

National Sector Conferences 2011

Hilton Brighton Metropole Hotel

**Contents of Agenda Book**

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**Servicing and General Industries  
National Industrial Sector Conference  
Hilton Brighton Metropole Hotel  
Thursday 1 December 2011**

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**AGENDA**

**Plenary Session.**

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

1. General Secretary's Report
2. Assistant General Secretary's Report
3. Contributions on organising and from the mothers of the Miami 5.
4. Nominations for the SOC for the 2013 National Industrial Sector Conference will also be taken at this session.

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

**Servicing and General Industries  
National Industrial Sector Conference**

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

5. Apologies, Introductions and National Officers welcome
6. National Reports, Mike Smallwood and Ian Tonks
7. Consideration of Sector Motions
8. Guest Speakers
9. Elections
  - (a) Unite delegation to the 2012 TUC (Brighton)
  - (b) Unite delegation to the 2013 TUC

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

## DELEGATE LIST

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<b>REGION</b>	<b>FORENAME</b>	<b>SURNAME</b>	<b>Delegate no.</b>
East Midlands	Jason	Cozens	1
East Midlands	Dominic	Gourley	2
East Midlands	Patick	McGill	3
East Midlands	Paul	Miller	4
East Midlands	Lawrence	Mitchell	5
East Midlands	Susan	Pass	6
East Midlands	Jon	Richards	7
East Midlands	Harjap	Sing	8
East Midlands	David	Stafford	9
East Midlands	Shirley	Tomlinson	10
Ireland	John	Clarke	11
Ireland	Sean	Fairley	12
Ireland	Jim	Falls	13
Ireland	Jeff	Robinson	14
Ireland	Andrew	Smith	15
London & Eastern	Candida	Abankwa	16
London & Eastern	Kwasi	Agwemang-Prempeh	17
London & Eastern	Benson	Akpoedafe	18
London & Eastern	Mary	Babayemi	19
London & Eastern	Trevor	Baker	20
London & Eastern	Colin	Beech	21
London & Eastern	Pete	Burges	22
London & Eastern	Hitesh	Dave	23
London & Eastern	Chris	Egbe	24
London & Eastern	Kevin	Graham	24a
London & Eastern	James	Grime	25
London & Eastern	Graham	Marks	26
London & Eastern	Frank	Thompson	27
NEY&H	Dave	Allan	28
NEY&H	Stephen	Angus	29
NEY&H	Kate	Brooks-Osborne	30
NEY&H	John	Chilton	31
NEY&H	Mick	Clarke	32
NEY&H	Paul	Greenwood	33
NEY&H	Richard	Jewell	34
NEY&H	Ian	King	35
North West	John	Baron	36
North West	Tony	Downing	37
North West	Chris	Hunt	38
North West	John	Hussey	39
North West	Steve	Jones	40
North West	Alan	Mercer	41

North West	Howard	Percival	42
North West	Dave	Ritchie	43
North West	John	Sadicot	44
North West	Mick	Stott	45
North West	Martin	Tucker	46
Scotland	William	Borthwick	47
Scotland	Derek	McKenzie	48
Scotland	James	Neilson	49
Scotland	Paul	Rodger	50
South East	Mark	Fuller	51
South East	Geoff	Horlock	52
South East	John	Hunt	53
South East	John	Jenkins	54
South East	Denis	Newcombe	55
South East	Alan	Wilkins	56
South West	Victor	Amor	57
South West	Dave	Andrews	58
South West	Brian	Coles	59
South West	Robert	Gilbertson	60
South West	Agnes	Hildich	61
South West	Ben	Keating	62
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Wales	Russell	Morgan	66
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NATIONAL INDUSTRIAL SECTOR CONFERENCE 2011  
SERVICING AND GENERAL INDUSTRIES

SECTOR MOTIONS

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**1 Outsourcing and TUPE**

This conference mindful that when introduced on 6 April 2006 the revised Transfer of Undertakings [Protection of Employment] TUPE Regulations which amended and updated the 1981 Regulations following the European Community Acquired Rights Directive were intended to strengthen workers rights in areas such as outsourcing services.

It appears however that some employers are hiding behind the “service provision changes” to restructure their business with a view to indirectly reducing costs, rather than just restructuring in house, which has previously always been open to a challenge during the formal consultation stage.

This conference is therefore extremely concerned and opposed to any attempt by the Coalition Government to “water down” the current TUPE provisions which will undoubtedly lead to more employers attempting to abdicate their responsibility under the real belief that they can avoid proper consultation by stating that “service provision changes” is the reason why their business is to be restructured.

Moved by: Jason Cozens  
Seconded by: Ian King  
**National Industrial Sector Committee**

**2 State Pension age**

This conference views with great concern the unrealistic proposal for raising the State Pension age to 66 by April 2020, 67 between 2034 and 2036 and 68 between 2044 and 2046 given the nature of the occupations carried out within the SGI and Manufacturing Sector, some of which are also very much aligned to “heavy engineering”.

Conference is also concerned as to what will be offered to help an ageing workforce who may be unable to work to the new proposed state retirement age?

Moved by: Jon Richards  
Seconded by: Chris Hunt  
**National Industrial Sector Committee**

### **3 Royal Mail**

This conference calls for direct opposition on any attempt by this or subsequent governments to sell off or privatise Royal Mail either in its entirety or partially.

This has seen the flagrant privatisation by previous governments of utilities companies, steel industry decisions that have contributed to loss of jobs and poor economic strategy – a trend we should never look to open up again.

Moved by: Dominic Gourlay  
Seconded by: Lawrence Mitchell  
**East Midlands**

### **4 Royal Mail**

Conference condemns the current Government for the proposals to privatise the Royal Mail which is a public service and a fundamental part of the fabric of British society.

