

National Sector Conferences 2011

Local Authorities

Hilton Brighton Metropole Hotel

Contents of Agenda Book

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

**Local Authorities
National Industrial Sector Conference
Balmoral Room, Hilton Brighton Metropole Hotel
27TH November 2011**

A G E N D A

Plenary Session.

This will take place in the Oxford Suite, Hilton Brighton Metropole Hotel at 9 a.m. (see enclosed plan at back of agenda book) 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:

**Local Authorities
National Industrial Sector Conference
Balmoral Room, Hilton Brighton Metropole Hotel**

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

5. Apologies, Introductions and National Officers welcome

6. National Reports. Peter Allenson & John Allott

7. 100% Campaign

8. Consideration of Sector Motions

9. Guest Speakers – Jan Willem Goudriaan – EPSU
Rosalba Gaviria – Colombian Agricultural Workers Union

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

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

Delegate List

REGION	FORENAME	SURNAME	Delegate no.
East Midlands	John	McCallum	1
East Midlands	Carol	Starr	2
Ireland	Kenny	Clayton	3
Ireland	Geraldine	Kelly	4
Ireland	Donal	Tuohy	5
London & Eastern	Terry	Brown	6
London & Eastern	Susan	Matthews	7
London & Eastern	Sean	Ramsden	8
London & Eastern	Esther	Rey	9
NEY&H	Dick	Banks	10
NEY&H	Steve	Bush	11
NEY&H	Stuart	Forth	12
NEY&H	Carole	Johnson	13
NEY&H	Mark	Keeling	14
NEY&H	PAT	McCourt	15
NEY&H	Carol	Montague	16
NEY&H	Patricia	Tillotson	17
North West	Alan	Caleveley	18
North West	Sid	Graves	19
North West	David	Lord	20
North West	Marie	Nelson	21
North West	Nick	Parnell	22
North West	Nicola	Rice	23
North West	Elizabeth	Wilkinson	24
Scotland	Alexander	Barclay	25
Scotland	Lorraine	Crealey	26
Scotland	Philip	Docherty	27
Scotland	Ann	Farrell	28
Scotland	James	Hardie	29
Scotland	Chris	Humphries	30
Scotland	Charlie	McDonald	31
Scotland	Jackie	McMonagle	32
Scotland	Gerry	Nikerson	33
Scotland	Stevie	Robb	34
Scotland	Mary	Scroggie	35
Scotland	Nazarin	Wardrop	36
South East	John	Early	37
South East	Richard	White	38
South East	Mark	Wood	39
South West	Diane	Beals	40
South West	Philip	Furnivall	41
South West	Barry	Gomery	42

South West	Steve	Paines	43
South West	Tony	Staunton	44
South West	Jayne	Taylor	45
South West	Hildegard	Williams	46
Wales	Tommy	Bowler	47
Wales	Colin	Calder	48
Wales	Gerald	Davies	49
West Midlands	Chris	Ashmore	50
West Midlands	George	Clarke	51
West Midlands	Sue	Cope	52
West Midlands	Steve	Dawson	53
West Midlands	Dave	Harrison	54
West Midlands	Karen	Mughal	55
West Midlands	Brian	Rickers	56
West Midlands	Sue	Vermillion	57

LOCAL AUTHORITIES

SECTOR MOTIONS

1 Housing

Due to successive governments failed housing policies there has been a burgeoning housing crisis developing in the UK over the last 30 years.

It is a stain on the last Labour government's record that despite it being Party policy for over 5 years they did not undertake a large scale council house building program.

The financial crisis and the reluctance of financial institutions to lend money has effectively put home ownership beyond the reach of many ordinary working people and the 'Right to Buy' policy allowing council tenants to purchase their council home has drastically reduced the number of council houses available for rent.

While almost 5 million people are stuck on council house waiting lists, tens of thousands of our members in the Construction sector are unemployed and thousands more have seen their jobs with Local Authorities outsourced and privatised.

If we are to learn the lessons of history then we must follow the example of the great recession of the 1930's and build our way out of the current financial crisis. It would be economically, financially and morally the right decision for this government to commence a large scale council house building program to kick start the economy, which in turn would create hundreds of thousands of jobs in Local Authorities, construction and the manufacturing supply chain including providing apprenticeships for thousands of young people while providing much needed housing for thousands of ordinary working people including our members and their families.

The legacy of such a program would be that Local Authorities up and down the country could directly employ staff to manage and maintain these homes creating further employment and helping secure the economic recovery.

The Local Authorities National Industrial Sector Committee calls on the EC to lobby government to commence a massive national council house building program, to work with the Labour Party to make it Labour Party policy to do so when returned to government, to continue to affiliate too and work with Defend Council Housing and to use our political leverage at all levels to persuade councils to support this campaign and where possible bring back in-house outsourced services.

Moved by: Pat McCourt
Seconded By: Dick Banks
National Industrial Sector Committee

2 Unite Political Strategy

As one of the sectors in Unite most affected by political decisions the Local Authorities National Industrial Sector Committee calls on the Executive Council to devise a strategy to ensure that we maximise our political influence at all levels within the Labour Party.

We congratulate Unite on the fantastic work which has been done in recent years including running political schools and urge the EC to continue its excellent work to politicise our members to increase our voice and influence within the Labour Party.

Labour MP's and Councillors decisions at national and local level have a massive impact on our member's and their families' lives and we must ensure that we are influencing those decisions to ensure that we secure a fair deal for working people.

We need to make our members aware that they can influence their MP's and councillors by becoming involved with their local Labour Party at both branch and CLP level and encourage them to put themselves forward for selection and election to increase the union's voice within the Party.

We call on the EC to utilise our political department, the Unite parliamentary group of MP's and the Unite councillor's network to make sure Unite policies are known and understood within the party and to facilitate more dialogue and interaction between the Union and the Party.

