



## **5<sup>th</sup> Policy Conference**

**2 – 6 July 2018**

### **Final Agenda**

(Please note that numbering of motions in this book has changed from the numbering contained in the Preliminary Agenda book)



# AGENDA FOR CONFERENCE

1. Chair's opening address
2. Adoption of Standing Orders
3. Standing Orders Committee Report
4. Obituary
5. General Secretary's Keynote Address
6. Executive Council Report to Conference including:
  - i. Report on implementation of proportionality under Rule 11(2)
  - ii. Report on changes to lay members expenses under Rule 21
7. Consideration of general policy motions and composite motions
8. Election of Standing Orders Committee for the 6<sup>th</sup> Policy Conference 2020
9. Election of the Appeals Committee
10. Political, International and other speakers.



# 5<sup>th</sup> POLICY CONFERENCE: MOTIONS & AMENDMENTS

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# **BREXIT**

## **1 Brexit**

Conference expresses reiterates its opposition to a Tory Hard Brexit which threatens a devastating impact on workers, women and those from migrant communities.

While a Hard Brexit threatens to affect UK workers directly, the form our future trading arrangements take will shape the economic future of everyone on these islands.

We are deeply concerned that the Conservative government has voted themselves sweeping and unaccountable 'Henry the Eighth' powers which will allow them to jettison those aspects of EU law that stand in the way of their agenda of undermining workers' civil and human rights, workplace legislation and environmental protections. Those workers' rights and protections which have been delivered under the ECHR and ECJ determinations must be enshrined in UK-legislation and the powers for further legislative improvement devolved fully to the regional governments of the United Kingdom. Those working and living in the UK who have migrated here from other parts of the EU must have their rights vindicated and enshrined in law.

Future arrangements must ensure the retention of the Common Travel Area between these islands and be in full compliance with the terms of the Belfast (Good Friday) Agreement, in particular the commitment to foster the all-island economy. We express our opposition to the imposition of the dangerous and economically destructive agenda either of a hard border being erected on the island of Ireland or between Ireland and the UK. Agreement on a customs union with the EU is the best way to avoid the threat posed by a hard border to our economy and wider society.

Post-Brexit trading arrangements must guarantee tariff-free movement of goods and services from the UK to the EU, and between Northern Ireland and the Republic of Ireland – safeguarding jobs and delivering economic and political security for all.

**Ireland/Executive Committee**

## **2 Brexit and the way forward for working people**

Unite should mobilise a widespread campaign to strengthen workers voices and economic interests in the current Brexit negotiations. The British people must reject a "no deal" Brexit which would put the livelihoods of working people at risk. Trades unions should not leave our members & families interests to be negotiated away by this arrogant, divided Tory government.

Our members in manufacturing, finance, services & transport will not tolerate a Brexit which leads to further inequality and impoverishes large sections of working people.

To preserve our members' jobs, Unite must campaign for the UK's continued access to the European Single Market.

Unite must also campaign for the incoming Labour government to legislate that any UK employer wishing to recruit labour abroad can only do so if those workers are either covered by a proper trade union agreement, or by sectoral collective bargaining when they arrive in the UK. This will help prevent the undermining of UK workers', pay and conditions and help ensure that incoming migrant workers are protected from exploitation as cheap labour by unscrupulous bosses.

To create a Europe fit for working people:

1. Unite must continue to campaign for the Labour Party to organise with trade union supported workers' political parties, trade unions and left social movements across Europe with the aim of constructing a fighting programme for a Europe fit for working people
2. We must continue to collaborate over pay and conditions with European trade unions, and continue to attend European Works Councils. Where deemed useful, Unite should help instigate both UK & European wide campaigns mobilising with our sister unions in Europe to resist employer's attacks, post Brexit. This should begin with a national UK trade union organised rally calling for defence of worker's rights, during current Brexit negotiations, coordinated with other European trades unions.
3. We must also continue to oppose all undermining of health & safety, environmental regulations, and workers' rights put forward during the Brexit negotiations, especially the negotiation of international trade deals designed only to benefit employers.

**South East/Regional Committee  
London & Eastern/382 Go Ahead - London General (Putney) Branch**

### **Amendment**

1<sup>st</sup> paragraph, line 1: between "should" and "mobilise" insert "work to build an alliance of trade unions, political and social movement organisations to"

2<sup>nd</sup> paragraph, lines 1/2: between "which" and "leads" insert "undermines jobs, current or future rights secured by union campaigning in Europe, or future investment. Our communities and public services rely on a strong, integrated economy and we will oppose any action of government that undermines the peace in Ireland or"

3<sup>rd</sup> paragraph: add at end "and a customs union."

Between exiting 4<sup>th</sup> and 5<sup>th</sup> paragraphs insert 3 new paragraphs:



“In order to ensure the above, conference believes that parliament must be able to genuinely determine by a vote in the House of Commons, whether or not the outcome of negotiations over our future relationship with the European Union, including our future trade arrangements, meet our objectives. Conference notes that this will not be possible if we leave the European Union as currently determined, in March 2019.”

“Further, conference recognises that the government’s proposal to leave the European Union in March 2019 will see the UK leave without agreement on any matter beyond the three pre-Brexit issues of; the financial settlement, the Irish Border and EU Citizens rights. For the transition period to December 2020, the UK Government’s plan will see us continue to abide by the conditions of EU membership while losing our voice, influence and leverage within its institutions such as the European Parliament, Council of Ministers and Economic and Social Committee as well as the European Court of Justice.”

“Conference believes this to be against the interests of working people securing the best possible Brexit and therefore calls on the union to publicly campaign while working politically and industrially to secure an extension to Article 50, retaining our full membership of the European Union, until negotiations on our future relationship have concluded and Parliament has determined by vote of the House of Commons that any such deal is acceptable. This will provide parliament with a genuine and meaningful say over our terms of departure, government with continued influence in the institutions of the European Union, elected representatives a voice in the European Parliament and workers a seat at the table of the European Economic and Social Committee.”

Numbered points, insert new point 1:

1. Unite must take a lead in campaigning for and building a political and industrial alliance to secure the extension of Article 50 and our full membership of the European Union until the conclusion of negotiations between the UK government and European Union and a genuine, meaningful vote in the House of Commons has determined that any such agreement is acceptable.’

Re-number remaining points accordingly.

## **Aerospace & Shipbuilding NISC**

### **3 Brexit and Working People**

Unite should mobilise a widespread campaign to strengthen workers’ voices and economic interests in the current Brexit negotiations.

The British people must reject a “no deal” Brexit which would put the livelihoods of working people at risk.

Trade unions should not leave our members’ and their families’ interests to be negotiated away by this arrogant, divided Tory government.

Unite members will not tolerate a Brexit which leads to further inequality and impoverishes large sections of working people.

To preserve our members' jobs, Unite must campaign for the UK's continued participation in and access to the European single market.

Unite must also campaign for the incoming Labour government to legislate that any UK employer wishing to recruit labour abroad can only do so if those workers are covered by a genuine trade union agreement, or by sectoral collective bargaining when they arrive in the UK. This will help prevent the undermining of workers' pay and conditions and help ensure that incoming migrant workers are protected from exploitation as cheap labour by unscrupulous bosses.

To create a Europe fit for working people:

- Unite must continue to campaign for the Labour Party to organise with, trade unions and left social movements with the aim of constructing a fighting programme for a Europe fit for working people
- we must continue to collaborate over pay and conditions with trade unions across Europe, and continue to attend European Works Councils.
- where deemed useful, Unite should help instigate both UK and European wide campaigns mobilising with our sister unions in Europe to resist employer's attacks, post Brexit, this should begin with a national UK trade union organised rally calling for defence of worker's rights, during current Brexit negotiations, coordinated with other European trades unions
- we must also continue to oppose all undermining of health and safety, environmental regulations, and workers' rights put forward during the Brexit negotiations, especially the negotiation of international trade deals designed only to benefit employers.

**North West/Automotive RISC**

#### **4 EU Referendum + Brexit**

Conference fully recognises and respects both the European Union referendum result and members right to hold differing opinions, perspective and political positions with regards to 'Brexit'.

As a trade union, our responsibility must not become the rights and wrongs of the political arguments surrounding 'Brexit', but the differing economic impact and employment prospects for our members, across a broad range of industries arising out of 'Brexit'.

As a trade union, our principle with any negotiated agreement, is that it is always placed before our members for their approval, prior to acceptance. Unite policy should therefore reflect those principles and should ensure that any final agreement over Brexit is also placed before the people of the United Kingdom, prior to their final acceptance.

## **Civil Air Transport NISC**

### **5 Brexit – a vote on the final deal**

The UK referendum vote in June 2016 resulted in a decision by a small majority to leave the EU

The vast majority of the information that was presented by the “Leave” and “Remain” campaigns was not based on facts, but just on speculation and lies. Now that we are becoming more aware of what the final deal could be, people may think that is not what they voted for.

Within the Trade Union movement we always give our members their democratic right to vote on proposals that may affect them so that they make the final decision.

Therefore conference calls on the Unite Executive to lobby Parliament and the Labour party to adopt a policy that once the final deal on leaving the EU is known, this will be subject to a vote by the UK population on acceptance, or not, of that deal.

## **East Midlands/Aerospace & Shipbuilding RISC East Midlands/LN05 Siemens Lincoln Branch**

### **6 The Future of Brexit**

On the 23<sup>rd</sup> of June 2016 the UK voted to leave the EU.

However a lot of voters only started to see through the chaos of the initial referendum campaigns and truly understand the implications and costs of leaving the EU after the UK had voted to leave the European Union.

Whatever the outcome is of Brexit negotiations the final UK Brexit terms cannot be left for parliament alone to agree upon because the facts presented to the voting public have changed so much since the referendum vote. The British electorate must ultimately have the final say on any EU Brexit deal and therefore Conference calls upon Unite to do the following.

- campaign against any Brexit deal that would harm UK jobs and economy by the introduction of trade barriers
- campaign against any terms that would have a detrimental impact on UK workers' rights

- campaign to ensure the UK public has a binding vote to accept the terms of the UK exit from the EU or reject the terms of the UK exit from the EU and remain in the EU
- lobby the Labour party to ensure they make a manifesto commitment to giving the public a final binding vote to reject or accept any EU exit deal
- in the absence of a public vote on the final Brexit terms to lobby for either the inclusion of a referendum on re-joining the EU as part of the Labour Party manifesto or campaign to renegotiate with the EU clauses that are detrimental to UK workers and trade
- ensure the union remains fully committed to all EU trade union federations, alliances and organisations.

### **East Midlands/GPM & IT RISC**

#### **Amendment**

Add at end of bullet points:

- campaign for article 50 to be extended to the end of any transition deal
- campaign for any transition to be at least 4 years

### **East Midlands/DE13 Rolls Royce Nuclear Power Branch**

#### **7 Brexit**

On the 23<sup>rd</sup> June 2016 the UK voted to leave the EU. Only now have voters started to see through the initial referendum campaigns and truly understand the implications and costs of leaving the EU.

The final negotiations of UK Brexit terms cannot be left for parliament alone to agree upon because the facts presented to the voting public have changed so much since the referendum vote. The British electorate must ultimately have the final say on any EU Brexit deal and therefore this conference call upon Unite to do the following;

- Campaign against any Brexit deal that would harm UK jobs and economy by the introduction of trade barriers.
- Campaign against any terms that would have a detrimental impact on UK workers' rights.
- Campaign to ensure that the UK public has a binding vote to accept the terms of the UK exit from the EU or reject the terms of the UK exit from the EU and remain in the EU.
- In the absence of a public vote on the final Brexit terms, campaign to re-join the EU if the UK leaves the EU with trade barriers or terms that have a detrimental impact on UK workers.
- Ensure the union remains fully committed to all EU trade union federations, alliances and organisations.

### **West Midlands/Automotive RISC**

## **8 Brexit**

Unite has members employed in just about every sector and segment of employment across the United Kingdom and Ireland, along with Gibraltar. As a result of the so called 'Brexit' referendum our United Kingdom and Gibraltar members are going to be subject to potentially massive changes to their working lives.

Leaving the European Union and its protective workplace regulations, gives government, especially a right wing Conservative government, the opportunity to weaken those regulations as they wish.

Therefore we call for a Brexit that delivers no change to health and safety, or employment rights and protections, now, or in the future, unless they are improvements in line with any the EU introduce.

If 'Brexit means Brexit' then 'protection' must mean the 'protection' of workers' health and safety and employment rights.

We ask that Unite does all in its powers to ensure that UK workers are not worse off, in their employment, as a result, directly, or indirectly, of the United Kingdom leaving the European Union.

### **East Midlands/DE40 Manufacturing & Rail Branch**

## **9 Leaving the EU**

Conference notes that Unite has recognised the 2016 UK Referendum result in favour of Leaving the EU. Although UniteE campaigned for a Remain vote, it recognises that many Unite members voted to Leave.

Conference is opposed to any outcome of the negotiations that enshrines neo-liberal policies, that cuts back workers' rights, and that incites xenophobic prejudice and exacerbates right-wing and reactionary forces in the EU.

Conference calls on Unite to support (or initiate) a strong campaign within the trade union and labour movement to demand a settlement that guarantees the following:

- a new charter of workers' rights that includes the abolition of UK anti-union laws while recognising that nothing in the 2016 Trade Union Act was contrary to EU regulations;
- an improvement in UK law beyond the current legislation that protected workers' rights before being lost as the Social Chapter was undermined by successive European Court of Justice rulings;
- retention of beneficial environmental and climate change obligations with new UK provisions where necessary;
- a return to public ownership of privatised entities such as public transport, utilities, health services and education;

- an overhaul of the tax system including measures to clamp down on tax avoidance, establishing an appropriate level of corporation tax, introducing a land value tax, and socially just rates of personal tax and inheritance tax;
- a proper and secure Welfare State with a new benefits deal for all - no discrimination or scapegoating of any claimant, an end to sanctions and scrapping of the benefit cap
- investment to expand the provision of sustainable and renewable energy and new technology.
- prevention of a race to the bottom in wages, taxes and regulations and a complete rejection of the neo-liberal dream of a deregulated low tax minimum rights UK.