Conference also objects to the proposition that privatisation will lead to improvements in the range of and quality of services available.

Conference further acknowledges that the current regulatory regime is counter productive and that this will not necessarily change unless there is a renewed focus on regulation and the way in which it supports and promotes the universal service. Indeed it is accepted that the proposition to transfer responsibility to Ofcomm is a positive opportunity but only if the approach and the commitment to the public service is endorsed and encouraged."

Moved by: Geoff Horlock  
Seconded by: John Hunt  
**South East**

### **5 National Works Council**

This conference calls for the right for workers and Representatives working for large multi national companies to form National Works Councils.

In today's industry global business may own many companies within different sectors and as a result of this may play companies against each other. An example of this could include the driving down of terms and conditions through the introduction of global pa freezes, on the other hand it could enable best practice to be share and help enhance business performance, creating a greater share for all.

I therefore call for support on this motion the creation of National Works Councils to bring workers and Representatives together increasing awareness of collective issues, developing communication lines and support for each other.

Moved by: Jay Cozens  
Seconded by: Pat McGill  
**East Midlands**

## **6 Minister for Manufacturing**

This conference Today the Regional Industrial Sector Committee for Servicing and General Industries are calling for a Minister for Manufacturing. We are also asking for a select group of Ministers to set up a Committee to actively pursue and create major investment and creation of new jobs in Manufacturing. We feel that it is vitally important to get this motion debated as with the global downturn it is imperative that we fight to keep every job in Manufacturing that we can.

Moved by: John Clarke  
Seconded by: Jeff Robinson  
**Ireland**

## **7 Opportunities for Work**

notes with concern that meaningful employment opportunities are not wholly available for young people (16-26) in the UK.

Therefore with the full backing of the RISC we urge this conference to support this motion, to lobby the government for actively increasing significant job opportunities amongst school leavers and young adults.

Moved by: Ben Keating  
Seconded by: Peter Kelleher  
**South West**

## **Servicing and General Industries 2011 Conference Report**

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Unite has around 125,000 members within the SGI Sector with members working in some of the UK's largest companies including ADT [Tyco Fire and Security] Chubb [UTC Fire and Security] Kone, Otis, Schindler, TKE, Indesit, Jungheinrich, Siemens, SKF, IMI, Howdens, Bosch, FG Wilson, Cleveland Potash and Schlumberger as well as in SME servicing, engineering and manufacturing companies.

The economic crisis has highlighted the need for skills retention and up-skilling. The major advancements in technology has shown how important it is that employers ensure that workers are fully trained in advanced technologies and up-skilling should be a strategic requirement of any training regime. During the fiscal Crisis Unite demanded creative ideas from employers to form a way out of the crisis, and place Companies and their employees in a position to survive. Our position remains constant in that one-sided measures will not be accepted and that the workers are not prepared to pay for the crisis they did not cause and that keeping the jobs in the SGI sector is a priority. Additionally, we are concerned that the pressure on workers in terms of work overload would increase if the workforce is further reduced. As UK Manufacturing also accounts for around 8% of the workforce and 12% of the national output the UK should still be one of the World's leading manufacturers contributing £140bn pa to the UK economy.

The SGI sector also needs to employ a wide range of skilled people within the Electrical, Electronic, Mechanical and Software / IT / Technical sector and requires to continually recruit Apprentices and Trainees to ensure that the supply of skills is not a problem into the future. In defining Servicing any worker who is provided with a Company vehicle from which they carry out Skilled, Technical or Technical Sales work is a servicing sector worker. Any worker who Installs, Maintains or Services Equipment, Plant or Machinery [Electrical or Mechanical] is a Servicing sector worker and Staff within technical call centres are also servicing sector workers. The majority of members in Servicing are covered by National Agreements whereas General Industries [manufacturing] are covered by single site agreements.

The Servicing and General Industries Sector is affiliated with the European Metalworkers Federation (EMF), International Metalworkers Federation (IMF), the European Mine, Chemical and Energy Workers Federation (EMCEF), the International Federation of Chemical, Energy, Mine and General Workers' Unions (ICEM) and the sector skills councils are SEMTA and Cogent.

The SGI Sector is also working closely with our brothers and sisters in the Americas via Workers Uniting, the new international union created by Unite and the United Steelworkers (USW). Workers Uniting the union of 3 million members of Unite and the USW working together to protect their jobs, pay and benefits in the face of the ever increasing power of multinational companies. An example of this is Unite

members standing in solidarity with our locked out brothers and sisters at the Honeywell Plant in Metropolis, IL.

### **Servicing National Report**

The Servicing Sector is strategically aligned to the manufacturing sector, where service engineers and technicians install, configure and repair various products from the manufacturing sector. Unite is at UK and at European level campaigning to maintain and strengthen the significance of Service support upon the economy is vitally important.

As well as suffering because of the general downturn in the economy, the Servicing sector is feeling the knock-on of job losses in many industries. The collapse in the housing and commercial property market is still causing a drastic fall in demand for Lifts and Escalators, Intruder Alarms, Fire Alarms and White Goods being required.

### **Lift and Escalators**

The Lift and Escalator (including travelators) sector is divided into two sections - service / maintenance and construction and is currently under attack from facilities management and the resultant pressures to reduce costs.

Personal Digital Assistants (PDA's) or Hand Held Terminals (HHT's) are also being introduced into the service side as more and more up to the minute information appears to be required by either the companies or their clients in an attempt to keep their market share.

In the area installation of new lifts the crises was felt in connection with the construction sector, however the effects of crises have not been as strong as in other industries, as the companies have been able to reshuffle some work to maintenance and repair (in relation to the provisions of the EU Lift directive on new standards on safety).