Unite uses massive resources both human and financial trying to overturn bad political decisions by lobbying, campaigning and mobilising members to attend rallies. If we directed those resources to educating and organising our members politically we should make sure the right political decisions are made in the first instance and this must form part of any Unite political strategy.

As political decisions affect all aspects of life we further call on the EC to support a recruitment campaign amongst our members to join the Labour Party and to place a political report as an item on every agenda of each constitutional committee within Unite.

"We will never achieve our industrial ambitions unless they are matched by political ones".

Moved by: Nick Parnell
Seconded by Pat McCourt
National Industrial Sector Committee

3 Pensions

The NEY&H RISC Calls on the Unite NEC to vigorously defend Public Sector pensions and considers the Con-Dem governments attack on loyal and dedicated public servants an absolute disgrace.

The proposed changes to the LGPS would mean our members being hit with the triple whammy of having to work longer, pay more and get less.

Work longer – Harmonising the schemes pension age to match the state pension age (up to 8 years for younger scheme members).

Pay more – Raising contributions by as much as 3.2% of pay which may force many members to consider dropping out of the scheme meaning they will have to rely on means tested benefits in their old age.

Get less – Switching from RPI to CPI as the basis of calculating pension increases has already devalued the average pension by around 15%.

These plans if implemented will destroy any hope of a dignified retirement for our members after committing a life time to public service.

We must dispel the myth that public sector pensions are gold plated when the reality is that the average public sector pension is only £4,200 a year.

These attacks on our pensions are grossly unfair and we call on Unite to do everything in its power to help our members defend public sector pensions and join in the day of action on 30th November 2011.

Moved by: Steve Bush
Seconded by: Stuart Forth
North East, Yorkshire and Humber

4 Defending Public Services

The NEY&H Local Authority RISC congratulates Unite on the fantastic Public Sector campaigns to defend our Public Services and we urge the NEC to continue to support these campaigns by ensuring they remain a priority for our Union by providing the necessary resources to continue the fight against the ideological onslaught being waged on our members and working people in general by the Tory led coalition Government.

Since 1948, Britain has supported the principle that state pensions, health care, education and other public services are best provided by society as a whole.

This is now under increasing threat.

- The state pension is totally inadequate, leaving at least 1 in 4 older people to live in poverty.
- Seven million households have a child living in poverty and existing benefits provide a very limited safety net.
- Unemployment now stands at two and a half million (and rising).
- Ten million adults are disabled and face huge barriers to escaping financial hardship.

- The NHS is being privatised by stealth, behind a smokescreen of choice and competition, and patients are suffering as a result.

The welfare state and public services are an essential part of any civilised society, pooling the risk across the population and providing support and services to us all.

Working class people and their families are facing poverty through job loss, pay cuts, and the loss of decent pensions. Cuts to public spending will be immensely damaging in this context, not just in terms of increased unemployment, but with sharply reduced services for everyone, particularly women, who need them most. It is nothing short of insane to cut education while youth unemployment rises, to slash expenditure on social care and public housing while poverty grows and housing waiting lists get longer, and to cut NHS spending while recession leads to ill health amongst a growing number of people. There can be no progress towards equality and social justice without high quality public services.

Unite has a dual responsibility to challenge inequality: as the UK's largest trade union and as a leading public sector union with members in Local Government, Health, Government Departments and Education. We do not accept that ordinary workers should pay the price of an economic crisis that is not of our making, which will have an adverse effect on everyone within our union.

Unite the Union cannot stand by and allow the weakest and most vulnerable in society to suffer from cuts in Public Services whilst bankers continue to be paid huge bonuses.

Over the years we have seen Defending Council Housing move from Sector Policy to Union Policy and onto Labour Party Policy and we urge that Unite continue to affiliate to and work with Defend council Housing to ensure that the next Labour Government address the housing crisis now facing us by commencing a large scale public house building programme to provide homes for working people and much needed jobs for our members in many sectors but in particular Local Authorities and Construction.

This conference therefore resolves:

1. To highlight and oppose the unacceptable inequalities within our society, taking every possible step to fight for social justice. This will include defending the jobs, pay and pensions of our members.
2. To build the biggest possible campaign in defence of public services, seeking to publicise and build this fight across Unite as a whole. Unite will play a leading role in organising a coalition of unions, public service campaigners (such as Defend Council Housing and Keep Our NHS Public), pensioners, disability, patients unemployed and other such groups to take action to defend the Welfare State and public services.
3. That Unite will encourage all its members to form similar locally-based coalitions in their local communities to defend the Welfare State and public services, and will provide resources where necessary for them to do so.
4. To stop the proposed cuts in local government jobs and services that will put thousand of people on the dole causing major problems for vulnerable people, young, old and the infirm..
5. To oppose privatisation, the contracting out of public services to the private sector, the use of PFI to fund such services, social enterprise, and fragmentation in the public sector, recognising that this agenda leads directly to worse public services and undermines universal access.
6. To support members taking whatever action is necessary to protect and defend public services and associated jobs.
7. To take every possible step to fight for the jobs, pay and pensions of our members in every sector of our union, fully backing them where they vote for industrial action.

Moved by: Pat McCourt
Seconded by: Mark Keeling
North East, Yorkshire and Humber

5 Devolved Administrations

This conference applauds the work of the National Secretary and the administration staff at Central Office in ensuring more regular communications in respect of issues affecting the Local Government membership across the union.

However, Conference notes that devolved government including the devolved governance of local government in areas such as Scotland often means that communications on a UK basis do not accurately reflect the different dimensions pertaining to areas where devolved government operates.

Therefore conference believes it is essential that all communications emanating from Central Office on local government issues take account of this and are proof read to ensure that they reflect the situation relevant to the devolved areas including consultation with the relevant regions if required

Moved by: Eck Barclay
Seconded by: Philip Docherty
Scotland

6 LGPS ill health retirement criteria

Wales Local Authorities sector asks conference to call on the Government to support an urgent review of the three tier ill health retirement criteria provisions contained within the Local Government Pension Scheme, as clearly they are not working as intended.

