



**One World One Union**

# **Report of General Industries National Sector Conference**

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**Ocean Room, Spa Complex, Scarborough  
Thursday, 15<sup>th</sup> June 2006**

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## DELEGATE LIST

<u>Del No</u>	<u>DELEGATE LIST</u>	<u>Region</u>	<u>Region Number</u>	<u>Employer</u>
1	Belk, Les	Yorkshire & Humb	2	Sultzer Pumps
2	Corbett, Stephen	Yorkshire & Humb	2	Kone Escalators
3	Gorthorpe, Philip	Yorkshire & Humb	2	Kone Escalators
4	King, Ian	Yorkshire & Humb	2	Peglar
5	Laycock, Rod	Yorkshire & Humb	2	Sultzer Pumps
6	Orange, Terry	Yorkshire & Humb	2	Depuy International
7	Reedman, Mark	Yorkshire & Humb	2	George Barker
8	Taylor, Dean (NEC)	Yorkshire & Humb	2	MSI
9	Tonge, Sam	Yorkshire & Humb	2	Depuy International
10	Turner, Howard (NEC)	Yorkshire & Humb	2	Walter Frank and Sons
11	Baker, John	East Midlands	3	Federal Mogul
12	Grant, Stu	East Midlands	3	Parker Hannifin-Derby
13	Grimshaw, Chris	East Midlands	3	Siemens Ind Turbo Mach
14	Richardson, Roy	East Midlands	3	Siemens Ind Turbo Mach
15	Wilkinson, Neil	East Midlands	3	Siemens Ind Turbo Mach
16	Beckett, John	Eastern	4	Atco Qualcast Bosch
17	Cameron, Carl	Eastern	4	Actaris
18	Cook, Les	Eastern	4	Heinzmann
19	Graham, Kevin	Eastern	4	Atco Qualcast Bosch
20	Purvis, John	Eastern	4	York International
21	Saward, Linda	Eastern	4	Actaris
22	Singh, Jaswinder	Eastern	4	SKF UK
23	Espigares, Espe	London	5	Contrasts
24	Ginks, Malcolm	South East	6	BOC Edwards
25	Goddard, Steve	South East	6	BOC Edwards
26	Herdman-Smith, A	South East	6	Quadron Services
27	Picton, Andy	South East	6	BOC Edwards
28	Pope, Andrew	South East	6	
29	Spicer, Mark	South East	6	FPT Industries
30	Taverner, Wally	South East	6	Deep Sea Seals
31	Taylor, Peter (NEC)	South East	6	Linde Material Handling
32	Gilbertson, Bob	South West	7	Kawasaki Precision Mach
33	McCrorie, Patrick	South West	7	Kawasaki Precision Mach
34	Harrington, Stephen	West Midlands	8	Link Lockers
35	Mulchrone, Charles	West Midlands	8	Rohm Haas UK
36	Russell, Pat	West Midlands	8	Cerro EMS
37	Zubair, Mohammed	West Midlands	8	Armstrong Fasteners
38	Finn, Dermot	North West	9	Rolls Royce Power Eng
39	Fowler, Sammy	North West	9	Dudley Industires
40	Hewitt, JJ	North West	9	Quinn Radiators
41	Jones, Gareth	North West	9	Quinn Radiators
42	Twiss, Geoff	North West	9	Safety Systems

43	Brown, David	Scotland	10	MacTaggart Scott
44	Kerr, Raymond	Scotland	10	Yorkshire Fittings
45	Lawson, Margaret (NEC)	Scotland	10	Strand Lighting
46	Lowrey, George	Scotland	10	Yorkshire Fittings
47	Murray, Michael	Scotland	10	E&R Moffat
48	Broderick, Raymond	Ireland	11	NACCO Material Handling
49	Caughey, Mark	Ireland	11	FG Wilson Engineering
50	Comins, Brian	Ireland	11	FG Wilson Engineering
51	Fryers, Sean	Ireland	11	FG Wilson Engineering
52	McCorry, Stephen	Ireland	11	NACCO Material Handling
53	Walker, Ernest	Ireland	11	Hughes Christensen
54	Bodman, Keith	Wales	12	Yuasa Batteries
55	Curtis, Carl	Wales	12	Yuasa Batteries
56	Griffiths, Tyrone	Wales	12	Yuasa Batteries
57	Hale, Terry	Wales	12	Yuasa Batteries
58	Jones, John	Wales	12	Yuasa Batteries
59	Pleece, Glyn	Wales	12	Yuasa Batteries
60	Thomas, Colin	Wales	12	Yuasa Batteries
61	Watkins, Brian	Wales	12	L'Oreal
62	Wilding-Davies, Ruth	Wales	12	L'Oreal

## **General Secretary's Report – Derek Simpson**

*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:

Dean Taylor (Del 8), Howard Turner (Del 10), Carl Cameron (Del 17), Lynda Saward (Del 21), Anthony Herdman-Smith (Del 26), Sammy Fowler (Del 39), Michael Murray (Del 47) and Ruth Wilding-Davies (Del 62).

