



One World One Union

**Report of Electrical
Engineering, Electronics & IT
National Sector Conference
2006**

**Promenade Lounge, Spa Complex, Scarborough
Sunday, 11th June 2006**

DELEGATE LIST

<u>Del No</u>	<u>DELEGATE LIST</u>	<u>Region</u>	<u>Region Number</u>	<u>Employer</u>
1	Bainbridge, Cathy	North East	1	Thorn Lighting
2	Clark, John	North East	1	Electrolux Distriparts
3	Clark, Maria	North East	1	TT Electronic Man. Services
4	Howe, Gareth	North East	1	Thorn Lighting
5	Jayne, Marcus	North East	1	Thorn Lighting
6	Rutherford, Peter	North East	1	Siemens Power Generation
7	Taylor, David	North East	1	Tridonic
8	Emmerson, Phil	Yorkshire & Humb	2	Tunstall Telecom
9	Garvani, John	Yorkshire & Humb	2	Fujitsu Services
10	Jackson, Brian	Yorkshire & Humb	2	Tunstall Telecom
11	Brogan, Bill	East Midlands	3	Newage International
12	Cantwell, Hughie	East Midlands	3	Newage International
13	Cummins, Mike	East Midlands	3	Xansa
14	Elcock, Mel	East Midlands	3	Brush Electrical Machines
16	Pirrie, Sally	East Midlands	3	IPSL
17	Powell, Nigel	East Midlands	3	Brush Electrical Machines
18	Sykes, Phil	East Midlands	3	Newage International
19	Welsh, Paul	East Midlands	3	Brush Electrical Machines
20	Brown, Philip	Eastern	4	Raytheon Systems
21	Kneller, Mike	Eastern	4	e2v Technologies
22	Woods, Mark	Eastern	4	C-Mac Microproducts
24	Gillies, Gordon	South East	6	Philips Semiconductors
25	Gosling, Colin	South West	7	Siemens Controls
26	McGhee, John	South West	7	Toshiba
27	Edge, Janet	West Midlands	8	Areva T&D
32	Ollis, Ray	West Midlands	8	Alstom Power
33	Requena-Rueda, Sergio	West Midlands	8	Ericsson
34	Zelenovic, Nik	West Midlands	8	Alstom Power
35	Allinson, Ian (NEC)	North West	9	Fujitsu Services
36	Ball, Susan	North West	9	Philips Semiconductors
37	Bradley, Martin	North West	9	Brimar
38	Francis, Dave	North West	9	Fujitsu Services
39	Gleeson, Martin	North West	9	Zetec
40	Knowles, Steve	North West	9	Brimar
41	Munir, Sully	North West	9	Fujitsu Services
42	Wolfenden, Ginette	North West	9	Zetec
43	Boyle, Tony	Scotland	10	Computer Sciences Corp
44	Clarkson, Ronnie	Scotland	10	NCR
45	McCall, Steven	Scotland	10	NCR
46	McCreedy, Sammy	Scotland	10	Philips Lighting
47	Ross, Damian	Scotland	10	APC Power Conversion
48	Russell, Craig	Scotland	10	Philips Lighting
49	Tardito, Steve	Scotland	10	NCR

50	Thomson, Anne	Scotland	10	NCR
51	Freeney, Stanley	Ireland	11	Nortel
52	Harrison, John	Ireland	11	Siemens Traffic Control
53	McNiece, Jim	Ireland	11	AVX
54	Davies, Bob	Wales	12	LG Electronics
55	Evans, Ray	Wales	12	Panasonic Communications
56	Haynes, Glyn	Wales	12	Eaton Electrical
57	Heywood, Sally	Wales	12	Denis Ferranti
58	Jones, John	Wales	12	Hoover/Candy
59	Needs, Stephen	Wales	12	Panasonic Communications
60	Prichard, Gary	Wales	12	Cegelec

1. General Secretary's Report

Delegates watched a DVD explaining the background to the merger talks with the TGWU. The General Secretary reported that the talks were going well and that a merger had three main objectives; it would eliminate unnecessary inter-union competition, it would enhance our ability to persuade government to develop different policies and it would create the necessary international unity to combat globalisation and multi-national companies.

Welcome to the National Sector Conference here on the Yorkshire Riviera.