More and more Public Services employees within local authorities are finding themselves being dismissed by reasons of capability as they are unable to return to work following advice from their own Specialist /Doctors due to ill health, yet occupational health physicians are rejecting their applications for early ill health retirement.

Leaving Councils in a position of having to dismiss on the grounds that the employee is unable to carry out the duties for which they are employed therefore terminating employment on capability with minimum statutory notice.

Wales region asks that conference support this call for Government to carry out an urgent review of the Provisions for Ill Health Retirement.

Moved by: Tommy Bowler
Seconded by: Paul Davies
Wales

Introduction

On Thursday 30th November Unite members and those of trade unions across the public services are taking action to defend their pensions.

The Tory-led Government's deep and vicious cuts to public spending are having a detrimental impact across society. For Unite members who work for Local Authorities, the spending cuts have led to massive attacks on the living standards and employment rights of our members. Unite is committed to defending the rights and conditions of members, to support those campaigning and fighting against the Government's agenda and the consequences imposed by Councils.

Below, the main issues that Unite have confronted since the last Local Authorities Sector Conference are outlined as well the challenges that are likely to lay ahead for Unite and our members. You will remember that one of the first steps that the Local Authority Sector took was to develop a People, Pay & Pensions campaign realising that these 3 issues encompassed the areas that were going to be most prominent in the battle for our members to obtain a decent and fair employment package.

Pensions

The government is bringing forward a series of proposals which threaten to greatly reduce the pension benefits and increase the cost to members working in the public services and leaving many working longer. Unite was involved with the overall framework negotiations covering all public service pension schemes, and the sector specific schemes. For Local Government this was the negotiations on the Local Government Pension Scheme (LGPS), covering those employed directly by local authorities and those outsourced to organisations with Admitted Body Status.

We continue to meet the employers and the Department for Communities and Local Government. However negotiations have been put in an unacceptable straight jacket by Treasury. Clearly the next steps are to mount effective Industrial Action on the 30th November, maximise pressure on Central Government to relax their strangle hold on the negotiations and then negotiate an acceptable way forward with the Local Government employers, many of whom are sympathetic to our cause. One of the important next steps will be to maximise that support from the community, the public at large and Local Government employers creating divisions between Local and Central Government.

Pay

Local Government members have seen substantial losses in real terms from their pay. The Local Government Employers refused to negotiate for the April 2011 increase, meaning members received 0% at a time of high and rising inflation. The pay claim for April 2012 has been submitted and calls for a substantial uplift on all pay spine points.

At the same time, Unite have members who have faced not just a pay freeze but a reduction in their pay by their employer. In these cases the real terms pay cuts are significant.

Unite will continue to campaign and fight for a substantial up lift in pay to defend the living standards of members, and support members resisting pay cuts from their employers, such as Southampton Council.

Redundancy/Dismissal and Re-engagement

The high level of Government cuts imposed on Councils has led to many redundancies and attacks on the pay and conditions of remaining employees. A tactic that has spread across Councils is the use of Section 188s to dismiss and re-engage workers to impose cuts in pay and a worsening of conditions such as annual leave, sick pay, on-call payments and allowances and other contractual entitlements.

Unite are expecting a further round of redundancies and cuts in contractual terms as we approach the 2012 April Budget setting.

We will continue to resist the Cuts by mounting campaigns with local communities and other interest groups. Also legally challenging dismissal and re-engagement tactics in whatever way possible, but also industrially and politically taking forward our opposition to this tactic through negotiation and also industrial action where necessary.

Pay and Grading Reviews

Unite has continued to support members in organisations undergoing pay and grading reviews. Bridget Henderson has continued to provide invaluable insight to Officers and lay members around Pay & Grading Reviews and this area of work is a very important, very sensitive and a very time consuming area of our responsibilities. This quite clearly will continue and I will develop more in my verbal report.

Facility Time

The ground has been laid for a concerted attack on trade union facility time by organisations such as the Taxpayers Alliance, sections of the media and the Tory-led Government. The best resistance to attacks on facility time is of course membership numbers and to this end Unite's organising initiatives within Local Authorities should pay dividends.

Political

Unite recognise that we need a political strategy to accompany our industrial strategy and strength. We have developed our communication with the Unite group of Councillors and our links with MPs and Shadow Ministers. This work will continue to develop in the year(s) ahead.

Organising

Several local authorities have been chosen by the Organising Department as organising targets. This follows a motion passed at the last Local Authorities Sector Conference that there should be more support and greater resources given to Organising in Local Authorities. Unite see organising as being critical to strengthen our membership density ahead of the challenges we will continue to face in the coming years.

Local Authority Craft Workers

Unite have encountered difficulties with National Pay Awards due to the present coalition government cuts.

This issue is not going to go away with inflation remaining consistently high.

Despite the National pay freeze there has been a move onto salaries and some good deals have been negotiated on behalf of our members at Southampton City Council and Bristol City Council in particular.

There has been ongoing outsourcing of Local Government DLOs.

Unite recognises the importance of retention of these members and the National Agreements within these organisations who are geographically spread throughout the UK.

With this in mind Unite established a Kier UK Shop Stewards National Combine that is designed to assist in improving communications, consultations and negotiations with the company on key issues.

The bad side of outsourcing reared its head with the collapse of Connaught which resulted in Unite members losing their jobs in outsourced DLOs in Norwich and Hull.

Unite announced at the TUC Conference in conjunction with Unison, GMB, UCATT and other Public Sector Unions of our intention to coordinate a full ballot of Unite Public Services membership on the issue of pensions.

