



**One World One Union**

**Report of Food, Drink and  
Tobacco  
National Sector Conference**

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**Ocean Room, Spa Complex, Scarborough**

**Royal Hotel, Scarborough**

**Sunday, 11<sup>th</sup> June 2006**

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## DELEGATE LIST

<b>Delegate No</b>	<b>Name</b>		<b>Region</b>	<b>Employer</b>
1	Peter	Halpin	01 North East	Tetley
2	John	Jobling	01 North East	Tetley
3	Barry	Firth	02 Yorkshire & the Humber	
4	Martyn	Bray	02 Yorkshire & the Humber	Monkhill Confectionery
5	Kevin	Burn	02 Yorkshire & the Humber	Nestlé Rowntree
6	Tania	Evans	02 Yorkshire & the Humber	Coca-Cola Enterprises
7	John	Pursglove	02 Yorkshire & the Humber	Greencore
8	Steven	Tattersall	02 Yorkshire & the Humber	Coca-Cola Enterprises
9	John	Ball	03 East Midlands	Crown Braunstone
10	Gary	Tomlinson	03 East Midlands	
11	Wayne	Morris	03 East Midlands	Imperial Tobacco
12	Trevor	Sterrett	03 East Midlands	Imperial Tobacco
13	Adrian	Wragg	03 East Midlands	Imperial
14	Karen	England	04 Eastern	Tesco Stores
15	Sabahudin	Kulasic	04 Eastern	Tesco Stores
16	Alan	Rutherford	04 Eastern	Tulip
17	Alan	Sneddon	04 Eastern	Tesco Stores
18	Peter	Wooding	05 London	McVities
19	Neil	Chapple	06 South East	S & N UK
20	Nick	Chmarny	06 South East	BAT
21	Keith	Gill	06 South East	S & N UK
22	Ray	Hoggans	07 South West	British Bakeries
23	Charles	Mayo	07 South West	Imperial Tobacco
24	Martin	Peters	07 South West	Milk Link
25	Brian	Corrigan	08 West Midlands	Direct Laboratories
26	John	Peckham	08 West Midlands	Cadbury Trebor Bassett
27	Fred	Sherwood	08 West Midlands	Cadbury
28	John	Andrews	09 North West	Kellogg
29	Ritchie	Campbell	09 North West	Imperial Tobacco
30	Neil	Golden	09 North West	Kellogg
31	Sheena	Mitchell	09 North West	Unilever UK Foods
32	Keith	Norris	09 North West	Burton's Foods
33	Steve	Pollard	09 North West	H J Heinz
34	Graham	Simmons	09 North West	Unilever UK Foods
35	Keith	Wardle	09 North West	Scottish & Newcastle
36	Brenda	Warrington	09 North West	Tobacco Workers Alliance
37	William	Adam	10 Scotland	Diageo
38	Dougie	Hill	10 Scotland	Chivas Bros
39	Billy	McGregor	10 Scotland	Allied Distillers
40	Norrie	Smith	10 Scotland	Allied Distillers
41	Pauline	Cooper	11 Ireland	Gallaher
42	Kirk	Dalrymple	11 Ireland	Gallaher
43	William	Millar	11 Ireland	Gallaher
44	Dermot	Timmins	11 Ireland	Cadbury Ireland
45	Jimmy	Whelan	11 Ireland	Cadbury Ireland
46	Mostyn	Goodwin	12 Wales	Burton's Foods
47	Ian	Walters	12 Wales	Peter's Food Service

## General Secretary's Address to Conference

*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

We can 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.

## **1. Apologies, Introductions and National Officer's Welcome**

Ian MacLean, National Officer, welcomed delegates to the conference and introduced the executive member Dave Nestor, guest speaker Harold Wiederhofer of EFFAT and Research Officer, Steve Martin as well as the FTO stewards present.

He then outlined the programme for the conference and highlighted the main domestic arrangements.

Apologies were received from: Brenda Warrington (36), Adrian Wragg (13), James Booth-Hudson (3), Keith Gill (21), Billy Duncan, John Andrews (28), Ian Walters (47)

## **2. Election of Chair**

An election took place to decide the lay chair and John Ball (delegate 9) was elected.

## **3. National Report – Ian MacLean, National Officer**

National Officer Ian Maclean reminded delegates of the written Industrial Report that was part of their conference packs, Ian then went on to focus upon a couple of the major issues facing the sector, these being, the influence of multi-site retailers (supermarkets) and Government initiatives regarding food safety. Ian also reminded conference of the need to be aware of recruitment opportunities within the sector.

#### **4. Composites and withdrawal of Motions**

The Conference Arrangements Committee recommended that:-

- a) Motions 3 and 4 be withdrawn in favour of composite 1.

**Agreed**

- b) Motions 5, 14 and 15 be withdrawn in favour of composite 2.

**Agreed**

- c) Motions 6, 7, and 8 be withdrawn in favour of composite 3.

**Agreed**

#### **5. Consideration of Sector motions and Composites**

##### **1. INDEPENDENT REVIEW OF SUPERMARKET PRACTICES**

This Conference agrees that the major supermarkets have a stranglehold on the prices, standards, packaging, presentation and delivery of food and drink products in the UK, which operates against the interests of consumers and employers and therefore calls upon our Government to establish an independent investigation into the commercial behaviour of the supermarkets.