The success of this campaign should demonstrate that it is possible to break with the neo-liberalism of the EU, and to establish more equitable relations with the peoples of Europe.

Conference supports the Labour Party view that calls for a second referendum should be rejected.

### **London & Eastern/Bedfordshire & Hertfordshire AAC**

#### **10 Socialist Brexit**

Conference has no confidence that the Tories are capable of negotiating Brexit in workers' interests and the vast majority in society.

This divided government will act to secure a deal that benefits big corporations at workers' expense. This will mean maintaining the main planks of EU membership such as the neo-liberal rules and regulations of the single market.

Key policies in Jeremy Corbyn's manifesto, such as re-nationalisation and workers' rights, that mobilised millions to vote in last year's general election would be under threat in an outcome that kept neo-liberal EU rules.

Conference calls on the Labour leadership to campaign for a socialist Brexit in the interests of workers here and in the rest of Europe.

This would mean ripping up the neo-liberal austerity offensive that has pauperised workers in countries such as Greece.

Conference believes that this would not be in order to create the more isolated and even more exploitative neo-liberal vision of the Tory right, but to begin to build a society for the many not the few. It would mean taking socialist measures so that the enormous wealth in society could be harnessed to provide everyone with the prerequisites for a decent life: a decent affordable home, a good job, free education, a top-class NHS, a living pension and more.

Such a programme could Unite working class people in Britain, regardless of how they voted in the referendum and undermine those who look to divide workers on racist and nationalist lines. We support guaranteeing the rights of EU citizens to remain and work in the UK with trade union negotiated rates of pay for all.

Conference resolves that Jeremy Corbyn and Unite should urgently use their international anti-austerity authority to help establish a new collaboration of the peoples of Europe on a socialist basis.

### **London & Eastern/1228 Waltham Forest Council Branch**

#### **11 For a workers' Brexit promoting unity and equality**

Conference notes and reaffirms Unite's policy, endorsed at last policy conference, to support all our members regardless of national origin, and to reject crude attempts by the Tory press to divide us in order to weaken opposition to their vision of a backward-looking and divisive Brexit.

Conference also notes and applauds the conduct of our officers and activists, such as at Fawley refinery, in promoting unity and solidarity as the effective tools to end the disgraceful attempts by some employers to pay migrant workers below the agreed trade union rate.

Conference believes:

1. that this reaffirmation of our core values is particularly pertinent at this Policy Conference, this year being the 70<sup>th</sup> anniversary of the arrival of the Windrush at Tilbury;
2. that Unite should mobilise a widespread campaign to promote workers' voices and interests in the current Brexit negotiations, including access to the European market;
3. that Unite should campaign for any incoming Labour government to pass legislation to protect migrant labour from abuse, for instance by legislating so that any employer who wishes to recruit labour from abroad can only do so where those workers are covered either by a proper Trade Union agreement, or by strong sectoral collective bargaining, on arrival in Britain.

Conference therefore resolves:

1. to collaborate with European trade unions over pay and conditions;
2. to continue to attend and actively participate in European Works Councils;
3. where appropriate, to support, or instigate, both UK and European-wide campaigns, mobilizing with our sister unions across Europe to resist employers' attacks post-Brexit; this should begin with a national TU-organised rally, coordinated with other European unions, calling for the defence of workers' rights, during current Brexit negotiations;

4. to continue to oppose any undermining of health and safety, environmental, employment and civic protections as bargaining chips in the current Brexit negotiations or any future trade negotiations.

### **London & Eastern/7055E Suffolk Road Haulage Branch**

## **12 EU Citizens Free Movement**

Conference notes the debate on immigration currently underway in the context of the Brexit negotiations, with the Tories committed to ending free movement.

Stagnating wages, crumbling services and the housing crisis were caused by government and employers making the rich richer at working people's expense – not immigration. Dividing workers along national lines is the oldest trick in the book.

We need real solutions to the problems facing working people: massive public funding to ensure good jobs, homes, services and benefits for all; scrapping of anti-union laws and stronger rights so workers can push up wages and conditions; and communities uniting across divisions to win changes.

The labour movement is a movement for all workers, regardless of where they were born. We note many struggles where migrants have been central to improving low-paid workers' wages and rights. Our movement must not give an inch to the falsehoods used to turn domestic against migrant workers.

Free movement benefits all workers. Without it, only the rich and privileged can live and travel where they want. Free movement ensures that migrants have rights. Ending it makes migrant workers more vulnerable to hyper-exploitation, making downward pressure on wages more likely. Workers are much less likely to organise in a trade union if the penalty for standing up to your boss is being deported.

Britain and the EU should welcome migration across Europe and from beyond. Limiting free movement further would damage the economy and hit living standards.

This conference resolves to campaign to defend and extend free movement; scrap the net migration target; strengthen refugee rights; dismantle the brutal anti-migrant regime built over decades; abolish immigration detention centres; ensure the right to family reunion; end use of "no recourse to public funds"; end use of landlords and health workers as border guards; and reverse attacks on migrants' access to the NHS. Unite will work with like-minded forces across the movement to ensure that this becomes Labour Party policy.

### **London and Eastern/524 Central London Voluntary Sector Branch**



### **13 Workers' Rights to Move Freely and be Treated Equally**

Conference recognises that the working class and Unite's membership include people born all over the world. This conference rejects attempts by many employers, along with sections of the media and politicians, to try to divide workers on grounds of race or nationality. Conference recognises that such arguments influence some union members, who may feel that their own interests are threatened by "others" competing for jobs, housing or services, just as some male workers saw women entering certain occupations in the same way.

Conference believes that in a capitalist society all workers, not just those from other countries, are forced to compete with each other, but that the best response to this is unity and solidarity, not attempts to gain temporary advantages for some workers by excluding others from jobs or services.

Conference believes that the exclusion of workers from working legally makes them especially vulnerable to exploitation, abuse and safety risks, and that the answer is to protect all workers, not attempt to exclude them more effectively.

Conference resolves to support the right of everyone to be treated equally regardless of nationality or immigration status, including the right to travel freely and choose where to work. This conference resolves to oppose repression from states or civilian groups targeting people on grounds of nationality or immigration status. This conference believes that workers' rights, including to bargain collectively, should apply to all workers, not differentiated on grounds of national origin.

Conference instructs the Executive Council to:

1. ensure the rights of workers without UK citizenship are prominently defended in material addressing workers' rights in relation to Brexit
2. educate employees, activists and members about our relevant policies and the negative consequences for all workers of nationalism, racism and discrimination.

**North West/55 Fujitsu Branch**

#### **Amendment**

Add at end of Motion:

3. undertake research into our members' citizenship status to inform the union's policies and allocate resources appropriately
4. provide an adequate voice that represents the membership through the provision of a body dedicated to supporting workers without UK citizenship in the UK. This body will provide:
  - support, advice and representation where necessary to individual members
  - regular advice and help to all regional and local officers and/or branches to include the implications of Brexit for workers without UK citizenship

5. strengthen links with all affiliated anti-racism organisations, working wherever possible with likeminded forces
6. participate actively and transparently in discussions around Brexit in Brussels and at home, representing a position that supports all workers currently working in the UK with no divide between workers with or without UK citizenship, and to efficiently and transparently communicate developments to Unite members and officers
7. ensure that the Unite Brexit Check website includes information specifically for Unite members without UK citizenship working in Britain, in addition to the information for UK citizens already provided.

### **London & Eastern/7064E National Publishing & Media Branch**

## **14 Freedom of Movement**

Conference notes the debate on immigration currently underway in the context of the Brexit negotiations, with the Tories committed to ending free movement.

Stagnating wages, crumbling services and the housing crisis were caused by government and employers making the rich richer at working people's expense – not immigration. Dividing workers along national lines is the oldest trick in the book.

We need real solutions to the problems facing working people: massive public funding to ensure good jobs, homes, services and benefits for all; scrapping of anti-union laws and stronger rights so workers can push up wages and conditions; and communities uniting across divisions to win changes.

The labour movement is a movement for all workers, regardless of where they were born. We note many struggles where migrants have been central to improving low-paid workers' wages and rights. Our movement must not give an inch to the falsehoods used to turn domestic against migrant workers.

Free movement benefits all workers. Without it, only the rich and privileged can live and travel where they want. Free movement ensures that migrants have rights. Ending it makes migrant workers more vulnerable to hyper-exploitation, making downward pressure on wages more likely. Workers are much less likely to organise in a trade union if the penalty for standing up to your boss is being deported.

Britain and the EU should welcome migration across Europe and from beyond. Limiting free movement further would damage the economy and hit living standards.

Conference resolves to campaign to defend and extend free movement; scrap the net migration target; strengthen refugee rights; dismantle the brutal anti-migrant regime built over decades; abolish immigration detention centres; ensure the right to family reunion; end use of “no recourse to public funds”; end use of landlords and health workers as border guards; and reverse attacks on migrants’ access to the NHS. Unite will work with like-minded forces across the movement to ensure that this becomes Labour Party policy.

**Scotland/164/403 Glasgow & Lanarkshire CN4P Branch**

## **CAMPAIGNING AGAINST AUSTERITY**

### **15 Local Government Cuts - a Unite strategy**

The Labour Party manifesto shifted the political debate to the left.

The fire at the Grenfell Tower has exposed the harsh reality and the true cost of the impact of austerity on local government finances while also putting into sharp focus the effect of outsourcing/privatisation and housing policy. The Carillion scandal now means a debate has begun on the value of keeping services in – house that goes wider than within the trade union movement and real opportunity now exists to win a position whereby in – house services should always be the preferred position. Wide spread gentrification and the exposure of luxury homes kept empty just to be used as an investment by the rich means that we are now debating not just affordable housing but council housing.

The crisis in Social Care has not gone away. Even after the Tories Dementia Tax became such a factor in the election the government has remained silent on the issue

The ever increasing bill for Social Care will result in anything from a £4.4 Billion to £5.7 Billion shortfall by 2020 depending on who you believe the Health Foundation or Age UK.

The NHS reporting that in England 30% of patients are occupying beds because of a failure in Social Care. Hardly surprising when local Government have had their budgets cut by 40% since 2010.

A dysfunctional market place operates in England with over 11000 homecare private providers operating in England. The result is councils competing in a race to the bottom that results in 15 minute care visits provided by a low waged casual and under trained workforce.

That the programme for local government cuts continues along with the major changes to funding due to take place in 2020. This is coupled with the funding crisis in social care. A radical response to funding local government is needed if the Labour Party commitment to ending the austerity programme is to succeed.

That Unite has agreed a position calling on local authorities to make more imaginative use of reserves and borrowing powers.

That Unite branches and regions have been fighting tremendous campaigns. This includes Bromley and Greenwich where there have been magnificent campaigns, uniting the local community and Unite members in defence of libraries in Greenwich and Bromley, on the Woolwich Ferry in Greenwich, Birmingham, Southampton in defence of jobs and services and in Hackney where Unite campaigns have won improved pay for cleaners and parking wardens in outsourced services.

In particular, the victorious campaign by low paid, mainly black women workers employed by OCS to clean schools in Hackney has not just exposed the ruthlessness of private companies out to make a profit by keeping pay low but has also given the trade union movement yet another example of what can be achieved when a union leads a fight. The OCS campaign, while fighting off cuts to pay, also shows the urgent need to take services back in – house.

That a new, more confident mood does exist to fight austerity. Unite must be at the forefront of such a movement.

This conference agrees to develop and further promote the position whereby local authorities make imaginative use of reserves and borrowing powers.

That in light of further revelations regarding reserves, especially following the Grenfell fire, there must be more pressure placed on local authorities to use such reserves.

Labour local authorities must be part of the fightback against austerity. This is not possible while cutting services and under continued privatisation. This will come into sharp focus in the run up to the 2018 elections. Labour local authorities must now Unite with local communities and trade unions in a fightback against local government austerity. Such a strategy allows the best chance for labour in the local elections – this is surely the lesson of the general election.

Therefore and in light of the revelations following the Grenfell fire and Carillion scandal, this conference agrees to call on local authorities to suspend, for the foreseeable future, budgetary cuts and privatisation/outsourcing proposals, to oppose the new funding arrangements due in 2020 and to call for a United campaign against austerity with Labour Councils and trade unions at the forefront.

## **London & Eastern/Local Authorities RISC**

### **16 Tackling the impact of austerity**

Conference notes that it is 10 years since the banking crisis and that there are profound psychological and health impacts as well as a financial impact of austerity policies.

We are deeply concerned at the cumulative impact of years of austerity, and note the rise in mental health issues; increase in poverty related diseases and in social isolation. Children are growing up who are hungry in each school holiday and always have to eat from the foodbank; women are experiencing “period poverty” each month; disabled people, Lesbian Gay Bisexual Transgender Intersex+ and Black Asian Minority Ethnic & Refugee communities are seeing a rise in hate crime; many younger workers have never had a permanent job. The continuing rise in street homelessness has an impact not only on those forced to live on the street, but on others who know that they are only a step away from this and who don't feel they can challenge poor pay and conditions at work, or exorbitant rents and disrepair.

Many people don't believe that they have any rights, as they have seen them either eroded or unenforceable. We have to tackle this culture and rebuild a sense of dignity and mutual respect - an injury to one is an injury to all.

We are proud of Unite's fightback on behalf of our members and their families and communities and call on an incoming Labour Government to introduce a bold and radical programme which will not only end austerity but will invest in services which will start to reverse its impact.

