

National Sector Conferences 2011

Hilton Brighton Metropole Hotel

Motor Components

Contents of Agenda Book

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

Motor Components
National Industrial Sector Conference
Metropole Hotel, Brighton, 1ST December 2011

AGENDA

Plenary session.

This will take place in the Oxford Suite, Hilton Brighton Metropole Hotel at 9am 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 Industry 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:

Motor Components National Industrial Sector Conference
Balmoral Suite
This conference will be Chaired by the Motor Components NISC Chair
Bro. Adrian Cowley

5. Chairman's opening remarks
6. Apologies
7. National Officer Report (Bro Tony Murphy)
8. 100% / Strategy for Growth
9. Guest Speakers, accompanied by Unite's International Department
Columbian Trade Unionist-Rosaiba Gaviria
Venezuelan Trade Unionist
Bud Hudspith – Unite H&S Department
Others to be determined / Time Permitting
10. Consideration of Sector Motions
11. Elections
 - Unite delegation to the 2012 TUC (Brighton)
 - Unite Delegation to 2013 TUC

The exact order of business may be amended at the discretion of the Chair to accommodate guest speakers.

Delegates List

REGION	FORENAME	SURNAME	Delegate no.
East Midlands	Adrian	Cowley	1
East Midlands	Ron	Pursey	2
Ireland	Martin	Kelly	3
Ireland	Robert	Kelly	4
London & Eastern	David	Barfoot	5
London & Eastern	John	Chandler	6
London & Eastern	Alan	Rees	7
NEY&H	Brian	Golden	8
NEY&H	Fintan	Kelly	9
NEY&H	Susan	Kennedy	10
NEY&H	Paul	Quinn	11
NEY&H	Chris	Tweddle	12
North West	Martin	McMulkin	13
North West	David	Parkinson	14
Scotland	Robert	Wilson	15
Wales	Stephen	Hayward	16
Wales	Andrew	Reed	17
Wales	Ian	Smith	18
West Midlands	Paul	Birkett	19
West Midlands	Frank	Duffy	20
West Midlands	John	Hall	21
West Midlands	Paul	Maulin	22
West Midlands	Robert	McClellan	23
West Midlands	Bill	Ryan	24

NATIONAL INDUSTRIAL SECTOR CONFERENCE 2011

MOTOR COMPONENTS

SECTOR MOTIONS

1 Employment Rights (Unfair Dismissal)

This conference ... deplores the worsening of employment rights from one year to two, and instructs the union to take whatever legal and political steps it can to obtain employment rights for all employees from day one of employment. This will help protect all employees, not just in motor components, and give them unfair dismissal rights from their first day of employment.....

Moved by: Paul Quinn

Seconded by: Bill Ryan

National Industrial Sector Committee

2 Agency Workers

This conferenceis alarmed at the growing trend of companies seeking to avoid the application of equal rights for agency workers introduced on 1st october 2011.

We need to challenge the ideology that agencies and companies will seek legal loop holes to avoid workers rights which undermines the spirit and intent of this legislation. We instruct our union to take whatever legal and political steps are necessary to enforce agency workers rights covered by the regulations.

Moved by: John Chandler

Seconded by: Peter Russell

National Industrial Sector Committee

3 Motor Components/USW

This conference agrees that the Motor Components NISC of Unite should be twinned with the relevant USW National Committee by the end of 2013 to foster greater understanding and build on the close ties already in place between both organisations.

The activity involved would include annual reports of both committees being shared and joint meetings, by video conference if necessary and to build further from there with joint initiatives.

Moved by: Ron Pursey

Seconded by: Adrian Cowley

East Midlands

4 Support for Motor Components Sector

This conference carry on their continued support for manufacturing/ motor components sector.

By applying pressure on financial institutions to restructure and increase their loan opportunities for small and medium sized businesses, to create manufacturing prospects

Moved by: Adrian Cowley
Seconded by: Ron Pursey
East Midlands

5 Apprenticeships

Conference recognises recruiting and organising new members is the major number one priority for Unite. In recognising the importance of new members we call on Unite to campaign for more workplace Apprenticeships in light of the urgent need for more skilled workers in the UK to help and support manufacturing and grow the economy. We believe that the time is ripe for Unite to campaign for the restoration of apprenticeships as common practice in the motor components, engineering industry and elsewhere. We therefore call for the provision of high quality engineering training courses, funded by contributions from local government, local authorities and major employers.