It is clear that Central Government have placed the talks in such a tight straight jacket that this has effectively prevented any progress. The employers proposals are broadly as follows:

- An increase in the retirement age to 66 from 1 April 2014
- 2-2.5% increase in contributions for earners over £21,000 per year
- 1.5% increase for £15,000 - £21,000 earners
- No increase in contributions for those below £15,000 per year
- Retention of 1/60th accrual rate for those people earning below £15,000 per year
- Worse accrual rate of 1/68th for those above £15,000 per year
- People earning below £15,000 per year can reduce their contributions for a worse accrual rate
- Earners above £15,000 per year can pay higher contributions to keep 1/60th accrual rate

The Local Government Pension Scheme (LGPS) is a core part of the terms and conditions of employment of nearly two million workers enabling and encouraging them to save for their retirement. The LGPS is affordable. Current benefits require employer contributions of less than 14%, other workers do not subsidise the LGPS. Over 50% of the cost is met by the employee contributions and investment returns. LGPS is funded with real money and makes a direct contribution to the economy. There is currently over £100 billion held by LGPS funds being invested creating jobs and regenerating the economy. The real pension divide is not between public and private sector workers, but between the fat cats in the board room

who secure outrageously generous pensions for themselves with low retirement ages and their workforce who suffer repeated cuts to their future pension benefits.

SCOTTISH CRAFT NEGOTIATION LOCAL AUTHORITIES

2010 / 2011

During last years wage negotiation employers side made an offer of 1.5% split over a 3 year period with 0% in second year. The Trade Unions responded by stating they wanted to reconfigure the 1.5% in a way that would avoid a pay freeze in any year.

Without any further consultation with the Trade Unions the COSLA Council leaders group on a recommendation from the employers side negotiators imposed a 3 year arrangement consisting of 0.65% for the first year followed by 2 years of pay freezes.

The Trade Union side have registered a failure to agree with this position and accordingly will submit a pay claim for 2011 / 2012.

2011 / 2012

This year's pay claim has been submitted and a preliminary informal meeting has been held with the managements side's Secretariat. It was stated that there would be no money available for any pay rise however they would be willing to discuss with us some of the non-monetary aspects of the claim.

At the end of these discussions the Trade Union side made it clear that we wanted our claim submitted to the Management Executive Group that will meet in November.

The basis of our claim are as follows:

Substantial increase in pay.

Reduction in working week.

Increase in sick pay – including bonus payment while on sick.

Substantial increase in standby allowances.

The Diamond Jubilee Bank Holiday on 5th June 2012 must be granted to all craft workers as a day of paid leave.

Abolition of Agency working in Local Authorities building maintenance and associated contracts.

Increase in all allowances under Schedules 1,2.

Increase in all tool allowances.

Peter Allenson
National Officer

Joint General Secretaries Report

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 Sid Graves (delegate 28) welcomed delegates to conference.

Apologies were given on behalf of

Steve	Ball	South West	Plymouth City Council
Elaine	Kennedy	Scotland	Glasgow City Council
Philip Patrick	Lane McCourt	North West NE,Y&H	Sefton Council County Du Mears Group Ltd
Graham	McNab	Scotland	Morrison Construction
Paul	Parker	North West	Lancaster City Council
John Patricia	Poole Tillotson	West Midlands NE,Y&H	Birmingham City Council Bradford Met District
Denise Chris Mark	Wiles Perrett (EC) Wood (EC)	South West EC EC	Bristol City Council

Conference paid respect to Alan Walters, who had led the 'Defend Council Housing' campaign

3. National Reports – Peter Allenson and John Allot, National Officers

Peter Allenson and John Allot gave an update on key issues following the written report that had been circulated to delegates.

In May 2009 Amicus and TGWU formally became Unite the Union. We are at the start of a new beginning with new Industrial machinery within a new Union. We have a Local Authority Sector which has some 76,000 members across all of the major bargaining groups within Local Authorities plus substantial membership in Police Staff and outsourced areas of Local Government.

The economic situation - the recession and the rise in unemployment -has dominated the landscape in which the union has been operating over the past year. For those working in, or on contracts for, Local Authorities it is likely this will lead to increased work demands being placed on them. At the same time there is a growing lobby calling for savage cuts in public expenditure that will impact heavily on Local Authorities and there are growing political attacks on the pay and pension entitlement of Local Authority workers. Unite has

demonstrated it is a union prepared to stand up for the best interests of our members and this will continue in what looks set to be a difficult time ahead.

Organisation/Recruitment

As stated above, Unite now represents 76,000 members across all of the major bargaining groups within Local Authorities plus substantial membership in Police Staff and outsourced areas of Local Government. We need to consider very carefully however, where potential opportunities for the Union lies to grow its membership and hence its influence both with employers and with Government.

Opportunities will vary from Local Authority to Local Authority, but there are 2 very big groups of potential members who have seen extensive growth in employment numbers and certainly where we need to be focussing some of our attention. One is the School Support Staff area where since 1997 Labour's policy in Government has been to remodel the school workforce, introducing many more School Support Staff roles such as Teaching Assistants, Higher Level Teaching Assistants and others in an attempt to raise Education standards. It is clear that whichever Government is formed after the next General Election that Education will still be a high priority for that Government.

Also, we have already good organisation within Police Staff. Crime is always going to be a big and sensitive political issue and again through remodelling of the workforce, civilians are playing a much more prominent role in policing than was previously the case and again we will be looking to build on our membership and moving to new areas as we do so.

This is not to say that there are not opportunities elsewhere. As we have already said, there will be opportunities which vary from Authority to Authority and situation to situation and already we have started to produce materials to support particular groups, for example we have recently produced posters and leaflets aimed at clerical, technical, supervisory and managerial staff working in Local Government and we can use that targeted approach in a number of other areas, for example Social Services and Leisure Services.

One thing is absolutely for sure, we cannot rest on our laurels. We have to move forward and grow from our present base because if we stand still we will become weaker over a period of time with less influence. Let's ensure that we have a good debate on these most important issues which in the end determines how strong we are to deliver all of the things which we would want to deliver in respect of pay and conditions of employment.