Specifically, in addition to increased funding for the NHS and education we need:

- A right to a home
- A right to a genuine Living Wage for workers of all ages
- Repeal of the anti-trade union legislation and a new set of collective rights at work (eg sectoral pay bargaining)
- A social security system which provides a real safety net in case of loss of job, illness, disability and which is supportive not punitive
- A statutory universal youth service, with qualified staff
- Good quality social care available to those who need it at an early stage with skilled staff
- Access to free, independent specialist advice in areas such as housing, social security, education, employment, debt.

Whilst we welcome the potential benefits of technology for society, we have seen cuts being used to de-humanise services and make them unresponsive to individual needs. The recent collapse of Carillion and the failure of privatisation and outsourcing give us a real chance build on growing public support for public services in their widest sense, and to create decent 21st century services which are not about transactions to maximise profit, but about rebuilding a society of which we can be proud.

**London & Eastern/CN4P RISC**

### **Amendment**

2<sup>nd</sup> paragraph; 5<sup>th</sup> line: replace “Lesbian Gay Bisexual Transgender Intersex+ and Black Asian Minority Ethnic &” with “LGBT+, Black & Asian ethnic minorities and”

After the 2<sup>nd</sup> paragraph add a new paragraph:

“Additionally, disabled workers continue to face an employment gap well above other EU countries due to discrimination. Government should make the employment market accessible to disabled people including increasing Access to Work funding and the provision of supported employment. It should also place sanctions on employers who fail to comply with non-discriminatory recruitment practices.”

After the 3<sup>rd</sup> bullet insert a new 4<sup>th</sup> bullet point:

- Strong sanctions against employers who discriminate against disabled people

After the now, new 5<sup>th</sup> bullet point insert a new 6<sup>th</sup> bullet point:

- A sufficiently funded Access to Work

## **National Disabled Members' Committee**

### **17 Stop and Scrap Universal Credit**

Universal credit replaces working age benefits including: Employment Support Allowance, Job Seekers Allowance, Housing Benefit, Income Support, Working Tax Credit and Child Tax Credit.

The creators of Universal Credit heralded the system as a reform. By definition welfare reform should serve to improve the lot of poorer lower paid sections of our society. Instead, Universal Credit is harming poorer low waged people. In all some seven million households, including one million low paid part-time workers could be financially worse off as a result Universal Credit.

For the first time, working people could find themselves sanctioned if they cannot demonstrate to the DWP that they are seeking to improve their paid income. Full-time workers on Universal Credit will be expected to seek more hours, up to 48 a week, in order to cease their reliance on state support. Failure to comply could lead to savage sanctions cumulatively adding up to three years loss of benefit. Those in precarious work will lose their Pension Credit.

The Tory government refrain that the Universal Credit 'makes work pay' has also been exposed as a lie. Universal Credit claws back 63p of every £1 earned for some claimants. There is a greater bureaucracy imposed upon self-employed people who will have to submit monthly instead of the current annual income before any benefit payment.

People in part time work could be forced to give up work that suits their Disability or family life in order to take up worse paid full-time work or risk sanctions. Universal Credit brings in the loss of Severe and Enhanced Disability Premiums which mean single disabled people lose around £2,000 per annum and a disabled couple over £4,000 per annum.

Initially Universal Credit claimants could expect to wait six weeks for their first payments. Despite the changes brought in at the end of last year claimants will still be expected to wait 5 weeks as a minimum with many languishing for three months or longer as they await their first payment.

With Universal Credit, housing benefit isn't paid straight to the landlord but to the claimant who may be in need of money to use in an emergency. In pilot areas this has resulted in up to 60% of claimants going into rent arrears. Letting agents are already refusing to rent to anyone claiming Universal Credit.

This Conference believes that Universal Credit is a draconian benefit system. A system imposed on poorer people both in and out of work that serves as a punitive regime.

We consider Universal Credit far too flawed to be simply 'paused and fixed'. Its toxic nature calls for an incoming Labour government to:

- stop and scrap the Universal Credit
- carry out a far-reaching social security reform that truly makes work pay as well as protecting those unable to work.

### **Disabled Members' National Committee**

## **18 Universal Credit**

Universal Credit is the punishing regime due to be more widely imposed on people with low incomes for both those in and out of work. This Committee believes that Universal Credit has too many flaws to be simply paused and fixed – it must be stopped and scrapped. UC is rotten to the core.

Universal Credit replaces six benefits – Child Tax Credit, Housing Benefit, Income Support, Income-based Jobseeker's Allowance, Income-related Employment and Support Allowance and Working Tax Credit.

Seven million households will be affected, including over one million low paid part-time workers. For the first time ever people in work could face being sanctioned (having their benefits stopped) if they don't prove to the job centre that they're searching for better paid work or more hours. Pensioner couples will also be affected if one of them is under pension age.

Universal Credit is an economic and political disaster bringing further distress and impoverishment to those forced to endure it. To date at least £15.8 billion has been wasted on its implementation.

Areas already subjected to Universal Credit have reported serious hardship with visits to food banks soaring along with rates of people sanctioned and left without any income for 3 months or more.

Just some of the many problems with Universal Credit are listed below.



### General Problems:

- Universal Credit is based entirely on conditionality for those both in and out of work; failure to meet these conditions can lead to the imposition of cumulative sanctions - which can last 3 years
- everyone will have to accept the Claimant Commitment and log in daily to Universal Job match account and complete your a do list and journal; there is harsh conditionality within Universal Credit such as 35 hour per week job searches
- even with the changes brought in at the end of last year, claimants face a 5 week wait which in many cases seems to be 3 months or longer for their first payment
- Hardship Loans are repayable meaning the full amount of money someone is entitled to isn't paid for months as 40% of their entitlement can be taken away to repay a loan
- under Universal Credit, housing benefit isn't paid straight to the landlord but to the claimant who may be in need of money to use in an emergency; in pilot areas this has resulted in up to 60% of claimants going into rent arrears
- letting agents are already refusing to rent to anyone claiming UC
- under the Troubled Families Programme people could see their children taken into care if the claimant is not meeting conditions set by DWP/Work Coach
- under UC data is shared by DWP, HMRC and banks to ensure no additional income is undeclared.

### Disabled People:

- UC is claimed and managed entirely digitally which is difficult or impossible for many disabled people. Any mistakes on the form will likely lead to loss of benefit or a claim being disallowed.
- Health and Work conversations are mandatory and any failure to attend will lead to your claim being closed.
- people in part time work could be forced to give up work that suits their Disability or family life in order to take up worse paid full time work or risk sanctions,.
- UC brings in the loss of Severe and Enhanced Disability Premiums which mean single disabled people lose around £2,000 per annum and a disabled couple over £4,000 per annum.

### Coercion of Mental Health claimants:

- as part of the Health and Work Programme we are seeing the use of the DWP nudge unit and psycho compulsion. This effectively means the introduction of forced treatment through the use of IAPT therapists based in job centres. If claimants don't take the treatment prescribed they face being sanctioned.

#### Loss of Women's Rights:

- changes to benefit payments will make women financially dependent on men trapping many in endless domestic violence.
- the appalling Tax Credit 'rape clause' means that women can only get Child Tax Credit payments for their first two children unless they can prove they were raped; this involves filling out a detailed 45 page form about being raped.

#### For those in work, self-employed or on zero hours contracts:

- even those in work will be expected to look for more hours, this can be up to 48 hours a week and sanctions are imposed for failing to comply. If your earnings exceed qualifying levels in a month they can close your claim and your online history will be erased - all without warning.
- if you fail to do your job match account even over Christmas and other bank holidays you will have your money stopped and you must always be available for interviews.
- for every £1 earned Universal Credit takes away 63p meaning people are working for 37p for every pound earned per hour.
- self-employed people will have to submit their monthly, instead of annual, income before any UC payment. If they earn too much in any month their claim will be closed and they'll have to start all over again.

#### Conference notes the following:

- Universal Credit was designed as an integral part of the Welfare Reform Act brought in by the Coalition Government following their election in 2010
- underpinning the Act has been an ideological drive to making being on welfare benefits as degrading and punishing as possible with the intention of forcing as many claimants off benefits as possible
- Universal Credit is just one part of these reforms which include the discredited Work Capability Assessments, the change from Disability Living Allowance to PIP and a 20% budget reduction target and cuts to the Access to Work programme.

#### Conference believes:

- Universal Credit cannot be fixed
- Universal Credit has to be scrapped
- as with the Work Capability Assessments an entirely new scheme needs to be created making sure that Disabled Peoples Organisations and other groups affected are included at the heart of how these schemes are designed.

**London and Eastern/Young Members' Committee**

## **19 Universal Credit**

Universal Credit represents a deliberate and permanent breaking of the link between the needs of the individual and the benefits provided and also removes the link between the costs of services and the benefits provided.

Universal Credit will be reduced steadily once any benchmarks have been removed, in the same way that all incorporated benefits (such as London Weighting) are reduced and ultimately abolished.

When people have barely enough to pay for basic survival, social care services will cease to be viable for the smaller numbers who can afford them, and Unite members in social care will lose their jobs.

Universal Credit is designed specifically to reduce benefits and services and cannot be fixed.

The best way to simplify the benefits system is for both health and social care services to be publicly provided, free at the point of use, for the individuals who need them.

Conference instructs Unite to campaign to stop and scrap Universal Credit and to campaign for better funding for social care.

### **London & Eastern/0694 Clerkenwell & St Pancras Branch**

## **20 Universal Credit – stop and scrap**

Conference notes that:

- Universal Credit, UC, was designed as an integral part of the Welfare Reform Act brought in by the Coalition Government following their election in 2010.
- underpinning the Act has been an ideological drive to making being on Welfare Benefits as degrading and punishing as possible with the intention of forcing as many claimants off benefits as possible.
- Welfare Reform, including the introduction of UC, was accompanied with the rhetoric of benefit dependency, skivers and strivers, cheats and malingerers as a way of winning public support for pushing through the biggest changes in welfare since the 1930's.
- UC is just one part of these reforms which include the discredited and hated Work Capability Assessments, the change from DLA to PIP with a 20% budget reduction target & cuts to the Access to Work programme.
- these changes are interconnected and form the core of the Tories' making work pay programme.
- in November 2017, at a National Housing Summit meeting in Central London, Axe the Housing Act, other Housing campaigns and Disabled People Against Cuts, DPAC, called for a National joint Campaign to Stop and Scrap UC and to call a Day of Action early in 2018.

Conference believes:

- that UC cannot be fixed, that UC has to be scrapped.
- that, as with the Work Capability Assessments, an entirely new scheme needs to be created making sure that Disabled People's Organisations and other groups affected are included at the heart of how these schemes are designed.

Conference agrees:

- to adopt a position of Stop and Scrap Universal Credits.
- to support the national Stop and Scrap campaign called by DPAC, Mental Health Resistance Network, Housing campaigns and others.
- to publicise the campaign and promote it to our members urging them to support the campaign.
- to lobby the Labour Party and other organisations who currently have a Pause and Fix approach to UC and urge them to adopt and work with the Stop and Scrap campaign.
- to support and build for a National Stop and Scrap UC Day of Action.

**South East/6259 Bracknell Branch**

### **Amendment**

Conference notes that:

New bullet point:

- since the Legal Aid and Sentencing and Punishment of Offenders Act was implemented in 2013, scrapping of Legal Aid for Welfare Benefits cases, there has been a drop of 99.5% of claimants able to access legal aid, and the loss of thousands of specialist advisors, leading to a crisis accessing legal advice and representation in making mandatory reconsiderations to the DWP, Tax Credit Office, reconsiderations to local authorities for Housing Benefit decisions, and appeals to the Tribunal Service. This includes increasing numbers of decisions made around Universal Claims.

**Conference agrees:**

New bullet point:

- to campaign to re-introduce Legal Aid or a similar national, publicly funded service, for Welfare Benefits cases up to the Lower Tribunal.

New bullet point:

- to continue to actively engage with the Labour Party to influence it on policy in relation to a review of the Legal Aid system and a re-introduction of funding for early legal help.

**London & Eastern/785 North London Voluntary Sector Branch**

## DEFENCE DIVERSIFICATION

### 21 Defence Diversification Strategy

Unite represents tens of thousands of workers in the British defence industry. However, since the end of the Cold War, site closures have resulted in many thousands of job losses. At a time of greater austerity and tightening government spending, members working in defence are finding our jobs increasingly exposed to short term priorities from both the government and employers. These priorities have resulted in the steady decline of jobs that have negatively impacted on our communities.

Conference supports the initiatives taken by reps and members to lead industrial campaigns to prevent employers implementing redundancies, closing sites and off-shoring work.

Conference recognises that, it is our members who have previously devoted significant time and energy to promote defence diversification initiatives. However, each of these initiatives has fallen on deaf ears as both employers and government have shown no interest in protecting our members' jobs and communities.

Unite's support for defence diversification was developed to respond to the concerns of members working on the Successor submarine and its supply chain. However, pressures on jobs now affect a growing number of our members working on defence related contracts in the following sectors - Aerospace and Shipbuilding, Construction, Engineering and Manufacturing and the M.O.D and government departments.

Conference notes the many successes with defence diversification in the US that have saved tens of thousands of jobs. In the UK the record is poor in comparison. One positive example is at Babcock International who have sought to diversify their product portfolio and are increasingly exploring the development of new technologies in energy renewables, oil and gas to reduce their dependency on defence contracts.

These examples show it is possible to convert and transfer skills developed for defence related work where there is a profit to be made or the political will.

The recent general election has shown that the Tories are vulnerable and there is a real possibility that a Labour government with a new set of priorities can be elected. Jeremy Corbyn's Labour party is committed to supporting defence diversification as part of a wider industrial strategy in line with Unite policy. We have a unique opportunity to work with a future Labour government in developing a defence diversification strategy.

Some of our major sites that are dependent on defence contracts now face significant job cuts. Defence diversification is an urgent priority for the next Labour government and we pledge to be at the forefront of building political and industrial pressure on the Labour Party, the government and employers to support the development of alternatives to defence work that can help keep our members employed in well paid and secure employment.