Moved by: Paul Birkett
Seconded by: Paul Maullin
West Midlands

National Officers Report Motor Components Conference Brighton 1st December 2011

Dear Comrades

The past two years have been a remarkable journey for the Motor industry in the UK. The global economic downturn and deep recession affected the sector badly and as the global economy starts to recover, albeit slowly, the UK Motor industry is now in an excellent position to take advantage of the recovery. However, I would like to take a moment to mention the recession and the way members in Unite worked hard to try and stop plant closures and retain vital skills were not lost to the sector.

You all know the industry was under severe strain during the recession and the implementation of the Auto Assistance programme (AAP) by the last government meant strategic policies such as the scrappage scheme, a £2.3 billion investment programme for the sector and the investment of £400 million¹ to support the shift to low carbon production methods helped the sector to come through the worst of the recession. However, we should not forget the part our members played by agreeing pay freezes, shift changes and ground breaking banking of hours arrangements, unfortunately this came to late for many component firms who either closed or laid employees of without pay.

It is widely known that the Motor sector in the UK is of crucial importance to the wider manufacturing sector but it is also vital to the economy of the UK through the high level of exported vehicles and its contribution to annual GDP – if only past and present governments would recognise this fact! The motor vehicle industry, that the component company's play a full role, exported 75% of all vehicles produced in 2010² and exported to over 100 countries worldwide.

The motor component sector produces tens of millions of parts to the 1 million cars and commercial vehicles sold over the past year as well as being major suppliers to the UK Plants that produce over 2 million engines annually, with a turnover of £39.8 billion in 2009³.

The announcement that Jaguar/LandRover is to open its own engine facility in Wolverhampton is also great news for the supply chain along with 700 new jobs in the West

¹ www.bis.gov.uk

² SMMT – Motor Industry Facts 2011.

³ *ibid*

Midlands this will create thousands of jobs in the UK component sector over the next 2 years.

For companies such as Ford, Nissan and Toyota, the shift to R&D, innovation and production of electric cars and batteries has offered opportunities for growth which could not have been seen even 5 years ago. I strongly believe this is the time for the motor component sector in the UK to flourish and grow again. After the lean hard years of the recession the UK Motor industry is now seen as the place for investment. The sector has without a doubt transformed itself and again it's the workers, our members, who deserve the credit for this transformation.

Vauxhall Motors at Ellesmere Port are leading a group of OEMs in a strategic national campaign to bring component work back to the UK, after years of cost downs which forced company's to transfer work to the Far East in search of cheap labour. The earthquake in Japan brought home the real issue of transporting supply parts thousands of miles to be assembled in the UK. A number of OEM's were only days from announcing stand downs because of a shortage of parts, while both Nissan and Honda experienced lay offs due to the shortage of parts from Japan. Unite is fully behind this campaign and believes it is a very important opportunity for the components sector to grow in the UK.

The motor components sector is crucial to the growth and viability of the Motor industry in the UK; around 2,350 UK companies regard themselves as supplying the Motor industry in the UK and employ around 82,000 people.

The sector has a positive opportunity for growth over the next 5 – 10 years and this opportunity must not be missed in terms of recruitment and organising.

Although we have seen inflation busting pay rises in the OEM's the component industry will again suffer the high inflation this Government see's as a price worth paying, 5.6% at the time of writing this report. We therefore have to be mindful of company's taking advantage yet again and do all we can during pay negotiations to ensure our members are not short changed

I believe that what we all have to do now is make sure the sector remains focussed and we ensure this government does nothing to jeopardise any future investment into the sector.

We have to be aware that the Motor industry in the UK is owned by multi-national companies, owning and operating facilities world-wide and that they have no loyalty to UK based component firms

This situation has benefits and disadvantages for UK workers. On the one hand the unprecedented inward investment into the industry means there is substantial growth, On the other hand, we must recognise that multi-nationals are always looking at the bottom line and cutting costs with year on year cost downs written into contracts. The UK has one of the best and most flexible workforces in Europe unfortunately we also worst employment protection making it easier, quicker and cheaper to close sites in the UK and transfer our work abroad. We have spoken many times about UK legislation changes to safeguard our jobs, this fell on deaf ears during 13 years of Labour so it's not going to change now.