Since we were last in Scarborough Amicus has grown bigger and more successful.

A key to this success has been our campaigning

Our members tell us that after advice and representation what they want from their union is a strong campaigning voice.

Campaigning is our core business. We campaign to change minds and to change policy, to change the world.

Our campaigns pensions, jobs and equalities have been constant and have changed the lives of our members and their families.

As Amicus has grown our campaigning has got bigger and better and more influential. We don't need to be stoical anymore; we don't go through the motions we know we can win.

On pensions we set out our stall three years ago. We called for a compensation scheme to save people when their firms go bust, for the restoration of the link between the state pension and earnings to give everyone a foundation for a decent income in retirement.

We wanted a financial assistance scheme to cover those who lost their pensions.

And compulsory pension contributions so all working people could benefit from an occupational pension to give them not just an existence in their later years but a well earned period of relaxation and security.

After the publication of the pensions white paper last month we were able to say all of our demands have been answered in some form or other.

It's not perfect but it's a start and its miles away from where we were three years ago.

Three years ago the media, the public and even some in other unions and the Labour Party, said "you don't have a chance".

I remember one of my first television interviews after becoming GS, when I put forward a plan for a minimum pension for every working person, the interviewer and the CBI chief, who was on with me, scoffed at such a suggestion.

“Too expensive, business couldn't bare it. Thousands of jobs would be lost. Tax payers wouldn't support it. No one is interested in pensions.....”

Well here we are. After years of interviews, conference motions, demonstrations, articles, speeches, interviews and lobbying and interviews. We have it.

This is one campaign, one issue and of course and one swallow doesn't make a summer but it shows what can be done. With our resources and determination.

How much more could be done with the resources of one massive union, speaking with one voice on behalf of 3 million members and their families?

On jobs we have campaigned tirelessly for level playing field on employment rights to protect jobs in face of the growing threat from globalisation and the availability of cheap labour in the east.

We have shown to everyone's satisfaction that the reason for the haemorrhage of quality jobs from the UK is a direct result of the fact that it is easier, cheaper and more political expedient to cut job here than anywhere else in Europe.

The CEO of General Motors confirmed, admitted as much prior to their announcement of 1000 job losses at Ellesmere Port.

We have demonstrated this to everyone's satisfaction except the governments. Ministers insist it isn't true.

Alan Johnson, then the Secretary of state for industry, joined me on the Today Programme on Radio Four and with unfaltering sincerity said that it was in fact cheaper in France to shed jobs than here and Peugeot were close their plant in Coventry on economic grounds.

He said this despite the fact that each redundancy in France would cost Peugeot £100,000 compared to a likely average of £25K that our members could expect after negotiation.

Not only do we know he was wrong, so did he!

He attempted to bend the facts inside out to up hold the government's position that an unrestricted labour market brings prosperity.

To whom? You might ask because it doesn't bring prosperity to our members at Rover, or Jaguar, or Peugeot, or the Prudential, or Heinz.

It doesn't bring prosperity to our members or the members of his union the CWU the union where he learnt the values he has now forgotten.

It has been rumoured that Alan Johnson might get the support of the unions for the deputy leadership of the Party. I have said that I would like to see a trade unionist in that position but I don't think we can get John Prescott to stay on.

The Government refuses to protect British jobs with fair employment laws so we and the T&G have decided to take a different and more direct route to defending our member's jobs.

The NEC agreed at their last meeting to set aside £1million for an advertising campaign to persuade British Consumers to support British jobs. Starting with Peugeot but it will continue with the next and then the next company that decides to abandon the UK.

If they aren't prepared to build or trade here than we will ask our fellow Britain's to use their financial muscle and buy the products of companies that keep the faith with their British workers instead.

You may have seen the in the papers or seen it on the news. The next stage of the campaign will be much more visible with posters on the road side in every town and ad on the radio every day for two months.

We want to send a message to every company operating in the UK.

"If you abandon British workers to exploit cheap labour in ht east and expect to sell your products here you weigh the costs not just in terms of redundancy pay but in sales hit hard by our campaign.

I have made speeches over the last few years when I complained about job losses in manufacturing and in finance but not the pubic sector. At least we have had the public sector to point to with pride.

