian for this presentation and presented a small gift to him.

6b Guest Speaker – Carol Landry, Vice President, USW

Carol thanked Conference for inviting her to speak. She advised delegates of the sectors that the USW represents and said that USW and Unite were similar and faced the same issues. She said that Canada had been hit by the recession and that the Conservative Prime Minister was not a friend of working families. Unemployment continues to grow and is currently 9%. The recorded figures for the US were 10.2% but in reality were more like 17%.

The steel industry in Canada is down by 52%. Mills and foundries are idle. Many Canadian companies are being bought up my multinationals and there are no Canadian owned steel companies left.

As a result of the recession and the collapse of the United States auto industry, 7.2m related jobs have been lost. As a consequence USW membership has reduced. Carol said there was no way that workers can fight against multinationals alone and she praised the foresight of USW and Unite Leaders in joining together to form the global Union Workers Uniting.

Carol reported to delegates that the USW healthcare sector has been involved in the fight for healthcare reform in the US. Television reports in the US and Canada portray the UK health system as bad but she said USW officials have visited hospitals here and are able to report back the true situation.

At this point Carol 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 is 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 is 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.

The Chair thanked Carol Landry and Joe Guido for their presentation.

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

It was AGREED that as recommended by the Standing Orders Committee that Motions 2 and 3 be withdrawn in favour of Composite 1 – Government Support.

5 Consideration of Sector Motions

The Chair advised delegates that two Emergency Motions had been received and would be taken before Composites and other motions.

Emergency Motion 1 – Conservative Party Plans for deregulation and privatisation of H Health and Safety regulators
Moved – Paul Evans Seconded – Tony Brady
CARRIED

Emergency Motion 2 – Utilities companies brought back into public (national) ownership.
Moved – Bill Day
Seconded – Stephen Miller
CARRIED

Composite 1 – Government Support
Moved – John Curr
Seconded – Andrew Gunn
CARRIED

Motion 1 – Defending the Steel Industry and Manufacturing
Moved – Bill Day
Seconded – Keith Milne
CARRIED

Motion 4 – Rewards Package
Moved – Bill Gray
Seconded – Tony Brady
CARRIED

Motion 5 – Workers Uniting in Steel
Moved – Bill Day
Seconded – Keith Milne
CARRIED

6c Guest Speaker – Bud Hudspith, Unite Health & Safety Advisor

Bud Hudspith gave a powerpoint presentation which covered various aspects of Health and Safety relating to the Metals (including Foundry) Sector, including:

- Safety Reps – the retention, recruitment and training of Reps
- Employers duties, Safety Reps rights
- CORUS Health & Safety and Environment Forum
- Foundry Industry Advisory Committee
- European Silica Social Dialogue Agreement
- Steel Industry Social Dialogue
- Worker involvement – key to HSE strategy
- Tory Health & Safety Plans
- Aims to prevent accidents and ill health, meet standards and implement guidance
- Continue inspections, monitoring and audits
- Key safety reps issues

7 Elections

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

Nominee	Proposed by	Seconded by	Votes
Michael Owen	Paul Evans	David Jones	Elected

b) Unite delegation to the 2011 TUC (Brighton) – one required

Nominee	Proposed by	Seconded by	Votes
Tony Brady	Joseph Harrickie	Malcolm Sanderson	Elected

c) Substitute delegate for 2010 TUC

Nominee	Proposed by	Seconded by	Votes
Ian Skinner	Formerly	Formerly	Elected

3 National Report – Terry Pye, National Officer

Terry Pye welcomed delegates to the first Conference of the Sector. He said the first job of the sector should be to fill vacancies on the National and Regional Industrial Sector Committees. He said that only 19 delegates had been elected to attend this Conference but there was provision for 30. He urged delegates to get activists onto Committees to avoid the Sector being merged with others.

Terry said that at the next Conference a report of the work of the National Industrial Sector Committee during the two years, based on resolutions passed today, will be given. He said that motions are always welcomed.

Terry circulated an industrial report which included a steel and metals sector overview, a foundry industry sector overview, the foundry sector globally, the UK steel market, the EU steel market for 2009 and forecasts, challenges facing the sector, recruitment and retention of membership and current industrial issues including Corus, where the bonus issue has been resolved and the pension issue is still ongoing. Anglesey Aluminium where a guarantee has been sought that when the biomass plant is built, members who have lost their jobs will be re-employed. Terry said that pension issues were continuing at Rio Tinto where the defined benefit scheme had been maintained but terms reduced. Negotiations are continuing.