Conference believes that combining an effective industrial defence of jobs with an effective defence diversification strategy to develop alternative employment will strengthen our ability to stop the decline in jobs.

Conference welcomes initiatives taken by Unite to create strategies to proactively develop alternatives to job losses such as the automation strategy to counter the rapid development of new technology or the oil strategy to help meet the challenge of moving to a low carbon economy

Conference resolves to ensure that our support for a defence diversification strategy takes advantage of the recent favourable political developments in the Labour Party, the successes with the Unite automation strategy and the many examples of successful diversification programs that already exist.

Conference instructs the Executive Council to act upon the following commitments:

1. Provide resources to develop a defence diversification strategy similar to that successfully developed to face the challenges to jobs with the onset of automation.
2. Identify the current and future threats to UK defence jobs across different sectors in Unite.
3. Develop a cross sector industrial strategy based upon the successful Rolls Royce combine initiative to build industrial pressure on employers and government to stop redundancies and closures and to engage with reps and combine committees to investigate alternatives to defence related work.
4. Engage with affected NISC's and RISC's to build a team of senior reps in affected sectors to help combine the industrial strategy with the defence diversification strategy across the union.
5. Invite the TUC to meet with Unite reps from our Executive Council to plan the initial steps for setting up a Defence Diversification Agency and call upon the Labour Party to honour their commitment to set up a Defence Diversification Agency when in government.
6. Report on progress to NISC with written reports prepared for RISC's every quarter.

#### **London & Eastern/Aerospace & Shipbuilding RISC**

#### **Amendment**

2<sup>nd</sup> paragraph: add at end "Conference further supports the Unite 'Defend Our Spend' campaign for the UK defence equipment budget to be spent in the UK".

6<sup>th</sup> paragraph: between "show" and "it" insert "that when jobs can no longer be sustained through defence work alone," between "skills" and "developed" insert "originally"

9<sup>th</sup> paragraph: between "effective" and "jobs" insert "campaign to support defence"

Numbered points, insert new point 1:

“1. Re-invigorate the Unite ‘Defend Our Spend’ campaign, to press the UK Government to spend its defence equipment budget in the UK.”

Re-number other points accordingly.

## **South East/Aerospace & Shipbuilding RISC**

### **22 Defence Diversification**

Conference notes the international momentum towards the goal of global nuclear disarmament since Unite Policy Conference met in 2016. In particular Conference notes the new United Nations Treaty on the Prohibition of Nuclear Weapons, which opened for state signatories on 20 September 2017. Conference calls on the UK government to sign the new UN treaty.

Conference further notes the decision of the TUC at Congress 2017 to call "on trade unions... to lobby the Labour Party to establish before the next general election a ‘shadow’ Defence Diversification Agency, to work closely with the Shadow Department for Industry in developing an overall national industrial strategy including the possibility of conversion of ‘defence’ capacity. The first task of this Agency would be to engage with plant representatives, trades unions representing workers in the ‘defence’ industry, and local authorities, to discuss their needs and capacities, and to listen to their ideas, so that practical plans can be drawn up for arms conversion while protecting skilled employment and pay levels. A key means for developing the national industrial strategy would be the National Investment Bank proposed by the Shadow Chancellor.”

Conference resolves to respond positively and proactively to this call, as defence diversification is a critical component of the disarmament agenda. Conference believes this work is now urgent and the expertise within our own union on this agenda is critical to its success in protecting employment in the affected sectors.

## **London & Eastern/790 Legal Workers’ Branch**

### **23 Defence Jobs**

Defence can be a difficult area for some conference delegates to debate. Unite is, however, a trade union and, as such, the first claim on its priorities is always the protection and advancement of its members interests’ at work.

Conference therefore commends the work undertaken by the Unite Executive Council, the Aerospace and Shipbuilding National Sector Committee and, in particular, the many dedicated convenors and senior workplace representatives that have worked tirelessly in support of members’ jobs in defence industries. Fundamentally, this has included working with industry and politicians on diversification campaigns.



Conference further notes with satisfaction the period of stability that the EC statement on Peace and Disarmament (passed overwhelmingly at the last Policy Conference) has brought to our Union. This has meant that all effort can be focussed solely on protecting members' jobs instead of unnecessary internal conflict - in these uncertain political and economic times, unity and strength in our movement has never been more important.

Conference therefore resolves to:

- maximise our relationship with the Labour Party and continue to educate MPs and the leadership team on the nationally important value of all UK defence jobs
- continue to promote the 'Defend our Spend' campaign
- re-endorse the EC statement on Peace and Disarmament

### **East Midlands/DE13 Rolls-Royce (Nuclear Power) Branch**

#### **24 Opposition to Trident Nuclear Missile System**

Conference notes that in 1970 the UK signed the 1970 Nuclear Non-Proliferation Treaty. It further notes that since then the UK has not fulfilled its obligation under that Treaty to pursue negotiations in good faith for the elimination of nuclear weapons.

Conference welcomes the United Nations agreement in 2017 on Treaty on the Prohibition of Nuclear Weapons and welcomes the Labour Party's decision to appoint a new Shadow Minister for Peace and Disarmament and send him to attend the UN conference. Conference believes that this international treaty to ban nuclear weapons is an element in efforts to rid the world of nuclear weapons and believes that the UK government should join other countries internationally in supporting the treaty and moving towards a nuclear-free world.

In this new situation, Conference believes that it is wrong for the UK to spend hundreds of billions of pounds on developing a new nuclear missile system and therefore opposes any renewal or upgrade of the UK's Trident nuclear weapons system. Conference believes that these resources should be redeployed to other more important and useful purposes, with full employment safeguards for the workers involved.

### **North East, Yorks & Humber/GEO/12 Leeds Branch**

#### **25 Nuclear Disarmament**

Conference notes a worrying change over the years in the way the campaign for a world free of nuclear weapons has progressed. Trade unions including many predecessor unions of Unite had clear policy, whilst recognising members who have jobs in the industry, that stated support for a nuclear free world and many were affiliated to CND. The trade union movement was often at the forefront of making the moral case that weapons capable of the indiscriminate massacre of hundreds of thousands of people were wrong in and of themselves, regardless of who was holding them and what their intentions were.

Conference agrees, that whilst not ignoring the need for diversification and securing employment for members in the industry, it is time to:

- restate our unequivocal commitment to peace and to a world free of nuclear bombs,
- to initiate a wider campaign within Unite and where possible others in the trade union and labour movement to influence public opinion about objecting to the indiscriminate and environmentally catastrophic impact of nuclear weapons.
- and for Unite to affiliate and urge other branches within Unite to affiliate to TUCND.

**Scotland/0034M Scottish Professional Executive Staffs Branch**

## **ECONOMY**

### **26 Industrial Strategy**

The Conservative Government's "industrial strategy" published in late 2017 was largely irrelevant to the needs of manufacturing and advanced manufacturing and does not provide for a strategic plan which is needed to boost our industries, create decent well paid, jobs and a skilled workforce for the future.

Conference recognises that in order to develop a strong manufacturing strategy that creates growth across the economy and spreads wealth, there needs to be national plan which includes:

- positive procurement;
- defending our foundation industries, including chemicals, oil and steel;
- reshoring of jobs into the UK supply chain;
- a strategic investment bank;
- a workable skills and apprenticeship programme to address transferable skills and skills shortages;
- investment in research and development;
- investment in digital technology including the production and manufacture of electric vehicles and the necessary infrastructure;
- a Minister for manufacturing with a seat in the Cabinet;
- sectoral collective bargaining
- a voice for Unions and workers in their companies.

Conference welcomes the fact that the Labour Party adopted many of these policies which were included in the 2017 General Election manifesto.

Conference further asks for:

1. development of detailed industrial plans for each sector, to include specific proposals on skills, retraining, new job creation and job to job transition for workers affected by changes in the economy.
2. involvement of our lay reps and members in the process, so that plans developed have buy-in from our members.

**Chemical, Pharmaceutical, Process and Textile NISC**

### **27 Industrial Strategy**

Conference believes there is an urgent need for a robust and joined up strategy for delivering growth, prosperity and the redistribution of wealth in the economy.

Conference is concerned that we have witnessed an ad hoc response to industrial closures and job losses, observed the erosion of our public services and seen a growth in people accessing foodbanks.

We need an industrial strategy with manufacturing at its core and recognising the importance of the ability of working people to exercise and advance their collective interests through trade union organisation.

Conference calls on the Executive Council to campaign for an industrial strategy based on creating opportunities for investment in new infrastructure projects (including in housing, transport, energy and new industries) with such investment tied to firm commitments to create jobs, raise living standards, improve health & safety, ensure fulfilling and productive work and build a more equitable society.

As part of such a strategy, Conference calls for:

- positive procurement: using public spending and public contracts to support manufacturing and services, and promote and advance trade union rights, equality, fairness and a sustainable environment.
- improved Skills: offering genuine high quality apprenticeships and opportunities for re-skilling and upskilling to meet technological changes.
- positive use of automation: with job protection, job creation, health & safety and reduced working hours with no loss of pay as key objectives
- alternative forms of ownership: Including forms of public, cooperative and municipal ownership
- a strong worker voice: through strong trade unions, collective bargaining (including sectoral bargaining), the establishment of sectoral and workplace forums (involving trade unions in decisions on investment and how work is performed) and the ending of exploitative practices such as zero hour contracts, blacklisting and bogus self-employment.

**Scotland/Executive Committee**

### **Amendment**

Insert between paragraphs 3 and 4

Conference believes that our industrial strategy must reflect the major impact of automation on jobs in sectors of the economy dominated by women workers. Automation has already had a major impact on industrial sectors where predominantly women work including banking, retail and in the public sector, it is vital that we support local reps to run customer facing campaigns highlighting the human cost of new technology, in particular the increasing use of algorithms which have a cumulative discriminatory impact on jobs and services.

Conference is concerned that the rapid increase in crowd working is leading to an extension of the shadow economy and the establishment of new digital precarious work. Women precarious workers are most likely to be low paid; long hours; stress; excluded from pregnancy protection and maternity leave provision with the absence of an employment contract.

Conference believes that our industrial strategy must reflect on ensuring there are well paid, secure, skilled jobs with trade union recognition and collective bargaining in all sectors of our economy including the sectors where women predominantly work, now and in the future

Conference resolves to:

- carry out an investigation in to all aspects of automation of the economy in relation to women workers; once the research is completed use the knowledge to encourage our companies and industries/sectors to look to the future of their employees to ensure training is in place to help with future employment, there is a duty of care when employees have given their service and loyalty to companies, etc;
- ensure the Unite National Women's Committee is consulted in relation to the gender perspective in all areas of Unite industrial policy

#### **National Women's Committee**

### **28 Re-Balancing the UK Economy**

Conference believes that it is imperative that the UK economy is re-balanced so that there can no longer be an over dependence on one sector alone and that the UK manufacturing sector is supported politically, financially and geographically to play an integral part in rebuilding and re-balancing the UK economy

Conference is aware that the unacceptable decline in UK manufacturing has to be reversed immediately by supporting a policy that promotes manufacturing here in the UK.

Therefore, conference welcomes Unite's strategy for Manufacturing and its policy on the challenges faced by the Digital Economy, highlighting the need for a National Investment bank to support both Manufacturing & Advanced Technology development here in the UK.

Conference believes, investing in a genuine manufacturing and skills strategy will attract people from many different sections of society including younger people, and this will promote an increase in high skilled apprenticeships developing the genuine skills necessary for supporting new technologies which are essential as a long term investment in the manufacturing future of the UK.

Therefore, conference calls upon the Unite Executive to support a policy of active engagement and intervention, to campaign for the next Labour Government to immediately appoint a minister for manufacturing to support all manufacturing sites within the UK.

This would include:

- Unite to fully engage in constructive dialog with the Labour Party regarding the development of a coherent strategy in terms of the future effect of automation within the manufacturing sector
- fully support future design/development and manufacture of green technology within the UK
- the re-introduction of a UK based supply chain, creating the opportunity to return thousands of decent paid jobs back to UK shores.
- the development of an alternative robust policy that opposes any “buying off the shelf” for components within the UK defence industry.
- continue Unite’s campaign to exert pressure on Government both Nationally and Regionally for implementation of a genuine procurement policy, recognising that manufactured goods paid for by the UK tax payer and used to benefit the UK tax payer, should be in the first instance be manufactured here in the UK.

**North West/Regional Committee**

## **29 Offshoring and Procurement**

Conference expresses its continuing alarm at the lack of a Government strategy to fight against the offshoring of jobs and services in a number of sectors including manufacturing, IT and finance.

In the past year we have seen decent jobs lost as companies move their work outside of the UK often to take advantage of lower wages, inferior working conditions and to earn bigger profits for themselves.

Conference notes that multi nationals including Delphi, Cummins and Fujitsu have moved work outside of the UK to low cost countries in the past year – with hundreds of jobs lost. There are many other examples.

Unite has campaigned to bring work back to the UK (notably in the motor components industry with some success) however the lack of any overall Government strategy has failed to stem the tide.

Conference is also alarmed at the lack of a positive Government procurement plan for the UK ensuring services and manufactured goods that could be delivered and produced in the UK remain here. These have included vehicles procured by public bodies, steel and major infrastructure products, IT and other services.

Conference rejects the policy of awarding public contracts to the lowest bidder – which are driven by austerity.

Conference calls upon the Executive Council to continue to oppose off-shoring of jobs and services, and to campaign to ensure public bodies and major infrastructure projects use UK manufactured goods and services.

Conference calls on the next Labour Government to introduce a positive procurement policy and off-shoring strategy that defends jobs and takes into account the social value and implications of offshoring, procurement and investment decisions as currently happens in many EU countries.

## **Engineering & Manufacturing NISC**

### **Amendment**

#### 5<sup>th</sup> Paragraph

Delete: “Conference is also alarmed at the lack of a positive Government procurement plan for the UK ensuring services and manufactured goods that could be delivered and produced in the UK remain here.”