As a sector we will continue the fight in Europe for a level playing field and Unite has also remained solidly behind its campaign to highlight and change the currently disastrous situation regarding the procurement of vehicles for government, the civil service and local authorities. Nowhere else in Europe would a situation be tolerated where there was no guidance from government about buying locally, lets be clear about this, neither the last Labour Government nor it seems this one fully understands the powerful tool for economic growth and opportunities for re-balancing the economy the procurement process offers. The constant mumbling about it breaching EU Procurement rules is a total nonsense! ever seen a police car in France that isn't French built or German ambulance that's not got a German badge on it? No I didn't think so! there can be no more hiding heads in the sand the UK government should be prepared to ensure their manufacturing industry gets a fair chance at bidding for procurement contracts, we need the full social impact taken into account including the percentage of UK built parts fitted to vehicles and not just where the vehicle is made taken into account when awarding these multi-million pound contracts, rather than just look to see who's the cheapest - **we don't want favours we want fairness!**

Although not a Motor Component issue as you know the industry is split between myself and Roger Maddison and for my sins I have been given responsibility for Honda, I say for my sins because of all the anti-trade union companies I have ever dealt with Honda are the

worst, you are all aware of the disgraceful way Honda has treated Paddy Brennan, our site convenor at the Swindon plant, and as we take a moment to reiterate our support and solidarity for Paddy we should remember that this fight for Paddy is a fight for all convenors in all workplaces, a union is only as strong as its shop stewards, this sort of discrimination has in many companies been assigned to the history books decades ago, but at Honda its here, right now, our fight for Paddy is a fight for survival, I am pleased to report that the General Secretary has personally been involved in the negotiations with Honda UK and that Unite has made contact with the partner union in Japan and the IMF to seek support for the campaign and to work collectively for a positive resolution.

I would also like to mention the programme of work we have undertaken by our designated researcher Janet Golds, after discussions with members of the Motor Components and VBA NISC's Janet produced a Charter which outlines the member's aims for the future of the sector. Janet is also in the process of producing a policy document for the sector. Again outlining what the members see as the future of the sector, what they want for the sector and most importantly the document will give everyone the opportunity to see what Unite is doing within the sector and the vital role our members play within the industry.

We are currently running 100% campaigns in a number of key companies with the national campaign focussed on Delphi and Bentley. We also have a number of officers running excellent local campaigns across all regions.

Comrades, yesterday we all had the opportunity to show our support for the public service workers who are bearing the brunt of this 'Thatcherite' Governments attack on the working classes, this attack on the very social fabric of society effects everyone, whether you have children at school, use the NHS, rely on your local council for amenities or the Police to protect you, we will all suffer in order to protect the obscene pay rewards given to those who have failed not just the financial world but all those in it, not happy with this, this right wing millionaire club has offered private companies the opportunity to attack their employees pensions by offering advice that CPI would be a better way of calculating increases to pensions rather than the more traditional and fairer RPI

Comrades, I would like to finish by saying that I have so far enjoyed my role of National Officer for the motor component sector and I would like to thank everyone for their help,

support and guidance over this past 6 months since returning from Europe, and look forward to a successful future.

Tony Murphy

National Officers – Motor Components

**Motor Components
National Industrial Sector Conference Report
Wednesday 25th November 2009**

1. Joint General Secretaries Report – Tony Woodley and Derek Simpson

I. 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.

II. Changing Politics

So, there is a greater battle to fight than the next wage claim, or regrettably, the fight to protect jobs as people are threatened with redundancy. That greater fight is one of the three reasons why we merged T&G and Amicus together. It is to change politics. Tony

referred to it: we want people in Parliament that represent us. I do not want people in Parliament representing us; I want us in Parliament representing us.