Pay

National Joint Council – Local Government, England, Wales & Northern Ireland – Services Agreement 2009

The 2009 pay claim was submitted by the Trade Unions substantially before the anniversary date of 1st April and the claim itself was to improve real pay levels. The Trade Union side of the NJC sought a one year across the board pay increase of at least the level of Retail Price Inflation with additional increases for the lower paid.

The Trade Union side 2009-10 pay claim was for one year only and distinct from any other negotiations over the Green Book. The trade unions wanted negotiations to take place in an expedient manner and for settlement to be reached by 1st April 2009.

In reality what happened was the employers consulted via regional road shows regarding the claim and only made an offer literally in the last week of March 2009. This was for 0.5% on all scale column points and indicated that this must be accepted by the end of May 2009, otherwise the offer would be withdrawn. This was rejected by the NJC Trade Union side and subsequently discussions took place lasting some 6 hours with the NJC Executive.

The employers then took some 6 weeks over the period when Local Government elections took place to decide on whether and how they could put forward an improved offer. The employers put forward an offer of 1% which was subject to a consultative ballot of branches in August and the beginning of September 2009. This ballot accepted the 1% uplift and an additional 1.25% for those on spine points 4-9 inclusive. There are real problems with the employers being in total disarray with Birmingham and some London boroughs notably making noises about pulling out of the NJC machinery. This is a thinly veiled attempt to undermine, if not bring to an end national bargaining arrangements and should be treated seriously with some 40 authorities, albeit mainly in the South East, already having detached themselves from the national bargaining process and the services agreement.

Joint Negotiating Committee - Local Government craft and maintenance agreement 2009

The trade unions submitted the pay claim for craft and maintenance workers, requesting a real increase in pay and allowances.

Four months late the employers proposed a pay increase of just 1% for the majority of pay grades, with the building labourer rate (the lowest) receiving a 1.25% increase. Allowances would also only rise by 1%.

The employers are also offering to pay an additional 0.3 per cent, which other council workers on the Green Book received last year, if the unions voluntarily agree to collapse the Red Book. A 0.3 per cent increase for the majority of local government craftworkers would be worth just 50 pence - the cost of a Mars Bar - in take home pay. The employers have also said that: "However, should an agreement to dissolve the JNC not prove possible, the Employers would subject to the outcome of a consultation of all local authorities, give the Trade Union Side notice of their intention to withdraw from the JNC"

A unilateral decision to collapse the JNC, a national agreement, would create a situation where all 40,000 craftworkers could be issued with formal redundancy notices and then issued with new contracts. Given past experiences where individual councils have taken such action, this will result in extensive legal cases, thousands of tribunal claims and years of internal chaos for the councils involved.

The employers are attempting to break-up the national strength of the trade unions in local government. All the staff side unions involved (Unite, UCATT and GMB) have condemned the move and a strong campaign to maintain the Red Book agreement will be run.

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his is a serious attack on you and your trade union representation. Through our national, collective campaigning and negotiating strength the trade unions have improved the pay, terms and conditions of all of those employed by local government – or working on outsourced contracts – on 'Red Book' terms and conditions. The employers are trying to break up that strength by ending the 'Red Book' agreement. Unite are seriously concerned that employers will then try to impose unfair and unjust pay, terms and conditions on our members. This is the real agenda.

Scotland

A 2 year deal was agreed in Scotland for 2008-10; 3% from 1st April 2008 and 2.5% from April 1st 2009. The offer of 3% and 2.5% was an improvement of the Employers original offer of 2.5% both years after industrial action by members of Unite, GMB and Unison. The improved offer was initially rejected by Unite and GMB members, but accepted by Unison. This, and the deteriorating economic situation with falling RPI, led to the acceptance of the 2 year deal in February 2009.

There remain concerns about the level of low pay in Scotland however. In November 2008 research by the Joseph Rowntree Foundation found that, based on the latest available data, child and pensioner poverty in Scotland has fallen over the past decade but that poverty amongst working age adults has remained the same. The JRF research took £7 an hour (approximately 60% of male median full-time earnings) as its measure of low pay, and estimated there were around 500,000 low-paid workers. The research found that just over a fifth of all low paid workers are employed directly within the public sector. From 1st April 2009 the lowest 9 Spinal Column Points continue to fall below the low pay line as defined by JRF. Unite has welcomed the decision of Glasgow City Council on 8th March 2009 to implement a £7 an hour minimum wage to tackle low pay.

Craft workers in Scotland also negotiated a 2 year deal. This was for 3% for 12 months from mid 2008-9 and 1.87% covering the nine month period from July 2009 to April 2010. This pay award also covers the outsourced companies also who still come under the national agreement.

Pay 2010

Preparations are now taking place for bringing together the Services 2010 pay claim to be put to the Local Authority employers.

Single Status/Pay & Grading Reviews

The overall position is that between 50-60% of all Local Authorities have now implemented their Pay & Grading Review, supposedly leaving them in a position where they have a fair and non-discriminatory pay structure in place. It is very evident therefore that there are huge steps yet to be taken and whilst that progress has not been made, there are very clear opportunities for Equal Pay claims to be made and of course many of our members in those circumstances are still fulfilling roles in which they are undervalued. The legal situation continues to play a major role in the work that we do on this subject with most notably the GMB/Allen case and with subsequent legal decisions such as Bainbridge & Surtees around pay protection matters which then affect our Industrial strategy/policy.

The one clear thing that we are learning from all of this is that we have to be very aware in the future of how we conclude agreements. The policy has been so far that Equality Impact Assessments are absolutely essential when any set of negotiations are concluded to ensure that the negotiators are aware of and take account of the Equality Impact of any agreement on the workforce.

It is also very clear that a fair and non-discriminatory pay structure needs to be monitored with regular reviews to make sure that it is still meeting equality provisions.