Replace with: “Conference is also alarmed at the failure of the Government to use its procurement power to support good jobs and employment rights, and to stop companies boosting profits at workers’ expense”.

## **GPM & IT NISC**

### **30 UK Steel and Manufacturing Post Brexit**

Conference deplores the gross neglect by government that has led to, and continues to be a crisis in the UK steel industry with devastating consequences for UK steel workers, their communities and the wider economy, which has caused SSI going into liquidation.

Conference believes that it is vital that, the profile of the “Save our Steel Campaign” is maintained and intensified into “Save Our Manufacturing Industry Campaign”.

Conference notes that UK steelworkers have heard plenty of warm words from government and numerous working groups have been established; however, to date little has been delivered for industry with real tangible results, in the key areas and the UK steelmakers continues to be at a competitive disadvantage, with crippling energy costs, high business rates, poor procurement policies and unfair trade practices.

The UK steel industry has suffered from the dumping of cheap steel, high energy bills, and the lack of an industrial policy with manufacturing at its heart.

Conference believes the increasing fragmentation of the UK steel industry and the UK’s uncertain economic future means more than ever, that we need the government to adopt a comprehensive industrial strategy for steel, especially if no deal is found in the Brexit negotiations, as all the good work by other nations, in delivering tariffs will be stripped away in March 2019 and we will return to the dark days of 2016 with no trade protection.

This crisis affects not only the UK steel industry and its workers but the whole of manufacturing including the automotive, aerospace, energy and engineering sector, as well as supply industries and our national infrastructure. Steel is a strategically important industry and has a vital role to play in an active industrial strategy that the country so urgently needs action on. Conference notes and welcomes the belated apparent recognition by government of the importance of an industrial strategy and will seek to hold ministers to account on their commitments.

Conference calls on the EC to:

1. Continue to support and raise the profile of the Save our Steel campaign and build this into a proper Manufacturing Matters Campaign that recognises the struggles that the sector has. Not only due to Brexit but a government that seems intent on finishing what was started in the eighties in the demise of manufacturing.
2. Continue to lobby the government to develop, an industrial strategy involving a long-term strategic focus on investment, skills and research & development in all areas of manufacturing.
3. Campaign to ensure a long-term, sustainable future for the UK steel industry alongside base metals, with an active industrial strategy and a commitment to use UK manufacturing for all major infrastructure and construction projects, or any government-backed contracts, and state funded infrastructure projects including rail, and supports the wider manufacturing supply chain and ensures appropriate social and economic impact assessments are made by issuing authorities ahead of awarding any public sector contracts or projects.

**Metals NISC**

### **31 Taking Back Control of Public Services**

Until its collapse in January Carillion had been one of the go-to firms for outsourcing and privatisation, receiving £billions of public money in government contracts each year. Warning signs of collapse were there, Hedge Funds had been short selling its shares for years (flogging them off today and buying them back tomorrow for less and pocketing the difference). Projects overrunning and delayed payments to sub-contractors tipped off the market that the company was in trouble and had cash flow problems, and yet despite these warnings government continued to hand it public contracts.

The company's collapse has exposed a culture where contracts are won by putting in rock bottom bids, sweating workers and suppliers, and cutting corners to squeeze out a profit. This is a culture familiar to our members working for other companies with their snouts in the outsourcing and privatisation trough, such as G4S, Serco, Capita, and Babcock, each competing to cut jobs, wage bills and services to make a profit. Our members in these companies live daily with the fear that their employer could be 'the next Carillion'



Unite has always opposed the notion that it's possible to reduce funding for public service, hand tax cuts to the powerful and wealthy and yet still deliver services via the magic trick of outsourcing and PFI. Our members as workers in, and users of, public services have known all along the idea that somehow cleaning hospitals, running a prison, feeding school kids or building a railway can cost the taxpayer less if these activities are handed to profit seeking companies just doesn't add up.

Conference therefore agrees with Jeremy Corbyn that "It is time to put an end to the rip-off privatisation policies that have done serious damage to our public services and fleeced the public of billions of pounds".

Conference supports Jeremy's vow to; "take back control of public services, end the private-profit-is-best dogma and run our public services for the benefit of the many, not the profits of the few."

Conference calls on the EC to:

- call for a Government enquiry and audit into the activities of outsourcing companies, and where necessary demand government take services back in-house to prevent another Carillion type collapse devastating the lives of workers and service users
- make preparations for taking "back control of public services" by conducting our own enquiry into outsourced and privatised companies; working with reps across Unite to build up data on targets missed, service and jobs cut, contractors and supplier not paid and taxpayers fleeced.

#### **Government, Defence, Prison & Contractors NISC**

### **32 Nationalisation**

Conference welcomes the Labour Party's approach to re-nationalise the energy sector. Whilst this may give certainty and better value for money for the consumer and tax payer, we must ensure that any attempt to re-nationalise the energy market should not be at the expense of jobs, terms and conditions, nor detrimental to any pension schemes of those who work across the sector. We call upon the union to work with key stakeholders, such as the Labour Party and other trade unions to explore how re-nationalisation of the energy market would be achieved, work and the impact this may have to those who are employed across this vital sector.

#### **East Midlands/Energy & Utilities RISC**

## **Amendment**

Insert between penultimate and final sentence:

We believe that the best method for securing jobs, terms and conditions, now and in the future, is for renationalisation to take place on the basis of workers' control and management of the industry, rather than by handing back control to the old, discredited owners or to unelected senior civil servants. No compensation to the fat cats who have made millions of profits since privatisation but only to small shareholders with proven need.

### **London & Eastern/1228 Waltham Forest Council Branch**

#### **33 Privatisation of Public Services**

Since Conference last met and the general election being held, Conference notes that Tory austerity and privatisation continues for millions of public sector workers.

For many that has meant hardship, visits to food banks, despair and depression along with uncertainty of their jobs, pay and pensions.

Conference notes that at the recent national industrial sector conferences across all industries was anger and a desire to fightback to protect our members jobs and conditions.

In many workplaces, Unite has been at the forefront of leading the fightback against employers, both in the public and private sectors, who have attacked workers' rights and conditions. In some sectors, the health service for example, privatised companies contracted out yet further in terms of services, leaving little accountability, whilst downbanding already low paid workers and sought bullying tactics and intimidation, mainly against women and BAEM workers. Conference unreservedly condemns such tactics and believes that where this occurs that Unite throws its full support to local Reps to 'name and shame' organisations who use these tactics.

Conference places on record and commends those Unite members and Reps who have taken a stand and said 'enough is enough' to the bullying nature in the workplace by campaigning, demonstrations and strike action.

Conference demands that the Unite Executive support our Reps and members in their disputes and campaigns and ensure both financial, legal and practical support is given where necessary.

Conference instructs work is made with the Labour Party that the next Labour Government brings in immediate legislation to defend low paid workers in terms of pay and conditions and that all privatised services outsourced in the public sector are brought back 'in-house'. Conference further demands that the Executive ensure that Unite delegations carry this policy through all appropriate conferences with fellow trade unionists and Labour Party organisations."

**London & Eastern/Health RISC**

### **34 Public Sector Outsourcing**

Conference commits the union to campaign against the governments ongoing programme of outsourcing public sector services to the private sector and furthermore to reverse the previously outsourced services back into the public sector. Privatisation of services creates a genuine threat to terms and conditions of employment, creating multi-tier workforces with increased job insecurity for employees.

The collapse of Carrillion serves only to reinforce the dangers of outsourcing well delivered public services to the private sector, lessons must be learnt from this and the outsourcing programme not only halted but reversed.

#### **North East, Yorks & Humber/Government, Defence, Prisons & Contractors RISC**

### **35 Outsourcing**

Conference demands an end be put to the practice of large-scale outsourcing in both Britain and Ireland; that this conference further calls on governments in these islands to commit to bringing services back in-house and workers back into direct public employment, as and when necessary and appropriate.

Since the 1980s, the growth of outsourcing in both Britain and Ireland has left thousands of workers, as well as public administration, services and investment programmes, and the people and businesses who rely on them, vulnerable to the fluctuating fortunes of private corporations such as Carillion and Capita.

The recent collapse of Carillion, which held 450 public sector contracts and owed £1 billion to 30,000 subcontractors when placed in liquidation, highlights the dangers inherent in the outsourcing of public investment programmes to the private sector. Carillion's failure put thousands of jobs at risk, including approximately 500 jobs in Northern Ireland. The experience of outsourcing in the NI Housing Executive has been one of repeated private sector failure – Carillion only being the latest in a long line of companies which have collapsed leaving the public sector to pick up the pieces and to provide direct employment to workers left redundant.

Capita, which earlier this year issued a profit warning and saw the value of their shares collapse, carries out vital services ranging from the electronic tagging of prisoners and collection of the BBC license fee in Britain, local authorities work in Northern Ireland, to the development and implementation of Ireland's national postcode system and the servicing of Anglo Irish Bank Loans on behalf of Ireland's National Assets Management Agency. Despite being the beneficiary of nearly €140 million worth of departmental contracts in Ireland, Capita has refused to implement a Labour Court recommendation for enhanced redundancy terms for a group of Unite members.

The cases of Carillion and Capita expose as spurious the claim that the outsourcing model protects the taxpayer and transfers risk to the private sector: instead, the risk is borne by the public, the public sector and workers.

The ideologically-driven agenda of outsourcing more and more public services to private sector contractors must be reversed. The prevalence of uneconomic tendering by companies which play loose and fast with the rights and entitlements of their employees as well as service users means that the long-term costs of this approach are far greater than delivering services in-house.

All existing contracts should be subjected to a rigorous assessment for 'best value' and a risk assessment conducted not just on the financial health and future viability of private operators, but also on their respect for workers' rights, industrial relations norms and environmental standards. Where these are found wanting – the state must intervene to safeguard public interest by bringing contracts back in-house immediately.

#### **Ireland/NI/B0004 Bombardier Aerospace Branch**

### **36 Public Ownership**

Conference warmly welcomes the commitments in the 2017 Labour Manifesto to bring into public ownership the railways and water. The experience of privatisation has clearly demonstrated that our essential public services have been badly run when out of public ownership and control, with higher prices, less investment, worse levels of services and a massive extraction of profit to fill the pockets of private shareholders.

Unite is committed to this policy of re-nationalisation and calls on Labour to develop a wider remit of bringing energy back into public hands, and allowing councils to bring local bus services, housing, council works departments, refuse and recycling services and other privatised services back in house.

Conference calls on Unite to ensure Labour's Manifesto also includes strong safeguards for all workers employed in these sectors to ensure that transfer back in to the public sector fully protects wages and conditions including pensions of these workers.

#### **West Midlands/6030 Birmingham South Branch**

### **37 Public Ownership and Regulation of Transport Systems**

Unite previously recognised that we should create a national infrastructure commission, so the opportunity would be to review the issues of ownership and control of the UK transport system.

Conference calls upon the membership of Unite from all sectors to lobby the government, to show the general public a commitment that all of our transport infrastructures will be brought back into public hands. There should be a national transport system of rail and bus under public control. Privatisation has only progressively shown the profits they make, with very little investments put back in. Fares should be moderately priced, affordable and profits invested.

Both private train and bus companies have eroded our members' terms and conditions and kept pay down for the sake of shareholders. Public ownership would place these elements back under regulatory control. Train and bus services would benefit from properly funded control, under national and local government transport systems, with return to regulation of the taxi industry (which was removed in 2015).

Within the next 3 years, in line with the Labour manifesto on public transport.

#### **North East, Yorks & Humber/Passenger RISC**

### **38 Reverse privatisation - Transport**

Conference notes the Carillion debacle which has had dire consequences for its employees and the public.

It has revealed the failure of privatisation of public services and transport over the last four decades.

Conference believes that privatisation and de-regulation of what was an overwhelmingly publicly-owned transport system has led to a worse, less safe service for the public.

While it has seen big profits for the fat cats, it has also been the vehicle to divide transport workers into different companies and different contracts, which have been detrimental to workers' pay, pensions and terms & conditions.

Conference salutes those transport workers, including Unite members, who have taken industrial action recently to defend jobs and living standards.

We also support safety campaigns initiated by our members, such as the 'Bill of Rights' by London bus workers.

Conference welcomes the General Election manifesto commitments of Jeremy Corbyn of renationalisation.

Conference resolves to call for the next Labour Government to reverse transport privatisation and to bring in a fully integrated publicly-owned transport network based on democratic public ownership of the rails, buses, trams and airlines.

#### **London & Eastern/288 Abellio Battersea Branch**

### **39 East Coast Rail Bailout**

Conference is appalled that, yet again, private companies operating the East Coast rail franchise have failed to deliver and will be bailed out by the taxpayer - another example of the privatisation of profits and the nationalisation of losses.

Conference notes that in the previous period the East Coast railway operated successfully under public ownership and calls on the EC to raise the demand for immediate nationalisation without compensation.

### **North East, Yorks & Humber/203/5 Tyneside Engineering & Manufacturing Branch**

#### **40 Change in UK law for companies ceasing trading**

This conference wishes to raise a motion for Unite the union to lobby the government to change its policy on allowing companies to cease trading with immediate effect in the U.K.

When a company ceases trading with no warning members find themselves unemployed immediately which causes stress and financial hardship to all concerned.

We would like the government to change its policy to similar as USA and Europe were companies can continue trading under administration (Europe) or chapter 11 (USA).

This would give companies the opportunity to wind down their business giving all parties involved time to make alternative arrangements.

We believe that 12 months from today's date is a reasonable time scale for a plan for a campaign for this policy to be implemented.

### **London & Eastern/458 Monarch Airlines Cabin Crew Branch**

#### **41 Mergers and Acquisitions Legislation - unwanted and hostile takeovers**

Conference notes the recent bid by financial 'turnaround company' Melrose for GKN - one of the UK's most important engineering companies who are a vital supplier for the UK's automotive and aerospace industries.