Our struggle continues for the improvement of safety of workers in this sector and has been a special focus during the crises. The Unite led Lift sector brochure was circulated to every Lift Company Shop Stewards and all Lift Company EWC Representatives across the EU and EEA, and at the Otis EWC meeting, the National Officer presented a copy to the senior Executive of Otis Europe. It is a very positive message that the trade unions have developed their view on the lift sector, and the brochure has been received with interest.

The National Officer and the Otis EWC Representatives also joined the European Demonstration against austerity measures in Brussels as this intentionally coincided with the first day of the Otis EWC Annual meeting. Unite within the SGI Sector has been fighting hard to save jobs and get help for the industry, campaigning at both UK and EU level to ensure that the sector survives the Financial Tsunami and that the skills required when eventually the recession ends are still available as without

skilled employees service Companies will not survive and pay negotiations within the Lift Sector have proved to be quite challenging during this global crisis.

As Schindler signed a 2 year agreement the second phase of 4.5% (October's RPI) was applied in January 2011, after initial concerns from the Company around ability to pay being challenged by the National Officer and the National Shop Stewards Committee the settlement was applied in full. Within KONE negotiations concluded a new Unite RPA and a 3% across the board pay settlement which formed the basis of a benchmark for the sector. Otis made an initial 2010 offer of 2% from Otis which was rejected. Given the importance of these negotiations meetings were held at every Otis location which coincided with a successful recruitment initiative in line with the 100% Unite campaign. Following workplace ballots the members backed the NNC position by formally rejecting the offer as insufficient with inflation running at its highest for 20 years and at the time of writing further meetings are planned with Otis to attempt to reach a resolution. Negotiations within TKE (Thyssen Krupp Elevators) were also complex and the UK MD had to visit each branch and outline why the Company could only afford a maximum of 2.5% with 1.5% being applied in 2010 and a further backdated 1% in 2011 provided the targets were met. Following workplace ballots the members accepted the offer as the best that could be achieved by negotiations.

During the Pay talks within TKE, the European management approached the National Officer as Chairman of the EMF Lift Sector Committee to discuss the possibility of negotiating a European wide agreement on health and safety. A Trade union coordination meeting was held in the EMF Brussels Office with representatives from Unite, FGTB Belgium, IGM Germany, CC.OO and UGT Spain, CGT and CFDT France, and FIOM Italy. The participants reported that there is a lot of pressure to make profits and very poor handling of health and safety. The agreement would propose European wide system of health and safety, utilising existing or establishing H&S Committees, and procedures for implementation and monitoring. The Unite Representation considered that the meeting was very positive as best standards of Health and Safety should be applied across all of Europe, and a common policy of TKE management is welcomed. The example will be included as a good practice in the next revision of the Trade Union Look at the Lift Sector publication which will be continuously adapted.

The Servicing National Officer also Chaired the EMF Lift Sector Committee meeting in Brussels, where the proposed 2012 New Lift Directive EN81-1 and EN81-2 was discussed with Representatives from all Unions with members working in the Elevator and Escalator Sector. Whereas previous Directives were mainly aimed at safety of users the New Directive is aimed at worker safety which after many years of campaigning by Unite is a welcomed development towards making the industry safer.

## **Security Sector**

Within the Alarm and security sector the overall business climate has significantly deteriorated, with orders reducing by around 30% over the last two years and as such all the major players within the sector are reviewing their businesses in great detail in order to seek improved efficiencies and cost savings. The precarious nature of the current economic climate has resulted in the market leader ADT going through a period of unprecedented change, including having to restructure its install business as commercial and industrial projects are still on hold by the major developers.

### **ADT [Tyco Fire and Security]**

Pay negotiations were extremely complex during 2010/11 and following a formal rejection by the ADT National Negotiating Committee a final offer of 2.5% was following workplace ballots accepted, and also provided an opportunity to recruit in line with the 100% campaign. As the January 2012 pay negotiations commenced the owners of ADT Tyco International decided to split into three publicly traded companies. Tyco International, which is based in Princeton, has some functions spread around the world. The largest new business will be Fire and Security while Flow Control and Residential are about the same. The National Officer Servicing stressed that the workforce whilst concerned about the suddenness and indeed secrecy surrounding announcement, were more concerned about job security than ownership and also that their terms and conditions will not be affected by the separation, as business in terms of agreements, negotiations etc should continue regardless of what is occurring in terms of the high level restructuring. The dialogue with the company is ongoing and since compiling this report several meetings would have taken place.

### **Chubb Security [UTC Fire and Security]**

Within Chubb Security (the UK name for UTC Fire and Security) the current Chubb Electronic Security (CES) National Recognition and Procedure agreement has been renegotiated to incorporate Initial Security (IES) since being acquired by UTC Fire and Security from Rentokil. The process of meetings at all merged workplaces was concluded to ensure that every location has a shop steward in place and many new members were recruited in line with the 100% campaign from the previously "unorganised" IES.

Whilst Phase 1 dealt with structures processes and procedures, Phase 2 encompassed the Harmonisation of pay and grading, job titles, meal allowances, annual holiday entitlement and holiday year, overtime premiums for Saturday afternoon, the provision of company vehicles and fuel policy, along with work-wear, timesheets and notice periods. All of these complex issues were negotiated by the Chubb Security Unite National Negotiating Committee over a number of months and were then presented to all Unite Engineering Shop Stewards at a specially convened

meeting, where a clear recommendation for Unite members to vote to accept the proposals was agreed.

The National Officer Servicing organised the engineer meetings in all of the 24 branches throughout June and July, where detailed presentations about the plans were outlined, following which members of Unite voted to formally conclude the Phase 2 process with a 92% acceptance by members through a consultative ballot being achieved.