**MOVER: MARTIN PETERS, DELEGATE NO 24  
SECONDER: CHARLES MAYO, DELEGATE NO 23**

**CARRIED**

##### **2. TOBACCO TAXATION POLICY**

This Conference continues to be concerned with the effect that the Government Tobacco Taxation Policy continues to have on manufacturing jobs across all of the United Kingdom.

**MOVER: BILLY MILLAR, DELEGATE NO 43  
SECONDER: JOHN PECKHAM, DELEGATE NO 26**

**CARRIED**

## **6. Consideration of General Policy Motions**

### **9. CONSULTATION/COMPENSATION**

This Conference instructs the NEC to campaign for improved statutory redundancy rights through both consultation and in relation to the level of compensation. Consultation in circumstances of proposed redundancies should always have a minimum of 90 days before the first redundancy with the need for an agreement to be reached; further the levels of compensation payable should be increased to become a substantial figure that will compel employers to seek alternatives.

**MOVER: NEIL CHAPPLE, DELEGATE NO 19**  
**SECONDER: KEITH WARDLE, DELEGATE NO 35**

**CARRIED**

### **10. HEALTH**

This Conference should take notice of the unfavourable and unhelpful reports and comments made in the media and other sources linking the food, drink and tobacco industries and health issues. While some of these reports might be well meaning, the way they are presented could have a negative effect on employment of Amicus members within this group.

Amicus should become actively involved in promoting health issues that affect the food and drink and tobacco industries in a more balanced light. We as a trade union should be able to defend our members' health and employment equally and should use all our resources to do so.

**MOVER: W. McGREGOR, DELEGATE NO 39**  
**SECONDER: NORRIE SMITH, DELEGATE NO 40**

**CARRIED**

## **11. ON BOYCOTTING PRODUCTS**

The Amicus food drink and tobacco sector is vehemently opposed to recent moves from outside organisations to boycott Coca Cola products. In our opposition we note that the TUC, Justice for Colombia, the IUF and a number of other trade unions are also opposed to the boycott of these products, which is being promoted under the guise of human rights abuses in Colombia.

We note that the company is consulting and working with the trade unions on this issue and emphasize that such boycotts serve only as short-term publicity stunts and invariably causes damage to the companies and put workers jobs at risk. We call on the sector and the union to campaign for companies to undertake proper consultation with the trade unions on corporate social responsibility issues and note that any moves to boycott products by Amicus should be put before the relevant National Sector committee for consultation first.

**MOVER: STEVEN TATTERSALL, DELEGATE NO 8  
SECONDER: TANIA EVANS, DELEGATE NO 6**

**CARRIED**

## **12. MINISTER FOR MANUFACTURING**

Manufacturing industry employs 14% of the UK's entire workforce it also generates 20% of the UK's GDP, and accounts for £150 billion in exports. Conference agrees that this area of trade requires a minister for manufacturing now to stop avoidable decline in this sector and also to attract new investment opportunities and initiatives in manufacturing and export.

Manufacturing must be supported to ensure improvements are also made in our public services. A minister for manufacturing could provide extra support to industry by ensuring that public procurement policy clearly favours domestic manufacturers wherever practical as part of a national job security strategy; the minister could also spearhead the call to tighten UK protection for employees facing redundancy in line with France and Germany. Therefore, to ensure these subjects are given the appropriate priority required please support the call for a 'Minister for Manufacturing' and get this sector back on track.

**MOVER: PETER HALPIN, DELEGATE NO 1  
SECONDER: JOHN PECKHAM, DELEGATE NO 26**

**CARRIED**

### **13. PROPOSED MERGER WITH THE T&G AND GMB UNIONS**

This conference calls upon the NEC to ensure that in any merger talks with the T&G and the GMB the interests of the craft workers in the Food, Drink and Tobacco Sector, and other sectors where they are in a minority, are fully respected and preserved in relation to identity and craft bargaining rights.

**MOVER: PETER HALPIN, DELEGATE NO 1  
SECONDER; JOHN PECKHAM, DELEGATE NO 26**

**CARRIED**

### **16. REGIONAL POLITICAL CONFERENCE**

This Conference believes that any union member should be allowed to attend the union's Regional Political Conference.

**MOVER: W. McGREGOR, DELEGATE NO 39  
SECONDER: NORRIE SMITH, DELEGATE NO 40**

**LOST**

## **7. COMPOSITES**

### **COMPOSITE 1 – SALT, SUGAR AND FAT CONTENT**

As part of current actions to promote healthier lifestyles Conference is aware that more information is required which will rebuild consumer faith and confidence in the Food and Drinks Industry.

Conference acknowledges the work the government is doing to improve public health including their commitment to clearer nutritional information for consumers to make informed choices. This includes reducing wherever possible levels of salt, sugar and fat in products; tackling the issue of portion sizes; action on vending machines in schools and working with government on advertising to children.