GKN, along with Kraft's purchase of Cadbury's and the aborted bid by Pfizer to buy blue chip pharma company Astra Zeneca, endangered jobs and communities.

Conference demands that protections must be put in place to make sure that any takeover or merger is subject to rigorous public interest test which considers the long-term stability of the company and the long-term interests of workers and their communities.

Conference therefore calls upon the Executive Council to campaign for a strengthening of the UK Takeover Code to make sure the interests of workforce are put before those of shareholders, turnaround companies and hedge funds.

Conference notes that other European countries have far stricter public interest tests in mergers and acquisitions than we have the UK, which is open to hostile takeovers.

Conference therefore calls upon the next Labour government to:

- commit to reforming the Takeover Code in consultation with trade unions

- establish a Takeover Commission with trade union representation, ensuring that the Government is able to intervene in the public interest and in the long-term interests of the industry and workforce

Workers and unions are informed and properly consulted on the business and financial planning of any takeover prior to the acquisition by removing barriers to proper consultation and sharing of non-public information with trade unions.

Labour must ensure that any merger or takeover which loads a company with debt and risk and which threatens jobs must be blocked and that Labour introduces new remedies for workers impacted by any breach of a new Code.

#### **North West/0269 Bentley Motors Crewe #1 Branch**

##### **Amendment**

4<sup>th</sup> paragraph: replace “after Conference” to “hedge funds” with

“establish a transparent Takeover Commission with trade union representation and legislation which ensures the Government is able to intervene in the public interest and in the long term interest of the industry and workforce, along with a two thirds majority to be achieved to make an acquisition; a ban on the dealing of shares or derivatives during the takeover period and a requirement that the views of trade unions, the workforce, communities and customer are taken into account”

Delete first bullet point

#### **West Midlands/7342 GKN Driveline Birmingham Branch**

## **ENERGY & ENVIRONMENT**

### **42 Atmospheric Pollution**

Conference recognises the ever-increasing threat of global warming caused by pollution from carbon fuels and the detrimental effect on the health of the population from the retired/old to the very young. In the UK 60,000 individuals die prematurely each year due to air pollution, often suffering severe impaired lung function and cancer before agonising deaths. This is and deeply distressing for the individuals, their families and friends and expensive for the country, already struggling for resources.

We call on the EC to make representation to the Labour Party, TUC, and the Government in support of the Paris accord, and to reduce our carbon emissions by vigorously driving towards the total use of renewable energy. It is essential therefore that no more gas fired power stations are built or wood chip conversions, or fracking approvals be granted but, instead, in addition to the use of solar and wind renewables, more effort is made to support development and installation of tidal turbines as the most effective green energy source.

Diesel exhaust is a group carcinogen which causes lung cancer and the fumes are the major cause of pollution. We call for local authorities to exercise their powers to reduce the pollution in urban areas by imposing punitive action against owners of diesel vehicles and furthermore prevent owners of all carbon fuel driven vehicles from running their engines whilst stationary at times such as, waiting to pick up children from school and traffic hold ups.

### **East Midlands/Leicestershire & Rutland AAC**

#### **Amendment #1**

2<sup>nd</sup> paragraph, 3<sup>rd</sup> line: delete “total”; after “of” insert “low carbon and”; after “energy” insert “in line with Unite’s balanced energy policy to ensure security of supply.”

2<sup>nd</sup> paragraph: delete sentence “It is essential ... to the most effective green energy source.”

3<sup>rd</sup> paragraph, 3<sup>rd</sup> line: after “urban areas” insert “within their control”

3<sup>rd</sup> paragraph: delete from “by imposing punitive” ... to end ... “and traffic hold ups.”

### **Energy & Utilities NISC**



## **Amendment #2**

After last paragraph add:

Conference is concerned by the air pollution crisis and the government's poor record of action to tackle illegal levels of air pollution.

Air pollution is a hidden killer – blighting lives across the country. It disproportionately affects children, BAEM communities, older people and the most deprived in our society. The toxic gases and harmful particles that many of us breathe in contribute to an estimated 40,000 early deaths across the UK every single year. Dirty air leads to worsening asthma symptoms, heart disease and even lung cancer. It has also been associated with changes in the brain linked to dementia and can lead to children growing up with smaller lungs.

Air pollution is a health and safety problem in the workplace. Unite activists and many trade unionists - from taxi drivers, bus drivers, to teachers to postal service workers - are sounding the alarm and campaigning for protection from exposure to cancer-causing diesel fumes. This Conference welcomes Unite's launch of the diesel emission's register to tackle the diesel fumes 'time bomb'. The diesel emissions register allows Unite members to record when they have been exposed to excessive diesel fumes. The information will then be used by Unite to report accidents, force employers to clean up their workplaces and could be the basis of future legal claims.

Conference welcomes news that in the past four years, there has been a huge increase in registration of electric cars in the UK, significantly expanded charging points, and positive investment in a new electric taxi factory in Coventry creating 1000 jobs. Electric cars continue to fall in price and are now almost as cheap to own as petrol cars, and the latest models have a range of several hundred miles - while bio methane fuelled buses and HGV are also improving and offer significant carbon and air quality benefits. The UK could be a centre for ultra-low and zero emission vehicle manufacturing – driving sustainable economic growth, creating jobs and lowering air pollution.

Conference therefore recommends Unite:

- continues and expands its high-profile campaigning to defend and extend clean, green public transport that will help improve air quality
- welcomes the expansion of ultra-low and zero-emission capable vehicles as part of the solution to the UK's air quality crisis and calls for further investment in electric vehicle charging infrastructure
- works with the Labour Party and environmental groups to secure just action on air quality and unionise those working in these expanding green industries.

**London & Eastern/524 Central London Voluntary Sector Branch**

#### **43 Protect the Health of our Ageing Population by Reducing the Atmospheric Pollution**

Conference recognises the ever-increasing threat of global warming caused by pollution from carbon fuels and the detrimental effect that this has on the health of the older population, as they tend to be more vulnerable, it also effects the very young. Atmospheric Pollution lowers the quality of life for everyone and puts an additional strain on our already overstretched NHS which is always struggling for adequate resources. In the UK many thousands of individuals die prematurely each year due to air pollution, often suffering severe impaired lung function and cancer before agonising deaths. This is deeply distressing for the individuals, retired members, their families and friends,

We call on the EC to make representation to the LP, TUC, and the Government in support of the Paris accord, and to reduce our carbon emissions by vigorously driving towards the total use of renewable energy. It is essential therefore that no more gas fired power stations are built or wood chip conversions, or fracking approvals be granted but, instead, in addition to the use of solar and wind renewables, more effort is made to support development and installation of tidal turbines as the most effective green energy source.

Diesel exhaust is a group carcinogen which causes lung cancer and the fumes are the major cause of pollution. We call for Local Authorities to exercise their powers to reduce the pollution in urban areas by imposing punitive action against owners of diesel vehicles and furthermore prevent owners of all carbon fuel driven vehicles from running their engines whilst stationary at times such as, waiting to pick up children from school and traffic hold ups.

#### **East Midlands/Leicestershire Retired Members' Committee**

#### **44 Clean energy**

Conference welcomes the TUC Congress 2017 motion on Climate Change. We must continue to press for the development of sustainable 'clean' energy across the UK. To this end, we must bring energy suppliers and producers into public ownership in the national interest and make nuclear power and renewables costings transparent.

Unite agrees to work with the TUC and other unions collaboratively

- i. with the Labour Party and others that advocate for an end to the UK's rigged energy system to bring it back into public ownership and democratic control
- ii. for a Labour Manifesto commitment to a mass programme of retrofit and insulation of Britain's homes and public buildings
- iii. effective rights for workplace environmental reps
- iv. for the establishment of a Just Transition strategy and practical steps needed to achieve this as integral to industrial strategy.

#### **London & Eastern/300 London Heathrow Taxi Branch**

## **Amendment**

Add at end of Motion

This will include:

1. Developing educational material aimed at reps in each sector to raise the awareness about the need for a “Just Transition” and the opportunities for transitioning existing skills.
2. Engaging with RISCs and NISCs to develop an analysis of the existing skills of members to assess potential opportunities for skills transition.

**London & Eastern/7157E Leonardo MW Luton Branch**

### **45 Backing of UK Coal Industry**

Conference believes in a low carbon economy, but sees coal is a crucial bridge to that low carbon economy and with commercially deployable Carbon Capture Utilisation and Storage (CCUS) and ultra-super critical coal fired power stations, coal can be, and should be, part of that UK low carbon energy generation mix way beyond 2025; further believes a vibrant UK coal industry is also essential for the UK cement, steel, sugar and carbon fibre industries; notes that coal provides low cost electricity generation capacity, thereby helping to keep consumer bills low and maintaining electricity market flexibility; further notes that coal mined in the UK creates jobs in the UK, reduces the distance coal has to travel, thereby saving carbon in transportation, helps reduce the balance of trade deficit, ensures it is mined in a safe manner to the highest environmental and labour force standards, supports local businesses who provide support services to UK surface coal mines, keeps money and skills within the UK and increases the security of supply of power by reducing reliance on foreign countries for imported fuel; notes that coal is one of the best fuels for base load requirements and for black starts, and is easily stored; and urges the Government to ensure that in its forthcoming review about coal it considers how it can best support the UK coal industry with significant CCUS research and development funding measures by moderating the carbon floor price and encouraging UK coal fired power stations to buy UK produced coal over imported coal.

**North East, Yorks & Humber/404/9 Northumberland, Tyne & Wear Construction Branch**

### **46 Campaign against climate change**

Conference notes:

- 2017 was a year of global extreme weather. The world saw hurricanes of unprecedented strength, major floods and forest fires, drought and famine.
- despite pledges by governments at recent climate conferences in Paris and Bonn, emissions of greenhouse gases continue to grow.

- Donald Trump pulling out of the COP21 Paris agreement on climate change undermines global efforts to tackle global warming.
- studies have shown that it is possible to reduce greenhouse gas emissions to the required levels, through investment in public transport, renewable energies, insulation schemes and energy efficiency measures.
- British trade unions, including the PCS, UCU, CWU, NUT, TSSA, BFAWU and other bodies, such as the National Union of Students support the One Million Climate Jobs plan to create jobs that actively help reduce emissions.

Conference resolves:

- to affiliate to the Campaign against Climate Change.
- support the One Million Climate Jobs Campaign.
- to build for delegations from Unite to attend future CACC events.
- to circulate information about the CACC to all branches.

#### **Wales/B1052 Cardiff & Vale University Local Health Board Branch**

##### **Amendment**

First group of bullet points, 4th bullet point: after the word “measures” add the text “in line with Unite’s Balanced Energy Policy”

First group of bullet points, 5th bullet point: delete “British trade unions, including the PCS, UCU, CWU, NUT, TSSA, BFAWU and other bodies, such as the National Union of Students” replace with “Unite”

After “Conference resolves:” remove “the Campaign against Climate Change” and replace with “organisations that support Unite's Balanced Energy Policy”

#### **South West/8015 Hinkley Point B Branch**

## **EQUALITIES**

### **47 Improving the Face of our Union by Increasing Employee Diversity**

A motion on increasing diversity in Unite and addressing under-representation of Black and Asian Regional Officers and staff was unanimously carried at the National BAEM Conference in 2012.

Consequently, the EC agreed to address this issue however, progress has been painfully slow. Thus far the discussion has centred on the adoption of an Assessment Centre approach to recruit BAEM and other under-represented groups as Stand Down Officers. To date despite numerous attempts by the National BAEM Committee there has been no further formal consultation.

The National BAEM Committee has raised several important concerns about the process and or engagement. It is therefore vital that those directly or indirectly affected by this proposal are given the opportunity to have some input and hence ownership of this very important next step towards greater inclusion and race equality in Unite.

Conference, believes that if Unite is truly committed to delivering one of its key aims which is to place Equality at the heart of the union, it is now incumbent upon the union to lead by example and demonstrate this commitment. By delivering the outcomes which will not only change the face of the union but also set standards which will strengthen the work of Officers and Lay officials alike to challenge employers to deliver equality on behalf of our members.

Conference, therefore calls upon the Executive Council and the Executive Officers to:

- a) work closely in conjunction with the National Equality Committees to ensure that a robust advertising, recruitment and selection process is in place to address this critical under-representation amongst Employees in Unite
- b) ensure all Equality Committees receive quarterly equality profiling data, including numbers, vacancies advertised, short-listings, selection and appointment of all officers and staff. This should include action taken on retention and promotion at all levels and grades (staff and officers), including agencies or sub-contractors that are commissioned to carry out work on behalf of Unite.
- c) set up a Positive Action Programme with specific targets and deadlines to address the under-representation of BAEM officers and staff across all regions.
- d) to agree a process of consultation with the National and Regional Equality Committees with timelines to commence no later than the end of 2018.

**BAEM National Committee**

#### **48 Under Representation at Constitutional Conferences**

Conference notes that our union Unite rules include equality objectives and structures as a fundamental principle. However, Conference notes that there is ongoing under representation of BAEM and women at top table at constitutional conferences such as Rules, Policy and Equalities have under representation of BAEM at the top table.

Conference we call the new Executive Council to convene an urgent practical plan for all Unite constitutional conference top tables to have a minimum proportionality of BAEM and women representatives and action the following:

- every Unite committee top table at Conference and Unite delegation meeting to have a minimum proportionality of women and BAEM members represented
- draw up an action plan to deliver BAEM representation at all conference top tables by 2020

**London & Eastern/BAEM Committee**

#### **49 Equality Impact Assessments**

Conference calls on Unite to campaign for the reintroduction of mandatory Public Sector Equality Impact Assessments in England. Equality Impact Assessments remain statutory necessities in the devolved regions but not in England. The decision of the Conservative Government to remove this duty means that as austerity has devastated our communities, the impact has been especially felt by Equality Target Groups such as women, the disabled and BAEM groups.