The Chair thanked Terry Pye for his report. He thanked the delegates for attending and closed the meeting.

NATIONAL INDUSTRIAL SECTOR CONFERENCE 2009

METALS (inc FOUNDRY)

SECTOR MOTIONS

EMERGENCY MOTION 1 – CONSERVATIVE PARTY PLANS FOR DEREGULATION AND PRIVATISATION OF HEALTH AND SAFETY REGULATORS

This Conference views with alarm the Conservative Party policy proposals contained in the policy paper “Regulation in the post-bureaucratic age”, with particular regard to the potentially damaging effect this would have on health and safety in the UK workplaces in the Manufacturing and the Metals Industry.

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

- To enforce a stringent “One In-One Out” requirement where any new law must include cuts in 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 and 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 privatise inspection will lead to an increase in deaths, injuries and ill-health at work and calls upon the Unite Executive to campaign against these measures.

Moved: Paul Evans
Seconded: Tony Brady

CARRIED

EMERGENCY MOTION 2 –

This Conference believes that the privatisation of the Utilities companies within the UK has not delivered the expected benefits. With many of these companies under foreign ownership, the end result will be the UK Government and tax payers having no control over the supply of vital utilities.

Large energy users, typical of the Metals Sector, are finding it increasingly difficult to secure affordable energy supplies over the long term, often buying in on a monthly basis. As energy is typically above 70% of operating costs within the Sector, this situation can not be allowed to go unchecked.

This Conference calls for Unite to campaign to have Utilities companies brought back into public (national) ownership.

NORTH EAST & YORKSHIRE

Moved: Bill Day
Seconded: Tony Brady
CARRIED

COMPOSITE 1 - GOVERNMENT SUPPORT

This conference calls upon the Union to lobby Government and the European Parliament to do all they can to support and protect the UK steel industry's assets and to stimulate the UK construction industry which is fundamental to the metals sector industry.

Conference calls upon the Union to lobby the UK Government to supply the same level of support and protection regarding job security, job retention, wage subsidy etc. as is currently enjoyed by our European metals production brethren.

Moved: John Curr
Seconded: Andrew Gunn
CARRIED

1. DEFENDING THE STEEL INDUSTRY AND MANUFACTURING

This Conference/Committee congratulates the Executive Council on the Unite for Jobs and Rally in Birmingham in May 2009, which highlighted the plight of manufacturing and massive job losses in the UK. Conference re-affirms its belief that a successful economy must have a strong, skilled, manufacturing and technological base.

The destruction of well paid, skilled jobs and the decline of a strong manufacturing base in the UK, in metals and the steel industry created by the economic recession; the haemorrhaging of skilled employment, with the only alternative employment, often being low paid, low skilled and insecure work along with the low level of training, skills and the low level of the number of young people commencing apprenticeships will hamper the recovery from the current recession and will not provide the base of Hi-tech, high-skills economy which the country needs.

Conference calls upon the NEC to continue to campaign for urgent action to ensure the UK's strategic manufacturing industries such as steel are defended and not further eroded.

Conference also calls for:-

A short-time working subsidy to keep skilled workers in employment and to stop the break up of skilled workforces.

Assistance to provide re-training for workers facing short time working or unemployment by using "Train to Gain" funding and other sources. The UK government manufacturing on the scale of other EU countries. The state owned banks are required to provide rapid assistance and easier credit to companies.

Improve statutory entitlements to redundancy pay and rights to information and consultation for workers facing job losses for short time working to end the scandal of UK workers being cheapest and easiest to sack in the EU.

EAST MIDLANDS

Moved: Bill Day
Seconded: Keith Milne
CARRIED

4. REWARDS PACKAGE

This conference calls on the Executive Council to give its full support to improving our terms and conditions bearing in mind that rewards packages have to include consideration being given to retention as well as attraction.

This conference recognises that certain sections of our industry are leaving in their droves due to the fact that our terms and conditions are falling behind those currently on offer in the market place by other employers.