The Harmonisation included pay and grading, job titles, meal allowances, annual holiday entitlement and holiday year, overtime premiums for Saturday afternoon, the provision of company vehicles and fuel policy, along with work-wear, timesheets and notice periods were concluded and also incorporated was a 3.5% pay increase for 2011 and 3.5% payable in 2012. All of these complex issues were negotiated by the Chubb Security Unite National Negotiating Committee over a number of months prior to being presented to members in workplace meetings organised by National Officer Servicing prior to the consultative ballot of members being enacted. The next logical stage will be to incorporate the Fire business into the new RPA and the Company has agreed to this which will demonstrate that "integration" is finally concluded. Regional Officers also attended each meeting in support of the 100% strategy as clearly this process highlighted to all employees who work in the Electronic Security Sector the advantage of belonging to the UK's largest Union.

UTC the owners of Chubb also announced a major restructuring with Fire and Security combining with Carrier the Air Conditioning and Ventilation Company to create UTC Climate, Controls and Security Systems Company. The new Company's intention is to create a more integrated commercial and technical solutions that incorporate many products and services over the life of a building, including advanced building controls and climate systems, enterprise fire and security systems and energy services as the increased interaction of such building systems is what is demanded by customers, in the efficiency, safety and management of buildings around the world, including the fast growing emerging markets.

Within the Security Personnel Sector the highest level of Security alertness exists, and will be extremely important in what will be an Olympic year in 2012. In respect of the problems of getting to work, the increased security levels, the increased expectation of not only the employing Company but also that of the Client during the Olympic Games and Paralympics Games periods in 2012. Where in negotiations Unite is demanding additional payments for all personnel within the Servicing Sector, at all levels, who are actually able to get into work for the period concerned.

## **White Goods**

The state of the economy and of the housing market are particularly important to the demand for white goods, since purchases may often be deferred, consumers can opt for cheaper items than they may have wanted and it is a move to a new house that frequently triggers the purchase of household goods, whether for the first time or as a replacement.

Service and repair of White Goods is also a major aspect of the sector, (circa 3000 service engineers employed in sector) however with the price of appliances ever decreasing only the expensive appliances are usually repaired unless an extended guarantee or insurance policy has been purchased.

## **Indesit**

During 2011 Indesit formally gave notice in April of its intent to move from a DB Final Salary Scheme to a DC Money Purchase Scheme. The National Officer along with Senior Stewards from all parts of the UK Business entered into formal consultation and with the Counsel of our Pensions Expert submitted counter arguments and alternatives to the proposal tabled by UK Management. The National Officer Servicing and two Senior Stewards have also raised the issue with the Italian owners at the EWC Select Committee meeting in Rome. Following the formal consultation and negotiation phase members are currently being consulted on the proposed changes and the outcome of the consultation will be determined by mid December 2011.

With the closure of Kinmel Park, Yate is now the sole remaining Indesit manufacturing plant, mainly due to the UK being the number one purchaser of the Tumble Dryers that they manufacture.

The service side of the white goods sector is still managing to survive however it is now beginning to feel the effects of reduced customer spend and future maintenance contracts as the lag between this reduction is just beginning to 'kick in' and undoubtedly the politically led increase in VAT did great damage to white Goods sales and therefore new service contracts being sold.

## **Integrated Home Services**

Within the largest Home Services Company Boxclever the market has stabilised. The annual pay negotiations between the Company, the Unite Convenor, Shop Stewards and the National Officer achieved a 3% settlement which the members endorsed through formal consultation at all locations.

### **Key Challenges facing the Sector**

The pursuit of market share in the face of low margins continues to challenge the sector. In a throwaway society the issue of repair versus replacement becomes uneconomic as the price of electrical goods become cheaper and cheaper. 24/7 is also becoming an issue where customers and clients' demands and expectations for an available skilled workforce are high but the willingness to pay a premium for this service is low. The working hours within a strategic sector are also becoming a factor in our ongoing dialogue with employers, in line with the revised working time directive.

### **Issues of Immediate Trade Union Concern**

The workforce in the servicing sector has delivered on flexibility; working arrangements have changed radically in response to increased demands. This commitment has sustained the sector's survival and needs to be fully recognised and rewarded. The technical pace of change has been astounding where in a very short space of time new technology has been introduced and our members' commitment to deal with the issues and constantly be updated on new developments has in some instances been hampered by lack of formalised training programmes in certain sectors or Companies. The rising average age within the sector also needs to be addressed with a full commitment to properly recognised training programmes as well as establishing direct links with schools and colleges, to attempt to encourage new entrants into the sector to sustain a long term and viable future.

Pensions within the sector are also an area of concern as many Companies move away from final salary schemes and opt for cheaper money purchase alternatives. Members quite rightly consider that final salary schemes were considered as a fundamental part of their contract of employment, which was highlighted over many years as a contractual benefit when making comparisons over previous years by all employers. With pension's holidays being taken by Companies, it is their actions that have led to the very position that now exists. Companies who continue with final salary schemes will have a competitive edge when it comes to recruiting skilled employees from an ever-decreasing pool of labour.

### **General Industries**

Sector re-organisation led to a thorough review of the sector with over 10,000 members being re-allocated to sectors in which it was felt that they had common interests, this had been done in conjunction with the head of IT and AGS for manufacturing.

In the UK's competitor countries workers have more and better rights and are better protected from the worst effects of international competition. These protections

have not limited the ability of countries to compete, for instance in Germany manufacturing employment has grown by over a quarter of a million over recent years, while UK employment in the sector has decreased by the same amount over the same period. Mainland European nations are also better at supporting vulnerable workers, maintaining employment and investment in deprived regions and upholding international labour standards. The UK has created one of the most flexible labour markets in the world and this is threatening union recognition and long established agreements on terms and conditions.