Child poverty amongst the BAEM communities is growing and race inequality in terms of economic and social opportunities is also growing. After the publishing of the Lammy Review into the treatment of, and outcomes for, Black, Asian and Minority Ethnic (BAME) individuals in the Criminal Justice System. David Isaac, Chair of the Equality and Human Rights Commission, said: "The Government must respond to the review urgently and put in place a comprehensive race strategy with stretching targets to reduce the race inequality that is so apparent in our society."

Therefore given the crucial impact of the public sector on BAEM Communities in terms of education, health and housing it is more than ever vital that public sector bodies in England do put equalities at the heart of everything that they do and this as history shows is best done when they are focused with regards to outcomes for Equality Target Groups such as with the BAEM community.

**North West/BAEM Committee**

## **50 Unconscious Bias**

Conference believes that Unite reps need a better understanding of the impact of unconscious bias on our members at work so that they can take action in their workplaces to address the disadvantage faced by groups of workers in the labour market, e.g. BAEM, women, disabled and LGBT.

We call upon National Equalities Dept, in conjunction with the National Education Department to take the following action:-

- introduce a programme of unconscious bias training for Unite reps
- produce materials to publicise the impact of unconscious bias on workers, including a reps' briefing and video
- share best practice where organisations have been successful in overcoming unconscious bias

**South West/BAEM Committee**

## **51 Black and Asian Ethnic Minority Activity Based Budgeting**

Conference is concerned about the lack of Activity Based Budgeting for the equalities constitutional committees. This conference believes this is an excellent opportunity to update our union equalities policies to be truly imbedded and inclusive within our Unite structures. Conference the regional and national BAEM committees note the lack of provision for our annual events and collaborative working with other BAEM community campaign group on key issues.

Conference note the disparate/disparity in our union amongst the constitutional equalities committee and the lack of funding for equalities regional and national constitutional committees activities. However, there are some good practices taking place across our union for example in East Midlands all constitutional equalities committees is allocated a yearly budget from their financial general purposes committee (F&GPC). The regional BAEM committees and other equalities committees seek provisions for annual events, campaign, and annual activity that celebrate our unique diversity, while recognising our differences.

Conference notes there is a constant struggle for our equalities committees to be allocated any appropriate set budget for important activity relating to historically events and /or campaign. This motion is calling for an introduction of a new budgeting system that would meet the needs of all equalities constitutional committees and lessen denigrate, belittling, and depreciate embarrassment that all our equalities committees' faces going to the Financial and General Purpose Committee (F&GPC) with begging bowl".

Conference notes this acknowledgement of the equalities committee's budget is vital to sought through to have an activity-based budget build into the strategy for equalities delivery within our union. This system of activity based budgeting should be rolled out throughout all regional equalities constitutional committees. Conference equalities committees have noted the deplorable behaviour by some regions regarding activity funding for equalities. Conference activity based budgeting to support equalities has never been suggested up until now for implement in anyway. Conference further notes that they will be a lack of clarity about the budgeting process and the funding of all equalities committees. Conference this provision for an equality activity – based budgeting can be taken from a fraction of regions allocated 1% budgets.

Conference call upon Unite to take practical steps to implement this pragmatic progressive practice from East Midland Region (F&GPC) (who have good practices of appropriate allocate set yearly budget for all its equalities constitutional committees.)

Conference therefore requests that the Executive Council (EC) and the Assistance General Secretary (AGS) implement ways how to guarantee:

- a) develop standard principle that applies to equalities based funding
- b) provide guidance for all regions (F&GPC)
- c) recognition that this issues of funding is a real issues for all equalities
- d) based budgeting for BAEM and all Equalities committees
- e) adequate pool funding is set for all regions equalities committee

**London & Eastern/763 Lambeth Council Branch**

## **52 Compulsory Disability Training**

Conference believes that people with disabilities are under attack more and more from employers who are trying to remove them from the workplace.

We firmly believe that all our senior stewards and full time officers need compulsory disability training to better equip them in dealing with cases that arise.

More and more of our members are finding themselves in danger of losing their jobs due to lack of training or being disciplined when they shouldn't be causing more stress on top of their disability.

Compulsory is necessary to ensure all the people that need to attend do so; with training that currently exists we would expect this to be in place by the start of 2019.

**North West/Disabled Members' Committee**

## **53 Disability Related Absences**

Conference is alarmed that more and more disabled members are losing their jobs after being managed out of work through unfair sickness absence processes.



Conference notes with deep concern that many firms are “paying lip service” to their own Reasonable Adjustment policies by lowering attendance targets in an arbitrary manner.

Conference is further concerned that in many instances adjustments to attendance targets are decided by line managers with no medical training often without referral to occupation health specialists.

The arbitrary way that attendance targets are adjusted disproportionately penalises members whose disabilities are subject to “flare ups” or affected by changes to medication. The mere act of imposing an attendance target alludes to the absence being something within the member’s personal control.

Conference calls upon the union’s executive to:

- campaign to separate counting of disability related absences from non-disability related sickness absences.
- campaign to discount disability related absences from absence management policies/procedures.
- campaign for all employers to establish clear and well-managed disability leave (DL) provision within their absence policies.
- produce guidance and model DL policies/agreements for negotiators to use when discussing these issues with employers.
- ensure that all workplace representatives receive sufficient training to support members at risk of facing disability discrimination.

By implementing these actions Unite will reduce the risk that members who have to take absence as a result of their disabilities falling foul of outdated and unfair sickness absence procedures.

## **Wales/Finance & Legal and Education RISC**

### **54 Asylum Seekers**

Conference notes that since the General Election of 2010, Theresa May has pursued hostile and discriminatory policies towards asylum seekers in the UK, first as Home Secretary and now as Prime Minister.

Conference is concerned to note that LGBT+ asylum seekers have faced hostile questioning and disbelief about their identities in the UK. Immigration courts set an impossibly high threshold of ‘proof’ in order to believe that someone is LGBT+, including photographs and detailed sexual histories. As well as being at risk of persecution in their original countries, LGBT+ asylum seekers have often suffered violence, abuse and imprisonment due to their LGBT+ identities. Yet UK immigration judges have been offensive and ignorant during their asylum claims, including stating that a lesbian asylum seeker could not be a lesbian as she has a child.

Conference recognises that asylum seekers often do not use English and are reliant on interpreters throughout their application for asylum. This reliance on interpreters can result in delays, especially for minority spoken and signed languages where there are no interpreters within the UK able to work in the required language. LGBT+ asylum seekers can risk further persecution if they are granted asylum and the interpreter is from the same country of origin or culture. Conference also recognises that some asylum seekers will have an existing disability and that LGBT+ asylum seekers who have experienced persecution and violence may still be experiencing physical, emotional or psychological trauma. Conference believes that wider support should be given to LGBT+ applicants who have faced persecution and violence, and ensure they understand the process and requirements of asylum.

Conference also notes with alarm that Home Office guidance from January 2017 advises that LGBT people seeking asylum in the UK from Afghanistan could be deported as Afghanistan would not be dangerous to them if they hid their identities. Conference does not believe that any LGBT+ person should feel shame or the need to hide who they are.

Conference places on record its support for people seeking asylum in this country, and for LGBT+ people worldwide. Conference instructs the Unite LGBT National Committee to work with organisations such as UKLGIG to review immigration policies which discriminate against LGBT+ asylum seekers, and to work with all sponsored Labour MPs – including the current Shadow Secretary of State for International Development – to make representation where appropriate.

Conference fears that with the rise of far-right populism and the pursuit of a ‘Hard Brexit’, the intersection of anti-migrant and anti-LGBT bigotry will increase further.

Conference supports the closure of immigration detention centres, which are well-documented as being abusive, inhumane and ineffective. Conference supports any LGBT+-led pro-migrant rallies, including Peckham Pride and anti-deportation demonstrations.

## **LGBT National Committee**

### **55 Migrant Workers**

Conference asserts that the most effective means of defending the rights of migrant workers, and preventing a race to the bottom with regard to the terms and conditions of all working people, is to ensure that migrant workers are organised.

Conference notes that, during 2017, there was a sharp rise in hate crime in Britain, Northern Ireland and the Republic of Ireland, including against migrant workers. We further note that Unite has been to the forefront in defending migrant workers and their communities, and challenging exploitation, in all regions. In particular, Unite has highlighted the exploitation of agency workers, who are disproportionately likely to be migrants. Abuses suffered by migrant workers, as in one recent case in which Unite was involved in the Republic of Ireland, include failure to pay collectively agreed wage rates or provide wage slips; in other cases social insurance contributions are not paid and workers face exorbitant deductions from their wages for over-crowded and substandard accommodation.

Although Conference acknowledges that migrant members are given every opportunity to participate in the structures and activities of the Union, given the particular challenges facing migrant workers throughout these islands we believe that additional resources need to be devoted to organising and supporting migrant workers and therefore call on the Executive Council to provide for:

- appropriate national and regional structures to facilitate communication and an exchange of experiences between migrant workers throughout our union;
- relevant Unite printed materials to be translated into the main languages used by migrant workers in each of the regions, recognising that these translation needs will differ from region to region;
- an additional organising resource in each region, appropriately trained and dedicated to organising and supporting migrant workers, supporting other officers and organisers, and liaising on behalf of Unite with the relevant civil society organisations and advocacy groups.

**Ireland/NI/B0031 Belfast #4 Branch**

#### **Amendment**

3<sup>rd</sup> paragraph, line 4: full stop after “workers”; delete “and”; insert “Additionally, Conference recognises that migrant workers have a long history of forming ethnic minority communities in our countries. Brothers and Sisters from any ethnic minority background, such as Jewish workers, Muslim workers and other ethnic minority workers who are not identifying as black or Asian, should be therefore encouraged to participate in the Black Asian and Ethnic Minority structure of our Union. We”

**Education NISC**

#### **56 Gender Identification**

Unite recognizes and values the gender self-identification of all of its members.

Can we ensure that all forms (hard copy and on-line) have the option for our members to self-identify as per their preference.

**North West/Women’s Committee**

#### **57 Transgender**

We believe that trans people have the right to self-identify and we as an organisation will fully respect an individual’s decision without prejudice or judgement.

We believe that trans people have the right to use whichever bathroom facilities best matches their identity.

We believe that trans rights are not in opposition to women's rights. We therefore should be seeking to work holistically to challenge the discrimination faced by our trans comrades. This means that transwomen are entitled to attend any women's meeting that are facilitated or supported by this organisation. Transwomen attending women's groups does not in any way violate our safe spaces policy.

Whilst the trade union movement has made great progress in challenging prejudice and discrimination against other minorities, we recognise that current legislation and discourse continue to oppress the rights of transgender people.

We will be proactive in challenging transphobic comments and intimidation of our trans-comrades and in supporting our trans brothers and trans sisters in their fight for acceptance and equality

## **North West/Merseyside AAC**

### **58 Campaign for Transitioning in the Workplace**

Conference calls upon Unite to vigorously promote the cause of transgender people in the workplace by championing their rights and campaigning for all employers and businesses to nurture and respect their transgender workers and customers, supporting their needs before, during, and after transition.

A workplace should be a nurturing and respectful environment for all employees, but in particular it should be a place without threat, ridicule, or intimidation based on gender identity. There should be no question of withholding gender-appropriate facilities, equipment or uniform from transgender employees.

Recent months have seen a barrage of hate speech directed at the transgender community in the right-wing press and media from an unholy alliance of political dinosaurs and trans-exclusive radical feminists as this Government prepares the ground for a revised Gender Recognition Act. This has contributed to an upsurge in hate and discrimination against the community by fostering a perception that they are a group of people that can be mistreated with impunity. This is in conflict with the Equality Act 2010 which recognises transgender as a protected characteristic to prevent continued discrimination both in the workplace and the wider world. Yet in 2018 transgender people are frequently still the target of harassment, often resulting in their losing or feeling obliged to quit their job.

As the UK's largest trade union, Unite should further our position as champions of transgender rights by enhancing our literature and resources in this area of Equalities including ensuring that all reps and officers receive adequate training in how to support trans members beginning at the earliest opportunity.

Conference believes that compromise agreements which sweep discrimination under the carpet should be outlawed and calls upon the leadership of Unite to prepare a campaign at the earliest opportunity for employers to take transgender issues seriously at all levels rather than seeking to camouflage any incidents to protect their reputation.

## South East/LGBT Committee

### 59 Gender Recognition Act

Conference seeks to establish a change in the Gender Recognition Act.

Conference notes that:

- the Government has said it will consult on changes to the Gender Recognition Act, 2004 in the Autumn;
- one change to be consulted on is a change to the requirement for a person to change their legal sex;
- according to the current Act, a person must obtain a Gender Recognition Certificate in order to change their legal sex, part of the requirement is a medical diagnosis of gender dysphoria;
- one proposal under consideration is that this be amended so that a self-declaration is all that is required for a person to change legal sex.

Conference affirms that:

- women only spaces exist thanks to the struggle of women for their rights and liberation;
- women only spaces are important for the safety, dignity and privacy of women and to allow women to organise amongst themselves on issues that particularly affect women such as reproductive rights.

Conference calls for the Executive to:

- encourage discussion by members on the impact of proposed changes to the Gender Recognition Act;
- ensure that discussion is respectful and evidence based and that women's voices are heard;
- affirms its commitment to women only spaces;
- call on the government to hold back on any changes to the GRA until it has:
  1. performed a review of how exemptions in the Equality Act which allow for single sex services or requirements that only a woman can apply for a job (such as in a domestic violence refuge) are being applied in practice under current legislation;

2. consulted with women's organisations on how self-declaration would impact on women only services and spaces;
3. researched the impact of self-declaration upon data gathering - such as crime, employment, pay and health statistics - and monitoring of sex based discrimination such as the gender pay gap.

### **London & Eastern/1365 Stansted Airport Branch**

## **60 Ending Sexual Harassment, Domestic and Sexual Violence and Abuse Within Workplaces and the Wider Community**

Conference notes an increased reporting of sexual harassment within the workplace from our local reps. This is especially true within workplaces that employ people on zero hour contracts and workplaces, which are not unionised.