**3. Guest Speaker – Thabitha Khumolo**

Thabitha gave a very moving address about the political and social situation in Zimbabwe, highlighting the fact that trade unionists face many threats to their safety and are heavily monitored by the authorities. Despite this the ZCTU is doing good work in campaigning for the rights of working people in Zimbabwe and recently held a very successful conference with contributions from an array of international delegations.

She also spoke about the issues faced by women and publicised her campaign, Dignity - Period, which raises funds to supply the women of Southern Africa with sanitary products.

A spontaneous collection took place from the delegates raising £233 for Thabitha's daughters hospital bill.

**4. Introductions and National Officer's Welcome**

Ian Tonks, welcomed delegates to the conference.

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.

**5. Election of Chair**

Peter Taylor (NEC) - Delegate 31 was elected as Chair.

**6. National Report**

Ian Tonks- National Officer addressed the conference. He began by focussing on the particular problems of manufacturing. No other sector has suffered more in recent years, with 116,000 jobs being lost in just the last year.

With manufacturing now employing around 3 million, compare that to the days when the AEU on its own boasted over 1 million members in engineering, But this sector is not just about old engineers in declining industries, General Industries is the most diverse of all our sectors it has over 87 thousand members.

It is the second largest sector after finance

It is our responsibility to ensure that this sector plays its rightful part in any future "NEW UNION"

Over the next few months we will be re-allocating members into other sectors, the creation of the GPM sector will mean the transferring of those who are associated with the print industry into a sector that focuses on their needs, 2 years ago amongst you were members from those groups hopefully they will now play a role in the development of their new sector.

The amalgamations of the future will give us the same opportunity, and we as a sector have a vital part to play. It is the wish of your NIC that we are involved prior to any transfers of members, and we have written both to your General Secretary and the NEC stating our case.

As a sector it has seen the most changes. The diversity of its industries has inevitably played a major role in that. We have seen the transfer of forty thousand of its members into the Electrical, Electronic and I T Sector.

We now have a new membership system, fit for the future that will assist as we update our records, we still to date have shop stewards listed on membership as workplace unknown. With the clarification by the NEC on who is a representative and the technology that we are putting in place this should become a thing of the past.

In the main this sector's activists have tended to come from the traditional Engineering companies, it is clear from the Regional conferences that we need to encourage greater participation from all areas if we are to maintain our position as the largest sector.

Colleagues with the strength of eighty seven thousand members the message to both industry and government is quite simple we will work with you on an equal basis. The size and influence of Amicus demands that.

Have no doubt that we will need to summon all our strength to influence government decisions and thinking. We must be prepared to step up and fight blow for blow with anyone who strikes at this industry.

Manufacturing accounts for 60% of our exports and makes a substantial contribution to the balance of payments and supports a wide range of jobs in the service sector. It takes 3 jobs in the service sector to create the same value as 1 in manufacturing to the UK economy.

But instead of looking to invest and grow this industry we are all too familiar with the short-termism employed by global companies. We have all heard that it is cheaper and easier to fire UK workers, we recognise that employment law is different in each of the European countries and a straight comparison is not easy to define, Achieving equality is not merely copying, it's about importing principle. We are talking about changes to redundancy laws and payments. Amicus believes that our workers in Britain deserve better protection at work. It is not acceptable for Britain to have the poorest record

of any European Union country in the defence and promotion of legal rights for workers.

The US produces nine tenths of what it consumes within fifty states. Nearly nine in ten Americans work for US companies. How many UK manufacturing workers can say they work for UK companies. But many of you once worked for some of the great names in British industry only to find yourselves at the same place of work but under foreign ownership. The General Secretary has spoke about Peugeot and the closure of the last remaining car plant in Coventry, you should by now be aware of the media campaign that Amicus is at the forefront of, it is not the resurrection of the old buy British campaign but one that says if you no longer manufacture in the UK don't expect to sell here either. Why should we accept the move to low cost countries and allow companies to capitalise on their most lucrative market.