In light of the fact that competition will continue and become stronger from rival manufacturing economies, recognition of International Framework Agreements and bargaining between multinationals and Global Union Federations will be essential if international labour standards are to be observed.

### **Honeywell**

The National Officer was involved in supporting the dispute of the lockout of USW members at Honeywell's Metropolis plant in the US, where 228 members of our sister union United Steel Workers had been locked out of their plant for over 300 days, as the coordinator for the Honeywell EWC, the National Officer arranged for delegates from the USW to meet with the members of the EWC, during the annual meeting. Due to the refusal of Honeywell to allow contact during the meeting a reception was held in the evening for the USW members to inform delegates of their plight, the EWC agreed full support of the USW members and agreed to raise the lockout with the Honeywell management at the meeting the following day.

Unites International department along with the National Officer, arranged for the USW delegates to meet with the General Secretaries of the major European TU bodies, such as the EMF, EPSU and IChemI, the delegates also meet with several International bodies based in Brussels, as well as attending the German works council for Honeywell and the stewards of the Glinde plant (one of the largest Honeywell employers).

### **PSA**

The National officer along with the Executive body of the PSA introduced new arrangements for the future delivery of the service for PSA members, this service is now delivered by EAD from their Liverpool office, Unite are monitoring the service and coordinating membership checks. A settlement had also been agreed with one of our PSA members for termination of his agency to the sum of £330,000.

## **Service Industry**

The National Officer had meetings with ISS regarding the contracting of the mess's at 15 RAF bases around the UK, looking at new agreement and structure to replace the pre existing Whitley. ISS RAF / CRL project, have now secured final draft recognition agreement, also on behalf of the joint unions formulated the pay claim. In conjunction with MOD NO recruitment potential has been identified.

The transferred employees include, all the messes at 16 RAF stations along with other services, such as shops, bars and recreationally on site facilities. We have at present 400/500 members potential for another 1000 +.

## **Bosch**

At time of writing, arranging for the meeting of the UK reps to meet in accordance with the Bosch EWC agreement, this has been outstanding since the closure of the Bosch car components factory in Wales and the loss of the UK rep on the EWC.

## **Siemens**

The company is due to finish the £3.5m refurbishment of the factory frontage at the main works in the centre of Lincoln and work is progressing on the Teal Park site for the new factory on the outskirts of Lincoln. A huge increase in agency/contactors had occurred because of the increased workload (317 on site which equates to well over 20% of the workforce) as orders for Core Engines are up about 25% on 2010/11 and pay negotiations had commenced, where to date 3% had been offered consolidated and about 2.5% bonus unconsolidated against a pay claim of 5% consolidated which has been declined.

## **CMA**

In line with the 100% Campaign the CMA representatives undertook mapping of their workplaces and whilst this had confirmed that in many cases membership density remained high it was assisting in identifying areas where recruitment would be an opportunity. The annual 2 day training event for full time representatives also took place in November.

Within Guernsey Post a negotiated agreement of 2.9% improvement on pay, which was equal to the RPI on the island had been agreed following an 80% response rate to a ballot and 100% responded in favour. The proposed changes to the pension scheme had been put on hold following negotiations between the company, Unite and the Communication Workers Union. In CSC, where CMA represents members transferred out form Royal Mail, a pay pot of 3.18% had been agreed with more money for those who had been on less than 70% of the market median; they would

receive an additional 3% but for those between 70 and 75 of the market median would receive an additional 1%. These percentages would be in addition to the 3.18% pay pot made available. Moving on he indicated that negotiations for pay in Royal Mail Group were particularly slow this year. The likely benchmark is 1.4% as this is part of a 3 year deal for other unions within the company but that as a single year pay offer is likely to be unacceptable.

Some changes in regulation that may assist the employer in dealing in part with the reduced volume of business it is currently experiencing and which is having a financial impact on the company. In respect of some of these issues both regulatory and political he advised the meeting that the Unite GS and AGS were meeting with the General Secretary of the CWU to discuss areas of common interest.

### **National Sector Industrial Committee [NISC]**

The SGI NISC has over the last two years met regularly and has formulated strategies to deal with the many issues that the sector faces especially during the “Great Recession”. The 100% initiative has been fully supported and a number of potential target Companies identified for future campaigns, albeit that recruitment is still ongoing as all NISC members consider that recruitment is an everyday part of a Unite Representatives responsibilities they welcome the “extra” resources identified in assisting them to reach the objective. Evolution in terms of the Sector has also been embraced all the NISC members consider that the wide diversity in terms of Sectors, Companies and Occupations is what has made for interesting and vibrant dialogue, and helped create a vision for the Sector.

## **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.

Chris Grimshaw, Chair, welcomed delegates to the Conference and said that before Sector business started Guest Speakers would be addressing them jointly with the Electrical, Engineering and Electronics Sector.

### **6a Guest Speaker – Lord McKenzie, Parliamentary Under Secretary DWP**

Lord McKenzie thanked Conference for this invitation and said he held Health & Safety portfolio at the House of Lords. He said there is a continuous need for Health and Safety. Lord McKenzie also spoke about:

- Proposals for the HSE to be disbanded in a Tory policy paper.
- Health & Safety at Work Act 1974 – duty of risks created and that it remains fit for purpose
- The role of Health and Safety Reps being crucial
- New HSE strategy – Health of Safety of Great Britain – introduced this year
- The issue regarding responsibility of Directors, key leadership of Directors, evaluation of Directors Duties.
- Current review of legislation including corporate manslaughter, Health & Safety Act, revised prosecution guide. Independent evaluation is being undertaken, outcome will be presented to HSE Board early 2010.
- Popularity of Health & Safety Frameworks. Good Health & Safety is practical and useful and should involve workforce who are best placed to know the problems and how to fix them.
- He welcomes the support of Unite working with Proskills on pilot project for joint Rep and management training.