We may have the weakest labour laws in Western Europe but at least we had record investment in the NHS and education. We still have the investment but we are now shocked to find our members are facing the threat of job cuts too.

Not through a lack of funding under the Tories but a special new Labour problem a debt crisis caused by the sheer cost of the reform process that is the corner stone of the Blairite vision for Britain.

We have this week exposed the ludicrous situation of so called "turnaround teams", financial consultants employed to advise PCTs on how to deal with the debt crisis at a cost of thousands of pounds per day and in some cases, costing more than the debt itself and causing Trusts to lay off health care professionals.

10,000 jobs have been slashed this year in the NHS. All in the wake of a £500 billion deficit caused by the employment of management consultants to implement failed reforms and a so-called internal market.

Our members in the NHS fear that the Government plans to hive off professional services like pathology, Pharmacy, haematology and therapeutic services. Services provided perfectly well in the public sector.

So why outsource?

The aim is to reduce the role of the state in the provision of health care.

Does this sound like a Labour policy or a Tory one?

This "Private is best" ethos is a special new Labour problem that stems from their infatuation with money and the people that have it in abundance.

New Labour's icons are no longer social reformers they're business leaders like Anita Roddick the anti union body shop boss who campaigns for the animal rights but has no concern for the rights of her workers.

James Dyson is another, a multi millionaire vacuum cleaner salesman/inventor who sacked his UK workforce to exploit Malaysian workers on a \$ day. His Globalisation brought him prosperity but not his workers.

This is at the heart of the problem for Labour's electoral prospects at the next election.

In the eyes of ordinary people and particularly the young the private sector is, corrupt and morally bankrupted.

The public and our members and their families do not hold business leaders up for admiration.

On the contrary they are sick of fat cats with big payouts and big pensions cutting jobs and slashing pensions of people like them.

The language of New Labour is the language of the market and it's a language ordinary people don't speak or want to hear.

One thing I learnt at Glastonbury was that there is a whole generation of politicised young people.

Socially aware who care desperately about the environment and about global poverty and the effects of globalisation, they care about human rights and the rights of working people, their right to a life outside work and fair share of the worlds wealth.

They understand the language of the collective society, and sadly their views are not reflected by our party any more.

More worrying is that Cameron and a few enlightened or opportunist Tories has seen the gap in the market and are now talking this language.

We might not be fooled by this but there are hundreds of thousands who will be taken in because nature abhors a vacuum.

10 points behind the Tories and still Downing St is talking about the need for an unremitting Blairite agenda of reform and marketisation.

It's got so bad that it no longer seems like political dogma and more like sabotage.

We are heading for disaster unless a new leader is established soon,

A new leader prepared to recognise that labour's core vote and a whole new generation of voters don't want to embrace globalisation but do want public services kept public.

A new leader that will recognise that hard working families need and want to be families and not just hard working.

A new leader that recognises that secure pensions and jobs, decent housing, free health care and education are what create a safe and secure society and not longer sentences and ID cards.

A leader that will prefer to chase the votes of ordinary people rather than chase the approval of the CBI and the editor of the Daily Mail.

While we wait for the change there is much we can do to bring pressure to bear on the Party through our organisation and the organisation of the new union when we have built it.

We can recruit Amicus activists into the party and help them get involved in their local party organisation.

By force of numbers we can change policy, change MPs and change the direction of travel the Party is now following to avert the collision with rocks of electoral disaster.

Colleagues I wish you luck with your deliberation today and in your work when you return.

The General Secretary answered questions from delegates.

2. Apologies were received from:

Tony	Croak	03 East Midlands	Newage International
Mick	Matysiak	03 East Midlands	Electronic Data Systems
Alison	Guest	08 West Midlands	Areva T&D
Mick	Holmes	08 West Midlands	Areva T&D
Sean	Leahy	08 West Midlands	Ericsson
Donna	Masterson	08 West Midlands	Areva T&D
William	McMullan	11 Ireland	AVX

In addition the following acted as substitute delegates:

12	Hughie	Cantwell	03 East Midlands	Newage International
51	Stanley	Freenev	11 Ireland	Nortel
53	Jim	McNeice	11 Ireland	Nortel

3. Introductions and National Officer's Welcome

Peter Skyte, National Officer, welcomed delegates to the conference and introduced the executive members - Ian Allinson and John King.