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

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

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

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

III. Our Challenge

We have to have a plan. We have to have a plan that builds an international union strong enough to take on the strongest of the conglomerates. A union that anyone who works anywhere in the world for any particular company can join. A union that can, for example, bridge the dilemma that we just experienced at General Motors; where the Germans tried to screw everybody else with that Magna contract. Until the intervention of ourselves, and

particularly Tony, which got our government galvanised, and they think those in Germany who scuppered the deal, and Tony is very popular in Germany now apparently. When we have got back to GM, what were the Germans saying? 'Ah, you will be all right in Britain but in a few months you won't be'. There is still that competition, and that is what happens in global federations, quite frankly. We all sit around and have great ideas and then we all go back and look after our own backyards; a bit like we could be if we are not careful. We sit around and talk about our policies and then go back to our own backyards.

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

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

IV. Conclusion

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

2. Apologies, Introductions and National Officers welcome.

Chair Adrian Cowley (delegate 1) welcomed delegates.

A minutes silence was held for DGS Graham Goddard.

Apologies received

Matthew Clark

Surinder Virdee

Paul Maulin (delegate 31)

3. National Report – Roger Maddison, National Officer.

Roger Maddison presented his National Officer Report – which had also been circulated to delegates.

For nearly 100 years the motor industry has been the back bone of manufacturing, the world's leading vehicle and automotive component companies have long seen the UK as being an important location for manufacturing, in fact Ford Motor Company opened its first plant here in Dagenham in 1911, they have since been joined by other investors including General Motors, BMW, Honda, Nissan, and Toyota and with Tata's acquisition of Jaguar/Land Rover we now have 7 companies who manufacture cars in volume in the UK, together with six truck and van manufacturers along with many of the world's major component companies.

Yet this great industry along with the rest of manufacturing faces unprecedented times, not just here, but across the world, this recession means our industry is in survival mode, no company whether they manufacture cars or parts has been untouched, the recent news that General Motors has decided **not** to sell Vauxhall to Magna is not only great news for our members at Ellesmere Port and Luton but also for the estimated 20,000 jobs in over 400 component companies here in the UK whose jobs depend on those giant plants for work. However, many smaller companies still have spiralling utility costs and restrictions in credit availability to worry about.

So that's why we're here today representing thousands of members whose main concern is job security, and why shouldn't it be? what help are they getting? are they getting the government bailouts the banks have enjoyed this past year, are they getting the obscene bonuses for bankrupting institutions that's been around for generations, are they getting golden handshakes equivalent to a lottery win when they mess up? no for them it's the fear of unemployment, the fear of losing their home and the fear of poverty in retirement.

We've seen for ourselves how the BMW's of this world treat our members, sacking 850 agency workers with an hours notice, we've seen for ourselves how our Convenor at Linamar in South Wales can be sacked just for, how his boss put it 'he keeps saying no', and we've seen for ourselves how Visteon can give 6 minutes notice before closing 3 UK plants telling people, many with 30 and 40 years service, to go home and expect nothing more than State redundancy pay and pension through the PPF and comrades, they are alone.

One way to protect these and other manufacturing jobs is of course with legislation, something the UK trade unions campaign for all the time, none more so than Unite, although this has some effect, notwithstanding the fact its still easier, cheaper and quicker to sack a UK based worker than anywhere else in western Europe, we have though made massive strides in information and consultation, equal pay for agency and temporary workers, working time and of course diversity issues like age discrimination, maternity and paternity to name but a few, **but** this was when we were dealing with a friendly government, our colleagues in Australia will tell us how quickly trade union rights can disappear, when faced by one not so friendly, something we may well suffer ourselves come May next year.

Another way is by good old fashioned trade union principles, Rob Williams was reinstated at Linamar but not until his members stopped work, not till Rob had barricaded himself into his office and not till a strike ballot had been called for, our comrades in Visteon refused to accept no pay, no pension, and no future instead they occupied the plants for seven weeks back in April and May of this year and forced the company to negotiate a package that allowed them to leave with some dignity and I would like to thank all of you who sent letters of support, visited picket lines and sent financial assistance during those seven weeks, without your help and support the outcome may have been so very different.

That said, we have to remember that before the fat cats in the banking system bought the financial world to its knees the motor industry in the UK and across Europe was a profitable, lean producer of cars, vans and trucks supported by over 3,000 UK based 1st and 2nd tier supply businesses, producing motor components and helping to generate a turnover in excess of £50bn a year into the UK economy. In September we saw 3rd quarter results showing new car sales up by 11.4%, the 3rd month in a row showing just how successful the car scrapping scheme has been and why it's so important that it remains in place.