Global competition, technological change and shifts in the demographic mix of the workforce mean that every effort must be made to improve and retain skills within the UK manufacturing workforce.

A recent report commissioned by the Engineering Employers Federation showed that over 73% of employers cite skills shortages as being a major factor in lack of productivity.

Amicus believes that:

- Funding restrictions on 19-24 year olds entering Advanced Apprenticeships need to be removed.
- Young people need to be made more aware of career opportunities within manufacturing occupations.
- More attention should be paid to the concept of 'mature modern apprenticeships'.

Around the regions we are still finding evidence of the shortages of skills, the remedy for companies has in some cases been to fill these positions with highly skilled workers from Europe, in the main Polish craftsmen. Amicus response to this has been one of recruit and organise, we now have Polish recruitment material. In the West Bromwich office on Monday a Polish worker turn up out of the blue, he had heard of Amicus and needed our help, and it was given.

As a union we need to ensure that their terms and conditions are equal to our members and at the same time argue for a longer term strategy of apprentice training and up skilling, most companies now accept the link between productivity and a more highly skilled workforce.

Enlargement of the European Union is likely to see new member countries trying to develop their manufacturing base.

Further globalisation of the industry will see the development of larger corporations no-longer being dependant on individual nation states. This will lead to increased pressure on the UK cost base.

Employer organisations such as the CBI will continue to campaign for less employment regulation such as in the US, arguing that stronger employment regulation will hamper inward investment.

Team and cellular working will continue to grow throughout the industry as employers try to pursue productivity increases.

If there is a global economic upturn then UK manufacturing will be faced with severe skill shortages. The shortages caused by an ageing workforce, failure to recruit young workers and the previous instability of the sector.

Any initial growth in the industry will lead to a culture of overtime, and increased use of agency staff, as employers seek to produce more without recruiting. Also sub contractors will continue to provide an alternative to employing direct staff for many companies.

If there is to be a real long term change among many of the UK's manufacturing companies then employees and the union must have more involvement in and ownership of these changes. Without this management strategies are unlikely to alter.

UK market regulation must give workers more protection against lay offs (in line with France and Germany) which would decrease the incentive for manufacturers to respond to short term factors, such as unfavourable exchange and interest rates by closing plants in the UK and moving them abroad.

If Government and other public sector organisations adopt a more transparent and long term procurement policy it will help manufactures adapt and plan for the future. They will be more likely to maintain training, investment and manufacturing facilities if they know when their major customers will be planning their next orders.

We must take a long hard look at European procurement, it cannot be right that one of the oldest companies in the UK, that manufactures the Helmets and breastplates for the household cavalry finds itself in administration with the possibility that these items and others would be made elsewhere in Europe. SME's need as much assistance as is possible, after all the huge majority of the UK workforce are employed in small to medium size companies. We are at this moment facilitating arrangements for good UK companies to talk with Government about their problems with regard to MOD procurement.

We will also continue to pursue a Minister for manufacturing and redundancy payments will also remain at the top of our campaigning agenda, and I am pleased that both these items are motions for today's debate.

Colleagues if we are to win the argument for a stable and growing UK manufacturing base there are four key challenges. These challenges are:

- Productivity
- Investment
- Innovation

And Employment stability.

Although productivity is 25% higher in manufacturing than in the rest of the UK economy, the sector still lags behind its overseas competitors. In fact manufacturing productivity is 55% higher in the US than in the UK, 32% higher in France and 29% higher in Germany.

Amicus believe that this gap is not a result of the UK's manufacturing employees working any less hard than their overseas rivals, but a result of poor management decisions, lack of investment and failure to involve employees.

To improve productivity UK manufacturing must increase the value of the goods it produces per hour per employee by improving its competitiveness and therefore succeeding in the global market place.

This success depends on innovation, investment and working practises. To achieve productivity levels equal or better than our competitors will mean paying wages high enough to attract and retain skilled workers and a greater voice for workers in management decisions.

Without investment in skills for the future workforce, we will find ourselves spiralling into a long hours culture as the present numbers of skilled workers declines.

Stronger employment legislation will also increase productivity levels as it will force companies to plan longer term rather than having a culture of hiring and fireing temporary labour.