Conference recognises that the industry is keen to adopt a voluntary approach towards improving public health and welcomes the initiatives being taken by companies within the sector.

Conference is also aware that Food, Drink & and Tobacco is the single largest manufacturing sector in the UK representing almost 14% of the total manufacturing workforce. It is, therefore, vital that in order to protect manufacturing jobs within the UK, that decisions which may impact on the industry must be made with full information and consultation arrangements in order to protect the job security of members within the sector.

Conference therefore calls upon the NEC and the IEC to actively campaign for the UK and Irish Governments to enter into constructive dialogue with the Food, Drink & Tobacco industries and the Trade Unions in order to put a more robust agenda, which will:

- (i) look more closely at controlling salt and sugar levels in manufactured foods; and
- (ii) protect the job security of those employed within the sector
- (iii) oppose binding legislative measures upon premise of healthy living and promote a voluntary approach based on consumer choice.

**MOVER: KIETH WARDLE, DELEGATE NO 35**  
**SECONDER: JIMMY WHELAN, DELEGATE NO 45**

**CARRIED**

## **COMPOSITE 2 – APPRENTICES**

This Conference deplores and is concerned at the low level of apprentices across all sectors and industry. We believe that, unless the trend is reversed, this will have lasting, long term effects on British industry and consequently the UK economy.

Conference therefore, calls upon the NEC to:

- 1) mount a campaign to lobby the Government and industry to address the problems of skill shortages in the UK and increase the number of apprenticeships.
- 2) call on the government to support the training of craft apprentices by providing more direct funding and consider an employer wide training levy.
- 3) produce an information pack, identifying sources of funding and help available to companies through the modern apprenticeship scheme.

**MOVER: PETER HALPIN, DELEGATE NO 1**  
**SECONDER: JOHN PECHAM, DELEGATE NO 26**

**CARRIED**

### **COMPOSITE 3 – EU LEGISLATION**

Within the work place all forms of European Legislation affect the way we work in many cases poor legislation leads to job losses within the United Kingdom. This then begins to create work opportunities in non-EU countries that are not covered by this legislation.

We call upon the NEC to support industry by ensuring that through the international Department of Amicus we are made aware, well in advance of issues or forthcoming European legislation by publishing regular up dates and bulletins, in order to enable Amicus committees and representatives to campaign at the highest level in order to ensure that effective action to ensure best advantage for members affected.

**MOVER: STEVE POLLARD, DELEGATE NO 33**  
**SECONDER: GRAHAM SIMMONS, DELEGATE NO 34**

**CARRIED**

#### **7. Selection of six General Policy Motions to be submitted for the agenda of the 2007 Policy conference.**

A vote was held and the following motions were submitted for the agenda of the 2007 Policy Conference:

Motion 13 (31 votes)

Composite 2 (26 votes)

Composite 1 (25 votes)

Motion 9 (25 votes)

Motion 12 (17 votes)

Motion 10 (14 (votes)

Conference also requested that in the circumstances of composite 1 not being approved for Policy Conference, Motion 11 be put forward.

## 8. Guest Speaker – Harold Wiederhofer, EFFAT

Harold Wiederhofer gave a very interesting speech, asking several questions of the conference with regards to what sort of Europe we want as Trade Unionists, US model or social inclusion, Globalisation, corporate greed or social partnership.

## 9. Elections

- a. 13 delegates to the 2007 Policy Conference

Keith Wardle:	Delegate 35
Jimmy Whelan:	Delegate 45
John Peckham:	Delegate 26
Steven Tattersall:	Delegate 8
Martyn Bray:	Delegate 4
Peter Halpin:	Delegate 1
Steve Pollard:	Delegate 33
Graham Simmons:	Delegate 34
Sheena Mitchell:	Delegate 31
William Millar:	Delegate 43
Neil Golden:	Delegate 30
Gary Tomlinson:	Delegate 10
Kirk Dalrymple:	Delegate 42

- b. one delegate to attend compositing meetings with the Conference Arrangements Committee at the 2007 policy conference

Jimmy Whelan: Delegate 45

- c. four substitute delegates to the 2007 policy conference

Neil Chapple,	Delegate 19
John Pursglove,	Delegate 7
Sabahudin Kulasic,	Delegate 15
Barry Firth,	Delegate 3

- d. one delegate to the 2006 TUC (11<sup>th</sup> -14<sup>th</sup> September in Brighton)

Steven Tattersall, Delegate 8

- e. one delegate to the 2007 TUC

John Ball, Delegate 9

f. Food, Drink & Tobacco National Sector Committee (16)

Keith Wardle:	Delegate 35
Jimmy Whelan:	Delegate 45
John Peckham:	Delegate 26
Steven Tattersall:	Delegate 8
Martyn Bray:	Delegate 4
Peter Halpin:	Delegate 1
Steve Pollard:	Delegate 33
Graham Simmons:	Delegate 34
Sheena Mitchell:	Delegate 31
William Millar:	Delegate 43
Neil Golden:	Delegate 30
John Ball:	Delegate 9
John Pursglove:	Delegate 7
Trevor Sterrett:	Delegate 12
Neil Chapple:	Delegate 19
Billy McGregor:	Delegate 39