- Opposition of Government to blacklisting of Trade Unionists. 2003 regulations in place and will be used if evidence of blacklisting is shown.
- Meetings with Reps from Unite regarding matters of concern,
- Exposure to toxic substances and examples of solvents being replaced.
- Cancer concerns at National Semi Conductor factory at Greenham. Investigation being carried out, awaiting report.
- Justification for a more forensically industry wide inspection and investigation into cancer concerns has been funded. Excess of cancers that maybe work related, prevalent years ago.
- Proper management of hazardous substances. Exposure to solder fume and link to occupational asthma. Provisions underway to make information simpler. Video feature on solder risks on HSE website.
- Electro Magnetic Fields. Some MRI scanning prohibited under the Directive. Revision to be made. European Commission is putting text together. Consultation is being carried out with European TUC and he urged members to get involved.
- Reduction of fatalities in industry but still 4000 cancer deaths per year related to asbestos, especially in construction.
- Improvements are possible. Imperative workers come home that workplaces are kept healthy and safe. He said it is a challenge and urged everyone to play a part.

Martin Ransom (delegate 48) referred the Semi Conductor cancer study in the US and asked why there had been delay of a year for a UK study. Lord McKenzie said he shared his concern but UK industry was not prepared to fund a study. The HSE have carried out investigations and their findings will be published. The US study should be published by the end of 2010 but if it is further delayed and industry will not fund UK study they will look at the HSE to carry it out.

Peter Rutherford asked whether legislation regarding blacklisting would be enacted before the General Election. Lord McKenzie said this was a BIS matter but he believed it would be.

Chris Grimshaw (delegate 4) asked about responsibility for asbestos compensation and pleural plaques. Lord McKenzie replied that consideration was being given to reversing the House of Lords decision. Too many people can't access compensation through policies put in place. A small default fund was a possibility for use when insurers are unable to be identified. A draft document will be launched shortly,

The Chair thanked Lord McKenzie for his address.

#### **6b Guest Speaker – Hugh Scullion, General Secretary CSEU**

Hugh Scullion thanked Conference for the invitation to address them. He started by talking about the campaigning of a 35-hour week and the history of the campaign fund which had been set up and still currently holds between £14m-£20m in assets. He said it had been the most successful campaign in history and different arrangements apply in different industries such as four day working. He said that by next year the fund should be freed up for use and CSEU delegate conference will decide how to use the fund effectively. It has been a long legal process and individual contributors have had to be contacted to prove to the Courts who own the Fund.

Turning to the global financial crisis Hugh said that it was due to a band of financial bandits and our members were bearing the brunt. However we should begin preparations for

economic recovery, particularly in manufacturing. Manufacturing is critical to the UK and provides for 13% of the economy but when you include the supply chain this rises to 25-30%.

Hugh said that a Tory Government proved a real threat. The Government have provided £4b to build aircraft carriers something a Tory Government would not do. He said defence contracts on the supply chain were critical and gave an example of BA Systems, Clyde that supports 4600 supply chain jobs. He said the human cost of cuts is devastating.

Hugh said that Government should value manufacturing and encompass the areas of skills involved. Unite has spotlighted the need for manufacturing jobs and has called for short time working subsidy, defence of manufacturing from EU competitors and revised redundancy laws.

He said that manufacturing was vital to the economy and support for it was essential. That the UK should be allowed to “compete on a level playing field” with Europe, provision made for learning and skills in the workplace to ensure the economic wellbeing of families and communities.

Howard Turner (delegate 30) welcomed the explanation on the campaign fund and expressed concern that it may become an “orphan fund”. Hugh said that this must be avoided because if that happens the monies are transferred to Government.

The Chair thanked Hugh Scullion for his address.

6c Guest Speaker - Martin Sandoval, Regional President of the Permanent Committee for Human Rights, Colombia

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

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

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

The Chair thanked Martin for his address and said it put into perspective how insignificant some problems we encounter are, compared to those in Colombia.

## **2 Apologies, Introductions and National Officers welcome**

The Chair, Chris Grimshaw welcomed delegates to conference especially those attending for the first time. He introduced himself, John Chilton, Vice Chair; Ian Tonks, National Officer (General Industries); Mike Smallwood, National Officer (servicing) and also four EC members present, Howard Turner, Dave Ritchie, Alan Mercer and Peter Taylor.

The Chair said they were meeting at a disturbing time when member's terms and conditions were being threatened and manufacturing had shrunk. Nevertheless he hoped that everyone enjoys the Conference.

Apologies were received from Abiola Arowolo (delegate 16), Paul Gregory (delegate 3), Deborah Easton (delegate 1), Robert Yapp (delegate 50)

## **3 National Report – Mike Smallwood & Ian Tonks, National Officers**

Mike Smallwood welcomed delegates and informed the conference that the newly formed Servicing and General Industries sector covered 150,000 Unite members from varied industries. The Servicing sector was originally established for service engineers and evolved to encompass members required to travel to different locations directly from home.

Mike reported on industrial issues involving Alarm and Security, Elevator and Escalator, Mechanical/Lifting Equipment/Vehicles, Home entertainment (TV,PC etc) and White Goods. At national and regional level there have been in depth discussions to ensure activists have been placed in the appropriate sector.

He spoke about agreements regarding single person workers and lone working relating to lift workers and implications regarding Health & Safety. He said the strategy of servicing, 100% membership campaign, was showing results and in September a Recognition Agreement had been signed with Chubb Security. Agreement, after a long campaign had also been reached with Initial. Mike said Unite would continue to identify all opportunities to grow and thanked everyone for their help and assistance.