SSSNB – School Support Staff Negotiating Body

The new negotiating body for School Support Staff came into being through the Apprenticeships, Children, Skills and Learning Bill. The body is a non-statutory shadow body at this stage until the Bill receives royal ascent later this year. The need for separate negotiating machinery for Support Staff came initially from the 2003 workforce agreement between Government employers and School Support Staff Unions and eventually the Secretary of State confirmed that the body would be set up to negotiate pay and conditions of Support Staff in maintained schools in England, giving a bigger voice to the 300,000 plus School Support Staff and introducing a national framework with flexibility but consistency.

Unite has 3 representatives on the body which clearly is in its very early stages.

Police Staff

The Police Staff Council meets on a regular basis and has concluded a 3 year agreement which concludes in September 2010. This is a very good potential target group of members for Unite and we will be looking in the new Sector arrangements to give that group all the assistance we can to support organisation & recruitment.

Privatisation/outsourcing

There is continuing pressure from present Government policies in respect of privatisation/outsourcing. The Union's policy is to resist this and we have also been successful in some instances in bringing services back in-house over a period of time. APSE (Association of Public Service Excellence) delivered a very good report some short while ago called "A Guide to Bringing Local Authority Services Back In-house" which went through a substantial number of case examples of where in-sourcing had taken place. The APSE work highlighted how public ownership means rather than being run to make the largest possible profit, vital services can be run to support people and to contribute to wider policy objectives such as building a low carbon economy and tackling climate change, creating equality, increasing local employment and regenerating areas.

Members who work for Glasgow City Building to maintain the housing stock for Glasgow Housing Association were left in limbo earlier this year not knowing who their employer was after private sector contractor Connaught won part of the maintenance contract. Yet, Connaught did not have the finances to secure the workers' pension scheme even though they had tendered for the work on the basis they did. The result was that 200 workers were left in limbo for 2 days as one contract ended and it was unclear if the new contract would begin. In the end Glasgow City Building's contract was extended.

Clearly in the new sectoral arrangements and the new Local Authority Sector, this is going to be a major campaigning issue for our membership. The sector is committed to running a campaign against further privatisation and outsourcing, and also to campaign for members to be 'in-sourced' as previously let contracts come up for renewal.

Local Government Pension Scheme

Just to refresh colleague's memories here, there are continuing discussions with the Department for Communities and Local Government in England and Wales and also separate

discussions in Northern Ireland and Scotland with regard to the operation to the Local Government Pension Scheme. There are provisions in the schemes for issues to be taken forward, such as cost share provisions which are not yet resolved in Local Government but have been resolved in other Public Sector Schemes, i.e. the NHS and Civil Service and there are also discussions which take place around ill health provisions where Scotland and Northern Ireland now have a Two-Tier ill health arrangement with England and Wales having a 3rd tier which is controversial and is not seen to be operating effectively and certainly in the interests of our members.

It is also worth noting that the Trade Unions have recently reinvigorated the Local Government Pension Scheme Trade Union Side which comprises of all of the Trade Unions who have an interest in the Local Government Pension Scheme to try and co-ordinate activities in a period of time when we expect there to be co-ordinated attacks on the viability of the scheme. There is a valuation, the results of which we expect to be quite difficult and will add further ammunition no doubt to the business and political lobby that has built up in trying to bring to an end final salary provision in the Public Sector. Without a doubt, along with pay, pensions will be a major continuing battle for us throughout 2009-10.

Health and Safety

Swine Flu

The union is monitoring employer behaviour in relation to swine flu and sickness absence. Initial Unite research has suggested that while some authorities are not counting swine flu absences in sickness monitoring procedures, others still are. Unite advises members to negotiate with their employers to exclude swine flu absence from any processes which may lead to disciplinaries and wants to hear from members who are experiencing difficulties over sickness absence/pay related to swine flu. The TUC has issued guidance for unions on pandemic flu which has been widely circulated by Unite and is available on the Unite and TUC websites.

A legal maximum workplace temperature?

Further to pressure from the TUC and others, the Health and Safety Executive is investigating the possibility of changing the law to impose a maximum workplace temperature. Unite has attended an HSE meeting and submitted initial comments for consideration by the academic who is preparing a report for the HSE Board due soon. The next stage is likely to be a formal consultation on this issue members will be notified of this.

Members are invited to contact Susan Murray with the following information and examples to assist in the union's activity on this issue, and to inform the consultation response.

- negotiated policies and agreements on workplace temperature
- risk assessments
- examples of good and bad practice relating to workplace temperature
- personal injury claims arising from bad practice relating to workplace temperature

Current HSE advice on workplace temperature/thermal comfort is at www.hse.gov.uk/temperature

Workers Memorial Day (WMD) – official recognition

Further to campaigning by unions, hazards campaigners and others, and a Government announcement on 28 April 2009, the Government has issued a consultation paper seeking

views on whether WMD should be officially recognised and seeking views on how this should take effect. Unite will be supporting recognition and will be submitting a response. Members are encouraged to make responses either individually or through branches etc. Please also contact Susan Murray (who is drafting the Unite response) with your views by 1 October. The consultation closes on 19 October 2009. The details are at www.dwp.gov.uk/docs/workers-memorial-day-consultation.pdf and are also available in Welsh.

HSE and local authorities: tripartite working

The Local Authorities Forum has not met for some time, which is of great concern. Unite is arranging a joint meeting with HSE, including other unions, to discuss the way forward, at the end of September and will report back to members on the outcome.

HSE publications

Further to campaigning by Unite, the TUC and others, the HSE has decided to make formerly priced publications free of charge.

From September 2009 around 250 priced publications ('HSG' and 'L' Series publications) that contain health and safety advice and guidance will be made freely available from HSE's website in PDF format to view and print.

The publications cover the full range of HSE's guidance as well as approved codes of practice (ACOPs) and guidance on regulations.