We should also remember the UK is home to the world's most successful motorsport industry as Brawn has proved in the last few months winning the F1 constructors title as well as a range of smaller producers serving specialist markets such as sports and luxury cars, not forgetting London taxis in Coventry, where the Black Cab is made only a few short miles from Ricoh Arena, the home of great football.

The automotive industry is therefore a pivotal part of the UK manufacturing sector. Automotive firms are leaders in global best practice in many areas of manufacturing and provide a key source of improvement for the UK manufacturing sector as a whole. The Labour force in the automotive supply chain has transformed itself over the last 20 years from a sector with turbulent industrial relations, poor quality and low productivity in to one of the most competitive anywhere in the world, it has constantly delivered on flexibility, changes to working patterns and has changed radically and quickly in response to demand, our members remain committed to making further changes to protect job's, wages and conditions where necessary, **but not just for change sake.**

But companies need to change as well and not just revert to type, let's look for a moment at what the gaffer does in times of trouble; does he look for ways of keeping people in work with training programs? does he introduce paid lay off's knowing that it's not his employee's fault the industry has ground to a halt! **no** what he does is he insists you go home till he needs you, he insists on pay reductions and he insists on redundancies just like he would have done 5, 10, 20 years ago! where's the modernisation, where's the flexibility, and where's the change from him.

As I've said our industry has seen massive layoff's with little or no pay, when the big OEM stops work the component chain stops within hours. But unlike the OEM's many of whom have paid layoff we get left behind, JLR got paid for their series of 1 day shut downs earlier this year, as did Honda when it closed for 4 months at the start of the year. Ford and Nissan all had full pay, **and rightly so**, even if some banking of hours applied, bills where able to be met and standards of living remained high, others such as GM, Toyota and Bentley took reductions in working time and pay of up to 10% but few, if any, had the insult of £21.50p per day forced on them.

All this at a time when German, French, and other Governments across Europe moved swiftly and loudly to introduce subsidised pay for those laid off, in some cases Governments even covered the cost of training as well as the pay, they recognised that once the economic recovery begins, there is a tremendous, long term future for the industry, they also recognised that once jobs are lost in the sector they are lost forever, both cars and the components needed to build them are global commodity's and as such can be easily transferred to a low cost economy never to return as Peugeot showed only a few short years ago.

Our industry needs to take up new challenges, the introduction of new technology, environmental concerns on engine emissions and the call for safer vehicles that could transform our industry are ours to lose, industry figures show that alternatively fuelled vehicle registrations rose by a whopping 45.5% in September, but we need Government to get off its backside and help us find the investment, all the major political parties in the UK jump on the 'save the planet' band wagon so lets see them put **your** money where **there** mouth is, with grants for research, training and new machinery.

Unite and it's sponsored MPs also have to fight harder to secure government procurement, the UK Government spends over £110bn every year, **let just repeat that!** £110bn every single year on goods and services, these include Police cars – Fire Engines – Ambulances – Government and Armed Forces Vehicles, why are so many of these vehicles made abroad? we see German built police cars, we see French built Ambulances, we see Government ministers driving around in cars built in Japan and shipped halfway round the world claiming they're more environmentally friendly.

Anyone ever seen a British built Police car in Cologne or Berlin? ever seen a British built Ambulance in Paris or a Jaguar outside the Japanese Embassy? no me neither! we've been saying for years we want a level playing field, well although I'd settle for that, what I'd really like to see is the same protectionism that other EU states give to their industries. I would like to see all Government contracts sourced in the UK and I'd like to see those contracts given to OEM's on the basis that they're not just built here but they use UK based component suppliers to build them with, even a small percentage of this £110bn could transform our industry and secure tens of thousands of jobs without any extra cost to the state.

Comrades, over the next few months **our** Labour MP's in **our** Labour Party will want and need **our** support if we are to keep the Tory's out, it's now our MP's turn to worry about 'job security' we all know we need to return a labour Government anything else will mean more power to the gaffer who wants to attack wages, contracts of employment, Pensions and Trade Union rights, but we need to return a Government that will listen and understand that support is a two way street.