Ian Tonks, responsible for General Industries, said the sector covered self employed, engineers, craft, security and cleaning plus numerous others. He said in answer to a criticism at Joint General Secretaries address earlier he wished to make it clear to delegates that Officers are always available to members and for on site meetings.

Ian reported on industrial issues involving mechanical manufacturing and reported on the closure of Air Products near Wrexham, the only UK manufacturer of air separation units. He said these were difficult times and Unite had to deal in realities, where closures could not be avoided, negotiations to achieve the best possible redundancy terms take place.

A DVD, Justice for Cleaners, was shown which highlighted the importance of organising workplaces to improve workers terms and conditions.

The National Officers reports also covered the key challenges facing the sector given the unprecedented global financial crisis, the decrease of manufacturing output and the fall of service output. They said that the current economic climate has highlighted the need for skills retention and up-skilling and the importance that employers ensure that workers are fully trained in advanced technologies.

The Chair thanked the National Officers for their reports.

6d Guest Speaker – Jon Geenen, International Vice President, United Steelworkers Steve Davison, Vice Chair of Unite EC and member of the International Board of Workers Uniting introduced Jon Geenen but firstly explained that Workers Uniting was a legal entity and a Trade Union in its own right, registered in the UK. The Workers Uniting Board is not elected but is accountable to Unite and United Steelworkers Executive Councils. Steve said it is intended to hold a conference of lay delegates within three years.

The Workers Uniting programme of work includes industrial synergy between sectors with paper and print being the most progressive. He said that Workers Uniting was working politically and that delegates had been sent from the UK to work on the Obama election at which lessons learnt had been used in the recent successful by-election in Glasgow. An education programme is currently being developed for bargaining in a global economy and a Leadership Programme, which may involve one year study in US and one year in UK. Solidarity work continues in Latin America and campaigning on behalf of the Miami Five and communications are constantly developing, involving lay reps wherever possible.

Steve said that Workers Uniting is talking with Australian Unions and looking at European Partners to make a truly global union.

Steve said as well as Jon Geenen, delegates would also be addressed by Joe Guido, a miner employed by Vale Inco, who are in the fourth month of strike. He said members at Vale Inco are our members which puts a responsibility on us to pledge financial support from workplaces.

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

Continued links through Workers Uniting and especially through the paper sectors in UK and US, was sending a message that this is a powerful Organisation globally.

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

At this point Jon introduced a USW member, Joe Guido, employed in Sudbury, Northern Ontario. Joe explained his company was bought by Vale Inco, a Brazilian multinational, intent on buying up all mineral-producing companies to dominate the global market. He said that his town of Sudbury had a nickel mining history going back 100 years for three generations. Vale Inco had made a \$4.2b profit in 2.5 years but the company were intent on attacking workers terms and conditions. All members at the mine were now entering their fifth month of strike action. The community of Sudbury 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.

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

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

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

The Chair thanked Steve Davison, Jon Geenen and Joe Guido for their contributions.

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

It was AGREED as recommended by the Standing Orders Committee that Motions 1 and 2 be withdrawn in favour of Composite 1 – Government Assistance and Short time Working Compensation Scheme.

#### **5 Consideration of Sector Motions**

##### **Motion 3 – Redundancy Pay (see attached)**

In moving the Motion, Chris Grimshaw (delegate 4) said currently 2.5m people are out of work and green shoots of recovery are being stifled. British workers are made redundant more easily than the rest of Europe. Bosses get golden handshakes compared to a maximum £11,400 under Government state scheme, despite length of service. He said Britain should be on a level playing field with Europe and there should be justice for workers who lose their jobs. He urged that minimum payments be raised to average pay.

Howard Turner (delegate 30), Pat McGill (delegate 5) and John Chilton (delegate 25) all spoke in support.

On being put to the vote the Motion was CARRIED.

##### **Motion 4 – Agency Working Directive (see attached)**

In moving the Motion, Ben Keating (delegate 46) said he fully supported the Directive and encouraged Conference to push for equality of agency workers.

Neil Palk (delegate 47) said there is legislation in place to protect other minorities but that agency and temporary workers are treated as second class citizens and he urged delegates to support the Motion.

On being put to the vote the Motion was CARRIED.

## **Composite Motion 1 – Government Assistance and Short Time Working Compensation Scheme**

Robert Gilbertson read the Composite Motion to Conference.

John Chilton seconded the Motion and informed delegates of short time working subsidies in place in Europe and reiterated that workers in the UK are the cheapest to make redundant. He said that 2 million manufacturing jobs have been lost in the UK in the previous 10 years but only 200,000 in Europe!

Peter Taylor in supporting the Motion gave a personal account of the situation at his employer, which is closing after 60 years trading due to a reduction in orders. He said if the UK legislation was the same as Europe with short time working subsidies in place the company could have been saved.

On being put to the vote the Motion was CARRIED.

### **7 Elections**

#### **a) Unite Delegation to the 2010 TUC (13<sup>th</sup>-16<sup>th</sup> September in Manchester) – three to be elected, at least one to be a woman**

<b>Nominee</b>	<b>Proposed by</b>	<b>Seconded by</b>	<b>Votes</b>
Moira Elliott	Brian Comins	Jeffrey Robinson	36
Susan Pass	John Chilton	Philip Gorthorpe	23
Martin Ransom	Neil Palk	Ben Keating	5
Denis Newcombe	Shaun McHale	Walter Tavener	8
Hitesh Dave	Jaswinder Singh	Paul Cato	22

Moira Elliott (delegate 34), Susan Pass (delegate 7), Hitesh Dave (delegate 20) were ELECTED as delegates to the 2010 TUC.