Asbestos

The HSE is planning a further campaign this autumn to highlight the dangers of exposure to asbestos to "tradesmen" such as plumbers, electricians, joiners. More information will be available in due course.

Questions on the National Officers Reports and a discussion on the key challenges facing the sector followed.

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

Withdrawal of Motions 1, 2, 3 and 3a in favour of Composite 1 was agreed.

Submitters of Motions 4 and 5 informed Conference that discussion on Composite 2 continued with Standing Orders Committee.

5. Guest Speaker

Jon Geenen – Vice-President, United Steel Workers

Joe Guido – striking miner from Vale Inco

Jon Geenen outlined the work of 'Workers Uniting', the international union formed by Unite and the United Steel Workers. The positive impact of Workers Uniting in challenging multi-nationals in the paper industry and in campaigning for a public health care system in the US, rather than the current market system, was outlined.

Joe Guido gave a presentation on how he and colleagues have been on strike for 5 months in opposition to the attempts by mining firm Vale Inco to drive down their pay, terms and conditions at the mine in Sudbury, Ontario, Canada.

6. Guest Speaker – Rt. Hon. John Denham, Secretary of State for Communities and Local Government

The Rt. Hon. John Denham gave a brief speech, followed by questions and answers from the floor.

7. Consideration of Sector Motions

COMPOSITE 1 – DEFEND THE RED BOOK

This Conference for Local Authorities calls upon the Union to implement a strategy and campaign to ensure the protection of Local Authority Red Book National Pay and Conditions.

The Pay and Conditions of Craft Workers covered by this National Agreement were achieved through strong Trade Union Membership and Support.

The disgraceful attempt by the Local Government Employers in the 2009/10 pay talks to end the National Agreement is in our opinion cynical, opportunistic and must be opposed in order to maintain the sectors individual bargaining position which will protect our members interests in years to come.

Should the Red Book be dissolved our members could suffer significant detriment, in particular placing at risk: Contracts of employment, future membership of the LGPS, future Pay Negotiations. We call on the Executive Council to support our campaign to defend the Red Book Agreement through all available industrial and political channels and to take immediate steps to defend our members terms and conditions.

MOVER: Richard Banks (delegate 18)
SECONDED: David Lord (delegate 30)

CARRIED

6. OPPOSING CUTS TO PUBLIC SECTOR PAY, PENSION AND JOBS AND ATTACKS ON TERMS AND CONDITIONS

This Conference calls on the Executive Council of UNITE and the Joint General Secretaries to use/exert whatever influence necessary on the Trade Union Congress (TUC) and the Irish Congress of Trade Unions (ICTU) to co-ordinate with other Unions whatever action required to oppose any cuts in public sector regarding pay, pensions and jobs.

During this year's pay round, councils who opted out of the NJC agreed higher settlements (one step nearer to regional bargaining), the price of which will be the eradication of national terms and conditions. Employees of local authorities covered by the Green Book now stands at 1.4 million.

Ravished by the legacy of CCT, best value to recognise the disastrous consequences of single status, local reps and officers are left with local negotiations with the result that in some work places less favourable terms and conditions are offered by the employer. Craft employees have now been threatened by the JNC employers to take 0.3% on the condition that the Red Book, which is, craft terms and conditions will be scrapped. There should be one set of terms and conditions for local authority workers protecting all terms and conditions negotiated through the years by the Union.

Presently councils in London and Birmingham, led by our members, are opposing the eradication of terms and conditions re the Green Book and Red Book and are taking strike action; they should be commended and supported for this. Local authority employers have seized on the opportunity of recession to attack our members' terms and conditions; the Trade Union movement must oppose this with whatever action necessary.

During the momentous strike in 1912 in Lawrence Massachusetts USA, led by women, the slogan they galvanised around was "we want bread but we want roses too." Unfortunately for our members national bargaining means bread in Belfast and roses in the hierarchy of local authorities and the government/employers.

MOVER: Nigel Gregg (delegate 6)
SECONDED: Tommy Bowler (delegate 59)

CARRIED

7. GENERAL SECRETARY TO MEET THE NORTHERN IRELAND FIRST AND DEPUTY FIRST MINISTER FOR A ROOT AND BRANCH REVIEW OF “THE PROGRAMME FOR GOVERNMENT”

This conference calls for the strongest UNITE delegation, led by the General Secretary, to meet the Northern Ireland First and Deputy First Minister to lobby for a root and branch review of “The Programme for Government” in light of the current recession and the huge loss of jobs in Northern Ireland. It must be stressed to them that any attempt to down size the public sector in the current climate will have a massive impact on the future stability of the economy with one in every three workers dependant on the public sector for employment. The Northern Ireland financial subvention must target capital programmes and job creation schemes as its priority. Invest Northern Ireland should be restructured and made to take account of the huge regional disparity in its spending. We should also commit whole heartedly to the Northern Ireland Congress’s, “Defend the Public Services Campaign”.

MOVER: Nigel Gregg (delegate 6)
SECONDED: Ken Clayton (delegate 4)

CARRIED

8. LOCAL GOVERNMENT PENSIONS SCHEME

This conference call upon this Union to robustly defend the LGPS and seek guarantees from the government that they will not attempt to downgrade benefits further.

MOVER: Mark Keeling (delegate 22)
SECONDED: Martin Clift (delegate 62)

CARRIED

9. JOBS & SERVICE IN LOCAL AUTHORITY

This conference calls upon the Union to campaign for action by all means available to prevent cuts to jobs and services provided by Local Authorities in England, guided by and in full support of the ‘Peoples Charter’.

MOVER: Tony Staunton (delegate 57)
SECONDED: Gerald Davies (delegate 61)

CARRIED

10. SCHOOL SUPPORT STAFF

Unite has a considerable and growing membership in School Support Staff. We ask the Conference to support and encourage the work of recruitment and organisation of this work group throughout the Union, and continuation of the Unite National School Support Staffing Working Group. We welcome the establishment of the School Support Staff National Negotiating Body.