He then outlined the agenda for the conference and highlighted the main domestic arrangements. He then continued by giving an account of Amicus' achievements since the last National Sector Conference and highlighted the successful inclusion of Unifi and the GPMU as well as the prospective mergers. Finally, the guest speakers were introduced; Gerhard Rohde of UNI, Siobhann Endean, Amicus Head of Equalities and Tom Beattie, Amicus Education Department.

4. Election of Chair

One nomination was received and Sergio Requena-Rueda (Delegate 33) was elected as Chair.

5. National Report – Peter Skyte, National Officer

Peter Skyte addressed the conference and began by defining the sector. The EEEIT sector is comprised of 34000 members spread across 1100 workplaces. While membership of the sector is not easily identified as a homogenous unit, EEEIT is in many ways representative of the diversity of Amicus as a whole. EEEIT has members in all grades and are united by common issues such as redundancy, closures, diminishing subsidies and the threat of companies leaving the UK.

While it remains cheaper and easier to sack workers in the UK and with the rise in funding of the sector in Central and Eastern Europe and South Asia closures will continue and this is unacceptable.

Over the next 5 years it is expected that 200,000 jobs will be offshored from the UK. It is therefore imperative that employers reinvest in skills and people in the UK. Bidding down of wages will not beat the offshoring trend. Amicus is seeking full consultation in instances of outsourcing and offshoring. In addition, there should be no compulsory redundancies and a share of the savings made through these moves should be reinvested in the UK workforce.

Pensions continue to be a major issue in companies such as Alstom CSC and Siemens as an emerging trend of transferring risk away from employers and towards employees.

Organisation and recruitment in EEEIT is progressing well. Since 2004 8000 new members have been recruited and the sector is able to report a gain in membership during this time. Growth must continue. An organising plan has been developed and its scope includes expanding into non recognised sites and white collar areas of potential membership. There are also plans to break out of 'membership islands'.

The website and e bulletin have been created to serve key activists. Reps and stewards are asked to contribute details of agreements and developments in the sector. The most recent publications for the sector, on Outsourcing and Offshoring and Women in EEEIT are also available.

Peter finished by thanking the guest speakers for their attendance and contributions. He added that the prospective merger serves as an opportunity to build power locally, nationally and internationally. This corresponds with the need to tackle decision makers at all levels before decision makers are made. The merger will aid in providing resources for this work.

6. Composites and Withdrawal of Motions

The Conference Arrangements Committee recommended the following:

- (a) Motions 1 and 2 be withdrawn in favour of Composite 1 – this was **agreed.**
- (b) Motions 8, 9 and 10 be withdrawn in favour of Composite 2 1 – this was **agreed.**
- (c)
- (d) Motions 14, 15 and 16 be withdrawn in favour of Composite 3 1 – this was **agreed.**

7. Guest Speaker – Gerhard Rohde, Union Network International

Union Network International was formed by 4 unions in 2000 and covers 13 sectors including Graphics, Telecoms and Finance. The organisation covers 145 countries.

UNI's priorities include the promotion of core labour standards on issues such as forced labour, child labour and discrimination and expanding trade union freedoms. Many countries have not ratified international conventions on trade union freedom, including the US, China and India. To combat this, UNI works on negotiating with multinational companies with a view to signing up to international framework agreements. 11 such Agreements have been concluded so far.

UNI also campaigns to involve parent countries in trade disputes. One example is the US Telefonica campaign whereby the intervention of the Spanish parent company subsequent to the sacking of union organisers in the US led to a neutrality agreement on union organising.

Outsourcing and offshoring are symptoms of an increasingly flat world and it is becoming common for business to relocate manufacturing and services to lost cost countries. The outsourcing and offshoring process has been in progress for many years, beginning with the relocation of production, moving on to processes such as data entry, and with in this third wave service jobs are being exported.

As this trend continues unions must seek to be involved in outsourcing and offshoring processes. Compulsory redundancies should be avoided, employers should reinvest the savings they make and there should be an environment conducive to ethical trading.

8. Consideration of Sector Motions

Composite 1: ORGANISING

Conference calls on the NEC to launch a campaign to increase membership in the IT industry. In a workforce of 1.2million union membership is very low.