#### **b) Unite Delegation to the 2011 TUC (Brighton) – three to be elected, at least one to be a woman.**

<b>Nominee</b>	<b>Proposed by</b>	<b>Seconded by</b>	<b>Votes</b>
Frank Thompson	Chris Hunt	Alan Mercer	18/20
Agnes Hildich	Pete Burgess	Robert Gilbertson	ELECTED
Kevin Graham	Hitesh Dave	Paul Cato	18/22
Kwasi Agemang-Prempeh	John Chilton	Philip Gorthorpe	19
Ben Keating	Agnes Hildich	C Thorne	10
Denis Newcombe	Walter Tavener	Shaun McHale	8

Agnes Hildich (delegate 45) as the only woman standing was ELECTED unopposed.

Kwasi Agemang-Prempeh (14) was ELECTED with most votes.

Kevin Graham (22) was ELECTED after a second vote.

**c) Substitute delegate to TUC 2010/2011**

<b>Nominee</b>	<b>Proposed by</b>	<b>Seconded by</b>	<b>ELECTED</b>
Michael Clarke	John Chilton	Howard Turner	2010
Frank Thompson	Alan Mercer	Chris Hunt	2011

The Chair thanked the delegates for attending, National Officers and guest speakers and closed the Conference.

**NATIONAL INDUSTRIAL SECTOR CONFERENCE  
SERVICING AND GENERAL INDUSTRIES  
SECTOR MOTIONS**

**1. GOVERNMENT ASSISTANCE**

Ask the Government of the UK to offer the same support and financial assistance of other European Country's when people face lay off's and short time working and redundancies.

**NORTH EAST, YORKSHIRE AND HUMBER  
Withdrawn in favour of Composite 1**

**2. SHORT TIME WORKING COMPENSATION SCHEME**

The motor industry headlined the unprecedented use of short time working as an alternative to wholesale redundancies in 2009 with plants either experiencing complete shutdowns for periods of cuts in the working time. What appears to have gone virtually unnoticed is the similar response in the wider Manufacturing, General Industry and Servicing Sectors where the thousands of employees affected have endured a fall in earnings commensurate with the shorter hours or loss of their jobs.

The UK has fallen far behind many other EU states in providing financial subsidies in order to minimise the loss of earnings related to Short Time Working. Germany, France, Belgium and the Netherlands for example provide between 60-75% of wages for periods of typically 6 months.

The UK is out of step: it is time that it followed suit.

The Servicing & General Industries Conference calls upon our Union to robustly lobby for the introduction, even at this late stage, of a Temporary Short Time Working Compensation Scheme especially for the dwindling number of workers still employed in Manufacturing within the UK.

**SOUTH WEST  
Withdrawn in favour of Composite 1**

### 3. REDUNDANCY PAY

This Conference calls on the Union to continue to campaign for the Government to update the redundancy scheme to compensate workers fairly for their service and loyalty on the loss of their job. Redundancy pay should reflect the average weekly wage (prior to any short time working or lay offs) and be based on years service of the employee at the very least. A maximum of £11400 for over thirty years is scant recompense for loyalty.

The present minimum wage has been a step in the right direction for the poorly paid but it is apparent that this figure doesn't adequately compensate someone with short service for the loss of their job and this conference believes that there should be a minimum figure of at least £5000 for any redundancy

During the past year because of the recession the Servicing & General Industries Sector has seen thousands of redundancies as businesses have either gone to the wall or have taken the opportunity to streamline their operation

The very nature of this sector means that many members are paid poorly and consequently the devastating effect of the loss of ones occupation is in no way mitigated by the compensation received

This Union has been at the forefront of the campaign to boost redundancy pay and this conference recognises those efforts but we also believe that for far too long it has been the easy option for companies to cast British workers on to the scrap heap

This conference believes that the present redundancy calculator is totally inadequate and encourages business to offload workers when times get tough.. A Labour Government should ensure that when working people lose their jobs through redundancy they are adequately compensated

**EAST MIDLANDS**

Moved: Chris Grisham  
**Seconded: Howard Turner**  
**CARRIED**

#### **4. AGENCY WORKING DIRECTIVE**

This conference calls on the Union to fully support the “Introduction of the Agency Working Directive” throughout the Servicing and General Industries Sector.

**SOUTH WEST**

Moved: Ben Keating

**Seconded: Neil Palk**

**CARRIED**

#### **COMPOSITE 1 – GOVERNMENT ASSISTANCE AND SHORT TIME WORKING COMPENSATION SCHEME.**

The motor industry headlined the unprecedented use of short time working as an alternative to wholesale redundancies in 2009 with plants either experiencing complete shutdowns for periods of cuts in the working time. What appears to have gone virtually unnoticed is the similar response in the wider Manufacturing, General Industry and Servicing Sectors where the thousands of employees affected have endured a fall in earnings commensurate with the shorter hours or loss of their jobs.

The UK has fallen far behind many other EU states in providing financial subsidies in order to minimise the loss of earnings related to Short Time Working. Germany, France, Belgium and the Netherlands for example provide between 60-75% of wages for periods of typically 6 months.

The UK is out of step: it is time that it followed suit.

The Servicing & General Industries Conference calls upon our Union to:-

- a) robustly lobby for the introduction, even at this late stage, of a Temporary Short Time Working Compensation Scheme especially for the dwindling number of workers still employed in Manufacturing within the UK and
- b) Ask the Government of the UK to offer the same support and financial assistance of other European Country’s when people face lay off’s and short time working and redundancies.

**Moved: Robert Gilbertson**

**Seconded: John Chilton**

**CARRIED**

# Standing Orders 2011

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## 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