MOVER: Steve Paines (delegate 56)

SECONDED: Ken Clayton (delegate 4)

CARRIED

12. ORGANISING

This Conference for Local Authorities calls upon the Union to implement the Union's organising strategy.

The Union should recognise the many organising opportunities there are in Local Authorities, not just where we have membership but also in the many other authorities where there are little or no Trade Union Membership from the recognised Trade Unions.

Conference calls on the Union to implement 100% target Campaigns in sections of Local Authorities where Unite have membership that is under 80% organised.

Such an Organizing campaign in Local Authority should include a strategy to identify the many local authorities that are badly organised that could be used as a National Campaign using the Regional Organising Units to organise these Local Authority Workers.

Implementing this organising strategy will strengthen the Union's resolve to fight back for better pay in the future and to protect further attacks on the local authority pension fund.

MOVER: Kelly Tomlinson(delegate 49)

SECONDED: Ishmail Mohammed (delegate 66)

CARRIED

13. HOUSING STOCK RETENTION

This Conference calls upon both the Union and its members to support Housing Stock Retention with an 'in house' workforce: Both retaining and building new council houses is more important now than ever. Council houses should be both owned and controlled by the people who live in them. Many companies make huge profits from service and maintenance contracts issued by Local Authorities. If the work had been done by an 'in house' workforce, any 'profit' would be the Authorities and not the company shareholders.

MOVER: Tommy Bowler
SECONDED: Gerald Davies

CARRIED

8. Elections

a. Unite delegation to the 2010 TUC

Ishmail Mohammed (delegate 66) was elected
Rosina Shepherd (delegate 33) was elected

b. Unite delegation to the 2011 TUC

Sean Ramsden (delegate 14) was elected
Carol Montague (delegate 23) was elected

c. Substitute delegate for 2010/2011 TUC

Sid Graves (delegate 28) was elected

9. Consideration of Sector Motions continued.

Statements from Chair of Standing Orders Committee Dave Matheson and Joint General Secretary Derek Simpson on discussions about Composite 2.

COMPOSITE 2 – JOB EVALUATION

Conference recognises that craft workers within our Local Authority section continue to oppose the NJC agreement on job evaluation and single status being imposed on them by local employers.

Conference recognises and respects other sections/sectors position on this issue, however, we believe that the use of the NJC job evaluation scheme as defined within the Green Book is not the appropriate agreement for all sections/sectors to deal with the issues, and therefore should not be used to force Red Book members on to NJC conditions.

We call on the Executive Council to support and respect craft workers position and to uphold the principle that each section/sector has autonomy on issues pertinent to those members

within that area, and would seek to remind them that craft workers are only bound by the craft agreement and are not signatory to any JE scheme.

We will stand shoulder to shoulder with our sister unions and we call on the full resources of Unit to defend the Red Book craft agreement. This campaign should be funded and fully supported.

MOVER: Philip Docherty (delegate 37)

SECONDED: Martin Clift (delegate 62)

CARRIED

Standing Orders 2011

STANDING ORDERS – NATIONAL INDUSTRIAL SECTOR (NIS) CONFERENCES

1) Purpose

The National Industrial Sector Conference has the following purposes:

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

2) Composition and Size of NIS Conference

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

3) Delegates and attendees

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

4) Chair

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

5) Secretary

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

6) Order of Business

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

7) Conduct of elections

- 7.1.1 All nominees in conference elections shall be individually nominated and seconded. Nominees who do not attend may be elected provided they have given an appropriate apology reported by the National Officer and accepted by conference.
- 7.3.1 Votes shall be cast by a ballot vote or by show of hands from amongst those delegates present at the Conference.

- 7.3.2 Any dispute about the conduct of an election should be settled by the Chair. If it is not possible to settle any dispute at the Conference, then an appeal should in the first be lodged with the Standing Orders Committee which has overall responsibility for the conduct of the elections.
- 7.3.3 In the unlikely event that any such dispute cannot be settled, an appeal against the decision of the Chair can be forwarded to the General Secretary, who may delegate handling the appeal to an appropriate senior official.

8) Conduct of Business

- 8.1.1 The Chair shall be responsible for the conduct of the meeting. Delegates may only speak when called by the Chair. The Chair shall have discretion on whether to allow a delegate to speak more than once on a subject..
- 8.2 The mover of a motion shall be allowed five minutes and subsequent speakers three minutes each. No delegate shall be allowed to speak more than once on any motion except the mover who shall have the right of reply.
- 8.3 Next business, that the vote be taken or such other procedural motions may be moved and seconded by any delegate who has not previously spoken during the debate. There shall be no speeches on such motions.
- 8.4 Emergency motions shall be put if in writing to the General Secretary for the attention of the Standing Orders Committee. No such motion shall be deemed an 'emergency' that is connected with circumstances which could have been dealt with by conference/committee allowed to forward motions for the agenda.
- 8.5 The Chair shall have the same speaking rights as any other delegate. In addition, the Chair may intervene during or at the conclusion of any discussion, to clarify the issues decided and/or to sum up the discussion.
- 8.6 A delegate who wishes to raise a point of order (which must be confined to the manner in which the meeting is being conducted) should say "*point of order*" and hold his/her hand aloft until called by the Chair. Subject to that exception, delegates should not interrupt another speaker.
- 8.7 The ruling of the Chair on any question relating to the conduct of the meeting shall be final unless a challenge to the Chair is supported by at least two thirds of the delegates present..
- 8.8 Save as provided herein, the business of the Conference shall be conducted in accordance with the normal rules of debate as laid down by Walter Citrine in the ABC of Chairmanship.

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

9) Smoking/Alcohol/mobile phones

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

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

HILTON BRIGHTON METROPOLE FLOOR PLAN