Conference recognises that the growth of outsourcing of IT functions has created pockets of Union recognition in IT service companies within groups of employees covered by TUPE regulations.

Conference believes that this provides the trade union movement with a major opportunity to increase union density and recognition overall in these companies. Conference believes that organising in this sector in no way implies support for outsourcing but is designed purely to defend the interests of employees of companies providing outsourcing services.

Conference recognises that:

1. Unless trade union membership breaks out of the pockets covered by TUPE it will inevitably decline as TUPE'd members are assimilated onto standard contracts of employment over time.
2. There is frequently no single dominant Union in IT service companies as the outsourcing comes from many industries which themselves have been organised by the appropriate unions for that industry.
3. Employees who have been outsourced retain an affinity with their original industry and the Union they were members of at the time they were outsourced.
4. Fragmented organisation between different Unions makes it more difficult to win global recognition in IT service companies.
5. Amicus is best placed to be the foremost Union in the industry as a whole.

Conference there instructs the National Sector Committee to:

1. Initiate an organising drive in the industry.
2. Within each individual IT service company, co-operate with other partially recognised union in joint recruiting campaigns.
3. If necessary, apply to the NEC to allow members recruited in IT service companies to retain membership of their original union and to provide Amicus membership at a significantly reduced rate while these members remain covered by TUPE.

Moved by: Stanley Freney (Del 51)
Seconded by: Gordon Gillies (Del 24)
Carried

(3.) MIGRANT WORKERS

This Conference calls on our Union to continue to put pressure on Government to introduce legislation that insists migrant workers must receive the same terms and conditions as their fellow colleagues working inside the industry (company).

Moved by: Stanley Freeney (Del 51)
Seconded by: Cathy Bainbridge (Del 1)
Carried

(4.) ELECTRICAL CONTRACTING INDUSTRY SAFETY REQUIREMENTS

This Conference calls upon the NEC to campaign for the Current BS 7671 (16th Edition) certification to be mandatory throughout the Electrical Contracting and associated industries.

This means that all employers would have a duty to ensure that their employees possess current BS 7671 Certification and provide training for any employees who have not yet acquired this certification.

Modern Electrical Apprenticeships have within the course content this certification and in fact the whole Electrical curriculum has BS 7671 as its cornerstone.

BS 7671 is the updated version of the IEE Electrical Regulations applicable to many aspects of UK legislation including the Health and Safety at Work Act 1974.

It is no longer acceptable for employers to continually deny their responsibility to train employees up to the standard required by both the Industry and the UK Government.

Moved by: Tony Boyle (Del 43)
Seconded by: Steven McCall (Del 45)
Carried

(6.) RESEARCH AND DEVELOPMENT

This Conference views with concern the low level of Research and Development within the Electrical Engineering and IT Industries. It is recognised that in the past research and Development was funded by government through MOD contracts. With the introduction of compulsory competitive tendering funds for research and development are limited.

Conference therefore calls on the NEC to campaign within the TUC and Labour Party to introduce research and development funding for Electronics so the UK industries can compete on a level playing field.

Moved by: Gordon Gillies (Del 24)
Seconded by David Taylor (Del 7)

Carried

9. Guest Speaker – Siobhan Endean, Head of Equalities, Amicus

Siobhan began by drawing attention to the Women and IT publication, produced specifically for the sector and went on to talk about the Warwick Agreement, the gender pay gap and how to campaign for equal pay.

The complexity of equal pay legislation means that many cases involve long legal battles. Women prefer to have their issues tackled at a workplace level. Amicus has been campaigning for the introduction of mandatory pay audits to do just this. In addition, the election of equality reps in workplaces who can investigate and demonstrate where pay inequality exists is essential if this problem is to be tackled properly.

Activists and reps are encouraged to identify the equal pay issues in the sector and to use the Charter on Equal Pay and the report of the Women and Work Commission to urge their employers to deliver on equal pay.

10. Consideration of General Policy Motions

Composite 2 – OUTSOURCING AND OFFSHORING

This Conference welcomes the stance adopted by Amicus on Outsourcing and Off shoring. It notes, however, that the growth of Outsourcing and Off shoring in the sector continues to pose a threat to the jobs, skills and careers of members at all levels in both manufacturing and services.