WALES

Moved: Michael Owen
Seconded: Tony Brady
CARRIED

5. WORKING UNITING IN STEEL

This Conference/Committee recognises that the creation of Workers Uniting, the merger between Unite with the United Steel Workers in the USA and Canada is an important step for trade unions and working people in the fight back against global corporations. Conference calls on the EC as a matter of urgency to agree a programme for expanding Workers Uniting into the steel and metals sector of both unions in order to integrate Workers Uniting into the industrial and political activities of Unite.

EAST MIDLANDS
Moved: Bill Day
CARRIED

Standing Orders 2011

STANDING ORDERS – NATIONAL INDUSTRIAL SECTOR (NIS) CONFERENCES

1) Purpose

The National Industrial Sector Conference has the following purposes:

1.1 to set industrial policy for the Sector provided that it is not inconsistent with the general policy and objectives of the union.

1.2 to consider emergency motions, on matters that are in accordance with 1.1, that could not have been considered by a RISC, which should be submitted in writing to the General Secretary for the attention of the Standing Orders Committee.

1.3 to elect representatives to attend the annual TUC Congress

1.4 to elect the Standing Orders Committee for the following NIS Conference

2) Composition and Size of NIS Conference

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

3) Delegates and attendees

3.1 The NIS Conference will be open to all accountable representatives of workers elected by Regional and/or National Industrial Sector Committees.

3.2 All delegates will be allocated a numbered seat and will retain that for the duration of conference.

3.3 Executive Council members, working in or representing the sector but not elected as delegates shall be invited to attend on an *ex officio* basis.

4) Chair

4.1 The Conference plenary shall be chaired by the Chair of the Executive Council.

4.2 The Sector Conference shall be chaired by the chair of the National Industrial Sector Committee.

4.3 The Chair shall only have an ordinary vote on all matters if elected as a delegate.

4.4 The Chair shall not have a casting vote.

5) Secretary

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

6) Order of Business

6.1 The Order of Business for the Conference shall include:

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

7) Conduct of elections

7.1.1 All nominees in conference elections shall be individually nominated and seconded. Nominees who do not attend may be elected provided they have given an appropriate apology reported by the National Officer and accepted by conference.

7.3.1 Votes shall be cast by a ballot vote or by show of hands from amongst those delegates present at the Conference.

7.3.2 Any dispute about the conduct of an election should be settled by the Chair. If it is not possible to settle any dispute at the Conference, then an appeal should in the first be lodged with the Standing Orders Committee which has overall responsibility for the conduct of the elections.

7.3.3 In the unlikely event that any such dispute cannot be settled, an appeal against the decision of the Chair can be forwarded to the General Secretary, who may delegate handling the appeal to an appropriate senior official.

8) Conduct of Business

8.1.1 The Chair shall be responsible for the conduct of the meeting. Delegates may only speak when called by the Chair. The Chair shall have discretion on whether to allow a delegate to speak more than once on a subject..

8.2 The mover of a motion shall be allowed five minutes and subsequent speakers three minutes each. No delegate shall be allowed to speak more than once on any motion except the mover who shall have the right of reply.

8.3 Next business, that the vote be taken or such other procedural motions may be moved and seconded by any delegate who has not previously spoken during the debate. There shall be no speeches on such motions.

8.4 Emergency motions shall be put if in writing to the General Secretary for the attention of the Standing Orders Committee. No such motion shall be deemed an 'emergency' that is connected with circumstances which could have been dealt with by conference/committee allowed to forward motions for the agenda.

8.5 The Chair shall have the same speaking rights as any other delegate. In addition, the Chair may intervene during or at the conclusion of any discussion, to clarify the issues decided and/or to sum up the discussion.

8.6 A delegate who wishes to raise a point of order (which must be confined to the manner in which the meeting is being conducted) should say "*point of order*" and hold his/her hand aloft until called by the Chair. Subject to that exception, delegates should not interrupt another speaker.

8.7 The ruling of the Chair on any question relating to the conduct of the meeting shall be final unless a challenge to the Chair is supported by at least two thirds of the delegates present..

8.8 Save as provided herein, the business of the Conference shall be conducted in accordance with the normal rules of debate as laid down by Walter Citrine in the ABC of Chairmanship.

8.9 In the event of an equality of votes, the proposition before the conference shall not be carried.

9) Smoking/Alcohol/mobile phones

9.1 There shall be no smoking or consumption of alcohol allowed at the Conference.

9.2 All mobile phones should be switched off at all times during conference.

Hilton Brighton Floor Plan