The lack of investment available to UK manufacturers has also proved to be critical. This Government introduced the £400 million R&D tax credit and this is a welcome first step to encourage innovation. But when countries such as Poland and the Czech Republic offer to fully fund brand new plants we must do more to be attractive.

Colleagues at a European level we need to look at the many EWC agreements that we are part of and how these can be improved. I am asking those of you today who sit on these bodies to look at your agreement with a view of opening it up to the entire membership rather than the talking shop and jollies that companies would like to make them into.

Colleagues finally could I wish you all the best in your debates and take this opportunity to thank the Officers, staff and you the representatives for all your hard work on behalf of our membership.

## **7. Composites and withdrawal of motions**

The Conference Arrangements Committee recommended that:  
Motions 1 and 2 be withdrawn in favour of Composite 1 this was Agreed  
Motions 3 and 4 be withdrawn in favour of Composite 2 this was Agreed

## **8. Guest Speaker – Rob Miguel, Health and Safety.**

Rob spoke about the need to promote health and safety campaigns and to involve health and safety reps in the wider business of the union. He highlighted the fact that the number of Provisional Inspection Notices in the UK has fallen in the period 2000 – 2005 because of the extra demands made on the HSE.

Amicus is campaigning to grant more and better rights to union H&S reps, allowing them greater access to workplaces, the ability to issue provisional inspection notices and the right to refuse dangerous work. He encouraged workplace representatives to publicise the role and take advantage of the training and resources that Amicus can provide for the role.

## **9. Consideration of Sector Motions**

### **Composite 1: MANUFACTURING**

This Conference calls upon the National Executive Council of Amicus to raise the profile and importance of manufacturing in the United Kingdom.

Manufacturing generates 20% of the UK's GDP, employs 14% of the UK's entire workforce and accounts for £150billion in exports yet many UK manufacturing companies are operating on the borderline with a direct effect on their hard working employees.

This Conference welcomes the Amicus campaign to 'rebuild UK manufacturing' and instructs the NEC to call upon the Government to (1) do more and that government should accept and acknowledge that manufacturing is the major artery of the UK economy and requires more assistance and (2) re-enforce our demands for the implementation of Warwick to appoint a Minister for Manufacturing to promote this important sector and halt the dramatic slide of closures, redundancies and the transfer of jobs to other countries.

**Moved by: Margaret Lawson (Del) 45**  
**Formally Seconded by: Charles Mulchrone (Del) 35**

**Carried**

## **Composite 2: ENERGY COSTS IN MANUFACTURING**

This Conference is concerned with regard to the rising energy costs both electricity and gas and the impact these costs have on the competitiveness of companies within our sector.

The rising costs of energy coupled with the climate change levy is having a dramatic influence on employment, security and the ability of companies to invest in training and technology that our members require to secure their future.

One factor is the costs of energy, particularly gas, which has increased from November 2005 to January 2006 by 123%. Electricity has also increased during the same period of time by 77%. How could any small business cope with these amounts of increase and hope to survive with such a small profit margin. We know that in Europe their energy costs are subsidised by their Governments and so can plan their manufacturing levels well in advance knowing that their energy costs will not increase in the short term.

If we are to remain competitive in a global market it is important that the Executive Council continue to lobby Government to support a reduction in the cost of energy that will create a level playing field with our European colleagues.

**Moved by: Brian Watkins (Del) 61**  
**Seconded by: Pat Russell (Del) 36**

**Carried**

**(5.) DEFENCE WHITE PAPER**

The defence industrial strategy white paper published in December 2005 outlines the requirements for the future United Kingdom Defence requirements. The implications of this report, which includes putting work in all industries offshore, will have an employment impact on Amicus members in the Maritime, Aerospace, Engineering and Supply Industries to the United Kingdom Armed Forces.

This General Industries Sector Conference calls on the Amicus National Executive Committee to take an active part in the negotiations between the United Kingdom Industries and the United Kingdom Government on the production of a sustainable Defence Industry post Autumn 2006 for the Maritime, Aerospace, Engineering and Supply Industries to the United Kingdom Armed Forces.

**Mover: Robert Gilbertson (Del. 32)**  
**Seconder: Chris Grimshaw (Del 13)**

**Carried**

**(6.) DE-RATING**

This Conference calls on our union to lobby Government, local MPs and elected representatives to remove the de-rating legislation on manufacturing companies which could result in the loss of many thousands of manufacturing jobs.