This Conference recognises that outsourcing and offshoring are increasingly being promoted by employers as a way to cut their costs. This results in job losses and frequently worsening conditions for those who remain employed.

Conference call on the NEC to organise a campaign against outsourcing and offshoring involving union organisation at all levels. This campaign should have two goals:

- a) Pressure on the Government to make it more difficult to outsource and offshore jobs by measures such as increasing notice period and consultation.
- b) Ensure that whenever the issue comes up with a specific employer, our members are provided with the full support and encouragement of the Union.

Accordingly we call on Amicus to

1. continue to campaign against the growth of Outsourcing and Offshoring through all available and appropriate means.
2. negotiate with employers to safeguard and protect the jobs, skills and careers of members.

3. press the Government and the EU to take action to ensure a level playing field to regulate in this area and ensure that British workers are no longer the least protected in the Western World, and the employers are required to give clear regard to corporate social responsibility, data protection and international labour standards.
4. strengthen links with independent Trade Union in receiving countries and foster the development and organisation of such unions in the sector and companies where they do not exist.

Moved by: Glyn Haynes (Del 56)
Seconded by: Maria Clark (Del 3)
Carried

(11.) SERVICES DIRECTIVE

This Conference calls upon the union to do all in its power to challenge the European Services Directive which could see lower minimum wage rates paid to migrant workers than the UK minimum wage. If this is not prevented, we will see another attack on British workers pay and contributions.

North East
Moved by: Peter Rutherford (Del 6)
Seconded by: David Taylor (Del 7)
Carried

(12.) STATUTORY REDUNDANCY PAYMENTS

This Conference calls on the Government to increase statutory redundancy payments to two weeks for service under the age of 40 and to three weeks for service over the age of 40 with no limits on the weekly wage or length of service.

Ireland
Moved by: Stanley Freeney (Del 51)
Seconded by: Jim McNiece (Del 53)
Carried

(13.) 35 HOUR WORKING WEEK

This Conference we call upon the Executive Council to revitalise and continue the campaign to reduce the working week to 35 hours.

The world of manufacturing is rapidly changing, where annualised hours, flexibility and a need for us to increase productivity, are rapidly becoming the everyday norm. But as for our basic hours of work, they still remain the same at 37 hours, and in some workplaces 38 or 39 hours are not uncommon.

We are now seeing throughout Europe changes of a similar nature, but the big difference being that, the working week has been reduced to the basic 35 or 36 hours. This in turn would give the employees more time with their families and also a better way of life to bring up and support their families! In return the employer would reap the benefits, as productivity would be seen to improve and they would also see a more content, less tired and stressed workforce.

Scotland
Moved by: Steve Tardito (Del 49)
Seconded by: Craig Russell (Del 48)
Carried

Composite 3 – PENSIONS

This conference recognises and applauds the campaigns undertaken by Amicus on pensions.

We note that the Turner report supports the long held view in the trade union movement that the state pension should be linked to average wages and not prices.

In particular, Turner shows that if the state pension is left linked to prices then it would be worth only 5% of average earnings by 2060 making it only a very marginal benefit.

The erosion of the state pension hits hardest those in most need who through poorer wages and salaries are less able to contribute to private pensions.

We believe that it is a disgrace in an advanced technological society that whilst company directors are able to line their pockets in an unrestrained manner workers who reach retirement age face the increasingly bleak prospect of living in poverty.

We do not accept however that pensions should be paid for by an increase in the normal retirement age from 65. This again would hit many workers particularly hard and exclude lower paid workers from having any length of retirement because it is they who tend to have the shorter lives.

All workers should be able to look forward to a decent retirement and only the state can ensure that this happens, we therefore resolve to campaign

through all the means at our disposal, political and industrial for a decent state pension linked to average pay and for no increase in the normal retirement age.

Conference urges Amicus to continue with its campaigning to:

1. Stop companies terminating final salary schemes and denying new employees access to them and
2. Have the TUPE regulations extended to include the transfer of pension provisions along with all the other existing terms and conditions.