Comrades we have tough times ahead, but I believe the coming together of Unite is the best thing that's happened to the Trade Union movement in a generation, we needed to be bigger, we needed to be stronger, we have proved many times in the past that we can negotiate good terms and conditions, we have proved many times that we can and will change for the right reasons and we have proved that when we are united we can win any battle, so I say to the Boss that wants to talk 'let's talk' let's move forward together, but I say to the Boss who wants' a fight 'BRING IT ON' we're unite and we're ready.

Comrades thank you for listening to me, and have a good conference.

A question and answer session on the National Officer Report, and a discussion over the economic challenges facing the sector, followed.

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

It was agreed to withdraw Motions 2 & 3 in favour of Composite 1 – LAY OFF SCHEME AND PAY

5. Consideration of Sector Motions

1. SCRAPPAGE

This Conference notes the success of the Car “Scrappage” Scheme and the support this has given to the Motor Components Industry during this difficult recession. This Conference therefore resolves to campaign to extend the scheme into 2010 and beyond February in order to guarantee long term employment of our members.

Amendment: to insert the words “with a reduction of the age of the qualifying vehicle to 7 years rather than the present” after “long term employment of our members”.

Mover: Pete Russell
Seconded: Martin McMulkin

Amendment CARRIED
Mover: Mick Forbes
Seconded: Frank Duffy

CARRIED

COMPOSITE 1 - LAY OFF SCHEME AND PAY

As we are all aware from reports in the national press and TV news reports, many automotive plants have been effected by severe short time working throughout most of this year. It is however going seemingly unreported, apart from maybe a column in the local rag that thousands of our members in small and medium sized companies across the motor components sector have been enduring similar short time working. Many of these members have had nothing more than the disgraceful lay off pay of £21.50 per day for up to 5 days in any 3 month period, as is currently paid under the Government Lay off scheme.

Despite the adverse effect that any further redundancies would have on Government finances, both direct and indirect, there seems to be no measure in place to stop this happening.

The Government has poured billions of pounds into supporting Banks. Yet the future of small and medium companies in our sector, along with our members, are again being ignored and treated as an expendable item.

This conference, with the active support of unite sponsored MP's, calls on the Government of the day to introduce, immediately, a Government funded lay off scheme covering the cost of 75% of average earnings, and should not fall below the current minimum wage for those available for work

Conference believes this action would not only alleviate financial difficulties of effected individuals, but would support the local economy and help secure present and future employment.

Mover: Martin McMulkin
Seconded: Chris Twedde

CARRIED

6. Joint General Secretary Derek Simpson presentation

JGS Derek Simpson presented Danny McLellan, former Chair of the Motor Components Industrial Sector Committee, with an award for his hard work for the union and its members over many years.

7. Elections

- a. Unite delegation to the 2010 TUC
Jim Donaghy (delegate 4) was elected.
- b. Unite delegation to the 2011 TUC
Mick Forbes (delegate 28) was elected.
- c. Unite substitute delegate to the TUC 2010/11.
John Chandler (delegate 6) was elected.

8. Guest speakers

- **Rob Johnson**
Executive Director, International Metal Workers Federation

Rob Johnson gave an outline of the importance of international co-operation between unions through bodies such as the IMWF to take action on issues such as Health and Safety.

- **Carol Landry**
Vice-President, United Steel Workers

Carol Landry outlined how the USW have been working with Unite to form the international 'Workers Uniting'.

- **David Gordon**
Representative from the workers on strike at the Vale Inco mine in Sudbury, Ontario, Canada.

David Gordon outlined the current industrial dispute at the Sudbury Vale Inco mine, where workers have been on strike for 5 months over the company's attempts to drive down their pay, terms and conditions.

- **Rob Miguel**
Unite, Health and Safety Unit

Rob Miguel gave a short presentation of the work of the Unite Health and Safety Unit and how there is still a great deal to do to stop deaths in at work.

- **Martin Sandoval**
Regional Leader of the Permanent Committee for Human Rights, visiting Britain with Justice for Colombia.

Martin Sandoval gave an outline of how Colombia is the most dangerous place in the world to be a trade unionist. The government of President Uribe is repressive, denying basic human rights to opponents of his government.

CONFERENCE CLOSED

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