**Moved by: Sean Fryers (Del 51)**  
**Seconded by: Mark Caughey (Del 49)**

**Carried**

**(7.) TRAINING LEVY**

This Conference notes the appalling record of training in manufacturing. This record indicates that a voluntary approach to the training of young people in our sector has failed. We therefore call on the NEC to initiate a campaign to bring about a compulsory training levy to ensure that the future skills required by our sector are met.

**Moved by: Andy Picton (Del 27)**  
**Seconded by: Wally Taverner (Del 30)**  
**Carried**

**(8.) ASSET STRIPPING**

This Conference calls upon the NEC to apply pressure in every arena available through campaigning and enhancing public awareness for a change in the law, which will force employers to cease the practices of asset stripping companies often leading to closure. Directors and owners of any Company which close under such circumstances should be liable for all costs involved, this ceasing the practice of employees not only becoming unemployed but also reliant upon the state for compensation.

**Moved by: Douglas Williamson (Del 43)  
Seconded by Walter Taverner (Del 41)**

**Carried**

**10. Guest Speaker – Ian Davidson, MP for Glasgow South West.**

Ian spoke about the workings of the Amicus group of MPs as their relationship with other branches of the labour movement is not always properly understood. He continued to discuss how his links with Amicus have influenced his work on aiding the shipbuilding industry.

Ian also stressed that it is important that the future leadership of the Labour Party prioritises stability for the future of industry, the extension of annual leave and the implementation of the Warwick Agreement.

**11. Consideration of General Policy Motions**

**(9.) STATUTORY REDUNDANCY PAYMENTS**

This Conference recognises that workers in the United Kingdom are at a distinct disadvantage in comparison with their counterparts within the EU multi-national employers find it quicker, easier and cheaper to dismiss British Workers. The conference calls on the General Secretary and the NEC to use all of the political influence at the disposal of Amicus to campaign for an increase in the statutory redundancy payments our members receive when facing with being made redundant.

**Moved by: Pat Russell (Del 36)  
Seconded by: Colin Thomas (Del 60)**

**Carried**

## **(10.) INDUSTRIAL ACTION BALLOTS**

This Conference calls for the NEC to actively campaign for the simplification of the Industrial Action ballot Procedure.

**Moved by: Chris Grimshaw (Del 13)**  
**Seconded by: Roy Richardson (Del 14)**

**Carried**

## **(11.) HEALTH AND SAFETY**

This Conference deplores the latest attack on the rights of our members to have an ensured safe working environment which is enforced by state safety inspectors. This conference instructs the NEC to oppose any reduction of safety inspectors proposed by Government and to actively support an increase in their numbers for the good of all workers.

**Moved by: Wally Taverner (Del 30)**  
**Seconded by: Andy Picton (Del 27)**

**Carried**

## **(12.) APPRENTICES**

While this conference recognises that a number of skilled base modern apprentices have been created in a number of Industry Sectors concern remains in the Engineering sector where the growth of Apprenticeship positions remains static.

While we recognise that both Adult Apprentices and influx of European Skilled Labour are important tools in providing employers with up-dated skills to compete in very difficult markets we must not forget the importance of attracting the youth into engineering and other industry sectors.

Conference therefore instructs the National Executive Council to urge the Government and campaign as a union to:

- Ensure that employers recognise the importance of modern apprenticeships in engineering and to encourage schools and colleges to raise the profile of the engineering industry as a career amongst school leavers.
- Encourage Government to lead by example by increasing their annual apprentice intake therefore maximising the use of facilities and resources within Government Departments.
- Encourage major employees with local agencies to increase their intake of apprentices.

**Moved by: David Brown (Del 43)**  
**Seconded by: Andy Picton (Del 27)**

**Carried**

### **(13.) SUPPORT VENEZUELA'S BOLIVARIAN REVOLUTION**

This Conference congratulates and supports the colossal advances being made by the Venezuelan Revolution under President Hugo Chavez in carrying out policies, which benefit working people, the poor and the landless.

Conference recognises that the nine electoral victories won by Hugo Chavez has since 1998, provides the Revolution with an overwhelming popular mandate. This reflects the overwhelming support for the social programmes carried out by the government in relation to education, literacy, healthcare, land reform and subsidised food.

Conference views with alarm the bellicose threats from the US Administration and its imperialist puppets, including the Venezuelan oligarchy and the Colombian Government, which pose a real threat to the life of Chavez as well as the Revolution itself. Conference therefore opposes all outside interference in the affairs of Venezuela.