Moved by: Philip Brown (Del 20)
Seconded by: Sally Pirrie (Del 16)
Carried

(16.) STATE PENSION

This Conference is mindful that the current pension provisions are discriminatory against women who are forced to take career breaks and therefore calls upon the Union to campaign with Government to enact the Turner recommendations that give pension entitlement based on residence rather than contributions.

Moved by: Colin Gosling (Del 25)
Seconded by: Sally Pirrie (Del 16)
Carried

(17.) CIVIL LIBERTIES

Part 1 of the Terrorism Act (2000) defines terrorism so broadly as to include the threat of serious damage to property in any country designed to influence the government of any country. This definition would even include non-violent direct action as part of resistance to repressive dictatorial regimes. Conference believes that the 'war on terror' is leading to increasing attacks on our civil liberties, including our democratic right to protest or express our views. Conference resolves that Amicus will campaign in defence of our civil liberties, including:-

- a) the right to trial by jury
- b) the right to be presumed innocent until proven guilty
- c) the right to have access to any evidence against you in any legal proceedings
- d) the freedom from detention without trial
- e) the right to peacefully protest
- f) the freedom to express support for resistance to oppressive regimes.
- g) freedom from having to carry or present an ID card to go about day to day activities.
- h) freedom from extradition without a UK court testing the evidence, particularly to a country such as the USA which practices torture.

Moved by: Ian Allinson (Del 35)
Seconded by: Maria Clark (Del 3)
Carried

11. Guest Speaker – Tom Beattie, Education Department

Tom addressed the conference on life long learning. He referred to the link between learning and skills and the equalities agenda, life long learning serving as an opportunity for those who have been passed over by the education system.

The Union Learning Fund has attracted new project funding for 2006 – 8 of £2 million which will be used to develop an effective learning culture through a network of workplace based Union Learning Reps.

The benefits of Learning and Development are well known and include improving life chances, promoting citizenship and addressing skills shortages.

Union Learning Reps in workplaces perform a number of functions including signposting opportunities to existing members and recruiting new members to the union through this non traditional route. In this regard learning can be seen as part of the organising agenda. It also increases the employability of Amicus members and has an effect on bargaining, that is, upskilling members and stewards makes for better negotiators.

12. Selection of 6 General Policy Motions to be submitted for the agenda of the 2007 Policy Conference

Composite 2, Composite 3, Motions 11, 13, 16 and 17 were selected.

13. Elections:

[a] 23 delegates to the 2007 Policy Conference

Name:	Delegate Number:
Peter Rutherford	6
John Garvani	9
Bill Brogan	11
Sally Pirrie	16
Paul Welsh	19
Philip Brown	20
Colin Gosling	25
John McGhee	26
Sean Leahy	30
Sergio Requena-Rueda	33
Dave Francis	38
Martin Gleeson	39
Sully Munir	41
Tony Boyle	43
Ronnie Clarkson	44

Steven McCall	45
Craig Russell	48
Steve Tardito	49
Anne Thomson	50
Stanley Freeney	51
Jim McNiece	53
Glyn Haynes	56
John Jones	58

- [b] one delegate to attend compositing meetings with the Conference Arrangements Committee at the 2007 Policy Conference

Ronnie Clarkson	44
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- [c] six substitute delegates to the 2007 Policy Conference

David Taylor	7
Brian Jackson	10
John Clark	2
Sammy McCreedy	46
Ginette Wolfenden	42
Susan Ball	36

- [d] two delegates to the 2006 TUC [from 11th – 14th September in Brighton]

Sully Munir	41
Sally Pirrie	16

- [e] two delegates to the 2007 TUC [Brighton]

Anne Thomson	50
Steve Tardito	49

- [f] EEEIT National Sector Committee
[20 delegates, by region]

Region	Name	Delegate Number
South East	Gordon Gillies	24
SW	Colin Gosling	25
North East	Cathy Bainbridge	1
North East	John Clark	2
Yorkshire & Humberside	John Garvani	9
Yorkshire & Humberside	Brian Jackson	10
East Midlands	Paul Welsh	19
East Midlands	Bill Brogan	11
Eastern	Phil Brown	20
Eastern	Mike Kneller	21
West Midlands	Sergio Requena-Rueda	33
West Midlands	Sean Leahy	30
North West	Sully Munir	41
North West	Steve Knowles	40
Scotland	Ronnie Clarkson	44
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