Conference expresses its support for the National Union of Workers (UNT) as the legitimate voice of the organised working class and calls upon our union to build links with its Venezuelan counterpart. Furthermore, Conference calls upon the NEC to support a delegation to Venezuela in order to establish bonds of brotherhood between workers in Britain and Venezuela, as well as inviting trade unionists from Venezuela to Britain.

Furthermore, Conference pledges its support for the initiatives of labour movement backed campaigns that further the above aims.\*

**Moved by: Espe Espigares (Del 23)**

**Seconded by: Ian King (Del 4)**

**Carried**

\*Motion was amended to remove final two sentences: "Conference in particular congratulates the Hands off Venezuela Campaign in its excellent work to popularise and build support for the Venezuela's Bolivarian Revolution. Conference therefore calls upon the union nationally and at branch level to affiliate to the Hands Off Venezuela Campaign and help promote its solidarity work."

**Moved by: Andy Picton, Del 27**

**Seconded by: Sam Tonge, Del 9**

**Carried**

**(14.) AMICUS REPRESENTATIVE EXPENSES**

This conference is concerned that the current Stewards expense system could mean that Stewards are out of pocket for undertaking the role of Union Steward in their workplace.

The Amicus Representative at Quinn Radiators submit a motion to the Conference to request the Union to conduct a detailed audit on the expenses claimed by Amicus Stewards in line with them carrying out their duties with a view of gaining evidence that clarifies whether there is a personal financial cost borne by Representatives.

Any findings should be reported back to this Conference. If it is found that stewards are out of pocket recommendations should be made on how to rectify this.

**Moved by: Gareth Jones (Del 41)  
Seconded by: J Hewitt (Del 40)**

**Carried**

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

Motions 9, 10, 11, 12, 13, 14, Composite 1 and Composite 2 were selected.

**13. Elections:**

**[a] 60 delegates to the 2007 Policy Conference**

Name:	Delegate Number:
Les Belk	1
Stephen Corbett	2
Philip Gorthorpe	3
Ian King	4
Rod Laycock	5
Terry Orange	6
Mark Reedman	7
Sam Tonge	9
John Baker	11
Stu Grant	12
Chris Grimshaw	13
Roy Richardson	14
Neil Wilkinson	15
John Beckett	16
Les Cook	18
Kevin Graham	19
John Purvis	20

Jaswinder Singh	22
Espe Espigares	23
Malcolm Ginks	24
Steve Goddard	25
Andy Picton	27
Andrew Pope	28
Mark Spicer	29
Wally Taverner	30
Peter Taylor	31
Bob Gilbertson	32
Patrick McCrorie	33
Stephen Harrington	34
Charles Mulchrone	35
Pat Russell	36
Mohammed Zubair	37
Dermot Finn	38
JJ Hewitt	40
Gareth Jones	41
Geoff Twiss	42
David Brown	43
Raymond Kerr	44
Margaret Lawson	45
George Lowrey	46
Raymond Broderick	48
Mark Caughey	49
Brian Comins	50
Sean Fryers	51
Stephen McCorry	52
Ernest Walker	53
Keith Bodman	54
Carl Curtis	55
Tyrone Griffiths	56
Terry Hale	57
John Jones	58
Glyn Pleece	59
Colin Thomas	60
Brian Watkins	61

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

Brian Watkins	61
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- [c] six substitute delegates to the 2007 Policy Conference

none – insufficient delegates attending conference.

- [d] four delegates to the 2006 TUC [from 11<sup>th</sup> – 14<sup>th</sup> September in Brighton]

Mohammed Zubair	37
Rod Laycock	5
Brian Commins	35
Brian Watkins	61

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

Stephen Harrington	34
Wally Taverner	30
Bob Gilbertson	32
Chris Grimshaw	13

- [f] General Industries National Sector Committee

Les Belk	1	Yorkshire & the Humber
Howard Turner	10	Yorkshire & the Humber
John Baker	11	East Midlands
Chris Grimshaw	13	East Midlands
Kevin Graham	19	Eastern
Jaswinder Singh	22	Eastern
Wally Taverner	30	South East
Peter Taylor	31	South East
Bob Gilbertson	32	South West
Stephen Harrington	34	West Midlands
Pat Russell	36	West Midlands
Dermot Finn	38	North West
Geoff Twiss	42	North West
David Brown	43	Scotland
Mark Caughey	49	Ireland
Brian Comins	50	Ireland
Colin Thomas	60	Wales
Brian Watkins	61	Wales