Conference also notes the outrageous sexist comments made by the newly elected President of the United States during his election campaign. These comments, some feel have led to an increase in sexist and misogynist behaviour towards women in general.

Conference, calls on the National Women's Committee to launch a new sexual harassment campaign for all our workplaces and for all the regions to work closely with their respective TUC to raise awareness of the gender specific issue. This conference commends the campaigning our union does in relation to Domestic Violence. However, when we campaign for greater resources and awareness on the issue, we need to include Sexual violence and Abuse at all times too, to keep in line with government strategies.

Conference, notes the level of sexual harassment that is taking place towards women and girls who works within various employment. The Politicians who should be the very people in public life working to putting policies in place to combat Violence Against Women and Girls. Over the last few months politicians have been exposed on the grounds of committing sexual harassment and abuse against women workers.

Conference, notes this Conservative government does not have the ability to untangle this web in Westminster they are failing to address appropriately the sexual misconduct and sexual abuse scandal against women in parliament.

Conference imagine politician who makes the law to protect women and girls in our wider society are in breach of human rights and dignity.

Conference, we therefore calls on the Executive council, AGS, Education, and political directors to:

- a) Hold this government to account on their Strategy Framework to end violence Against Women and Girls 2016-2020
- b) Update Education programme on Sexual Harassment / Violence and Abuse with all future references to Domestic violence in Unite campaigns and literature.

- c) Generate an evidence based case studies on Unite women and girls affected in the workplace by unwanted harassment
- d) Continue to proactively raising awareness of sexual harassment internal and external within Unite

## **National Women's Committee**

### **61 Domestic Abuse**

Conference understands that anyone can be a victim of domestic abuse. However, research tells us that at least 3 million victims are women and 75% of these women are targeted at work with actions such as threatening phone calls, coercive behaviour or assaults on work premises. Even when the abuse is confined to the home, a woman's attendance and performance at work is often affected.

The Equality and Human Rights Commission has estimated that one-fifth of employed women take time off because of domestic abuse and 2% lose their jobs as a direct result of this. Work is sometimes the only refuge for many women living with domestic abuse and their workplace can often provide the only means for escaping an abusive relationship.

As Unite representatives we are regularly on the front line when dealing with members experiencing domestic abuse. We often find ourselves trying to convince employers that they have a duty of care to support employees experiencing abuse in their relationships. Usually this only happens after formal attendance or performance management steps have been taken. Our members deserve to feel that work is a safe environment where they can access the help and support they need.

We therefore call on this conference to:

- campaign for our workplaces to adopt a policy on domestic abuse
- ensure that adequate training is provided for workplace representatives who may be called on to support a colleague who is a victim or a perpetrator of domestic abuse
- campaign to raise awareness and eradicate the stigma of domestic abuse.

## **North West/Finance & Legal RISC**

### **62 Menopause at Work**

Every woman will experience menopause differently. Some have symptoms that are barely noticeable, while others experience significant changes. In some cases, menopause and the reduction of estrogen can impact on someone's mental health or exacerbate a preexisting mental illness. Hot flushes, sweating, and other symptoms of menopause may cause disruptions to their lives shortage of sleep can be bad enough without all the other symptoms that go with it.

About 8 in every 10 women will have additional symptoms for some time before and after their periods stop. These can have a significant impact on daily life for some women. Common symptoms include:

- hot flushes – short, sudden feelings of heat, usually in the face, neck and chest, which can make your skin red and sweaty also night sweats
- difficulty sleeping – this may make you feel tired and irritable during the day
- reduced sex drive (libido)
- problems with memory and concentration
- headaches
- mood changes, such as low mood or anxiety
- palpitations – heartbeats that suddenly become more noticeable
- joint stiffness, aches and pains
- reduced muscle mass
- re-current urinary tract infections (UTIs), such as cystitis.

The menopause can also increase your risk of developing certain other problems, such as weak bones (osteoporosis).

Loose cotton clothing would be a benefit as it would help you stay cool and allow ease of movement. Some women suffer from hot flushes to the extent that they feel nauseated and some people even faint when they are bad.

These symptoms can interfere with everyday life and happiness, so it's important to find the underlying cause and work out what can be done to resolve it.

Conference call on Unite the union to lobby Government and actively campaign around introducing policies across all sectors which will provide support to those employees experiencing symptoms of menopause. These policies should focus on the provision of “reasonable adjustments” to ensure that every employee benefits from these, they feel supported and that they continue to be able to remain a valuable and productive member of staff within their organisation.

**Scotland/Health RISC**

## **63 Period Poverty**

Conference supports the launch of a Unite the union Period Poverty Campaign. It is appalling that women and girls in the UK cannot afford to purchase sanitary products. All women and girls should have their period with dignity and respect. We call on the union to:



- promote the campaign to our members and community including the use of social media;
- lobby the Government to provide funding to provide sanitary products for girls and women living in poverty and who are homeless

### South West/Women's Committee

#### 64 Period Poverty

This conference can we consider a topic that was highlighted in the UK in December 2016 by Ken Loach's film *I, Daniel Blake* and is a topic that affects young girls and women all over world – Period Poverty. Some food banks were inundated with donations of sanitary products.

Girls as young as 10 in the UK are missing school because they can't face the embarrassment of bleeding on their uniform in front of their peers. This is a difficult time for young girls and is very confusing, something is happening to them that they are too young to fully understand without the added pressure of stuffing socks with tissue or folding up material because their parent/carers can't afford the luxury of sanitary products.

Research by Plan International suggests that 1 in 10 girls aged 14 – 21 have been affected by period poverty. Period Poverty in many cases is going hand in hand with hygiene poverty.

Charities are working to help around the world to provide sanitary products, the Kenyan Government have promised to provide school girls with sanitary products, Kerala India are distributing sanitary products to over 300 schools

Demonstrations have been held outside Downing Street demanding change and national campaign #free periods is calling for free sanitary products to be available to all girls on free school meals but we are still in a position where there is nothing in place to help these young girls and women.

The Education Secretary Justine Greening suggests that schools and parents should be responsible for help for young girls affected by period poverty and in many cases hygiene poverty.

Schools are struggling to manage budgets and provide the level of education deserved by our children to ensure that they are safe, happy and given the opportunities that they need for their futures.

How can their parents overcome this issue when they can't afford to put food on the table let alone pay for a luxury like sanitary towels?

Labour has pledged £10 million towards period poverty, let's work to get money like this implemented and start helping young girls and women regain their dignity and confidence.

We as a Union whose members are affected by period poverty need to be making it known that we are supporting their families and lobbying government to right this injustice to our members and their families.

## **Wales/Women's Committee**

### **65 International Women's Day 2019**

Conference notes:

- a. According to an International Labour Organisation report, women undertake two and a half times more social reproductive labour than men. In Britain there are over 6.6m family members and friends providing unpaid care in the UK and 58% are women.
- b. In 2017 over 50 countries held demonstrations on International Women's Day calling for guaranteed reproductive freedoms, radically improved labour rights and protections and an end to violence against women.
- c. The Women's Budget Group shows that tax and benefit changes since 2010 will have hit women's incomes twice as hard as men by 2020. Women will be £1,003 a year worse off by 2020 on average; for men, this figure is £555.
- d. In France in 2017 two unions (the CGT and SUD) walked out on International Women's Day in solidarity with their women members.

Conference believes:

- a. That women have continued to be disproportionately impoverished and marginalised by austerity measures since 2010.
- b. That women still undertake the majority of necessary social reproductive labour (domestic work, child care and caring responsibilities) and this labour is essential for the creation of profit. Women make up the vast majority of the social care workforce, with 86% of care workers, home carers and senior care workers being women.
- c. Austerity has greatly impacted on women through the increased pressures it has put on social reproductive work – both paid and unpaid. Reductions in formal care services puts a greater burden on unpaid carers. Between 2005 and 2014 the number of hours of unpaid care given increased by 25% from 6.5 to 8.1 billion hours a year.
- d. The unseen nature of social reproductive work impacts on both wages and terms and conditions in related industrial sectors and produces a society which undervalues social reproductive work both in households and the workplace.

Conference resolves:

- a. To call a 2.5 hour strike on the 8<sup>th</sup> of March 2019 symbolising the two and a half times more social reproductive labour women undertake than men highlighted in the International Labour Organisation report.

- b. The demands of the strike will be extended access to free childcare, the reversal of all austerity cuts to women's services and the creation of a National Care Service which is free at the point of delivery, has equal standing to the NHS and is funded from progressive taxation at the national level to avoid the entrenchment of regional inequalities.
- c. To call a national demonstration working alongside women's charities and campaigns.
- d. For the EC to contact the TUC and other unions encouraging wider participation in the strike.
- e. For National Officers, Equalities Officers and all union structures and committees to promote and encourage active participation in the strike and demonstration.

### **North West/389 Greater Manchester Social Action Branch**

#### **66 Fight against the Increase in Hate Crime as a result of Brexit vote**

The UK population voted in June 2016 by a small majority to leave the EU. One of the major reasons for this vote was the issue of immigration.

Since that time there has been an increase in the numbers of hate crime incidents that have been recorded by the police. There has also been a significant increase in the number of race related incidents seen in the workplace

This conference calls upon the Unite executive to put in place a campaign to educate the membership on:

1. the benefits of immigration
2. the dangers of hate crime

### **East Midlands/LE19 Leicestershire GPM Branch**

#### **67 Brexit – no return to the 1950s**

Conference notes that 2017 marks the 50th anniversary of the Royal Assent of the Sexual Offences Act 1967 which partially decriminalised homosexuality in England and Wales. The Act was amended in 1980 for Scotland and 1982 for Northern Ireland.

Conference commends the work done by organisations such as the Campaign for Homosexual Equality (CHE) and subsequent organisations including the trade union movement to ensure better, subsequent LGBT legislation. Statutes such as the equal age of consent (1994, 2001), gender reassignment (1999), repeal of Section 28 (2003), gender recognition (2004), Civil Partnerships (2004), Equality Act (2010), equal marriage (2013), trans rights and workplace protection to name a few – yet we believe that there is still more to be done across the UK including that of proper equality in pension legislation.

Conference notes that despite this there is still widespread homophobia, biphobia and transphobia in Britain, for example reports of homophobic hate crime having increased by over 147% since the Brexit vote.

We also note that in recent history that the UK has led the way in many LGBT rights across the EU and the world but fear that some of these rights could be vulnerable both for us and for neighbouring European countries once Brexit occurs.

Conference is also concerned that LGBT rights and other equality legislation here in Britain could be at risk and further under attack “if our eye is taken off the ball” by the right wing using Brexit as an attempt to undermine our hard-won rights.

We therefore call on Unite to continue to work with all other trade unions and other equality organisations and structures to ensure that equality and human rights does not fall off the agenda during any TU involvements in the Brexit negotiations.

**London & Eastern/2000 BASSA Branch**

## **GLOBAL SOLIDARITY & INTERNATIONAL**

### **68 Yemen – humanitarian aid and ceasefire**

Conference notes with alarm the conflict in Yemen, causing untold suffering to the civilian population.

It is vital, therefore, that everything is done to firstly ensure the free passage of humanitarian aid to the civilian population in Yemen who are suffering as a result of the conflict and secondly, to achieve a ceasefire.

This conference, therefore, noting the UK's influence as an exporter to several countries involved in the conflict, calls upon the United Executive Council to lobby the UK government to use this influence to press for the immediate free passage of humanitarian aid. Conference also calls upon the Executive Council to lobby the UK government to press, through the UN, for an immediate ceasefire with the aim of brokering a peaceful resolution to the conflict.

**South East/6231 Isle of Wight Branch**

### **69 Refugee Rights Campaign**

Conference notes:

- the UN reports that 65.6 million people had been forcibly displaced worldwide by the end of 2016. Nearly 22.5 million are now refugees, 80% of whom remain within their country of origin or in neighbouring ones.
- those who reach Britain often find themselves in dire circumstances. It can take years to be recognised officially as a refugee or asylum seeker, years of stressful, complicated screening, often with inadequate representation/translation facilities.
- thousands of children seeking asylum in the UK are denied access to education
- refugees and asylum seekers are denied the right to work, surviving on a £5/day allowance. This forces them to look for alternative sources of income, making them vulnerable to extreme exploitation by bosses who employ them illegally, typically on as little as £3/hour.
- in UK immigration detention centres, asylum seekers can work – for £1/hour!
- the vast majority of these workers are outside the organised trade union movement.

Conference further notes:

- the Refugee Rights Campaign was set up by refugees and asylum seekers who came together to organise and fight for their rights. Refugee Rights sees the trade union movement – with its emphasis on defending workers' rights and its proud record of international solidarity – as a natural ally

- in 2017, Refugee Rights participated in numerous national demonstrations, including the UN's Anti-Racism Day, United for Education, May Day events, as well as protests calling for the closure of the notorious Yarl's Wood Immigration Removal Centre
- Refugee Rights organises free legal advice for refugees and asylum seekers.

Conference supports Refugee Rights call for:

- the right to work
- the right to join a trade union
- £10/hour minimum wage
- access to education, health and other public services
- the closure of detention centres
- Conference encourages branches to affiliate to the Campaign.

### **London & Eastern/2116 Ipswich Food & Agriculture Branch**

## **70 Mexico**

Conference welcomes the decision by the Mexican Mine and Metals Workers Union, 'Los Mineros', to join with Unite and the United Steelworkers in our global union Workers Uniting.

Our three Unions have developed a relationship which has proved to be extremely beneficial, in particular in dealing with multi-national companies and trade agreements such as NAFTA, TTIP and TPP.

Conference notes with concern the ongoing attack on trade unions in Mexico by the right wing Mexican Government, notably through their support for "protection contracts" being granted to "yellow Unions" who are chosen by the company to represent workers rather than by the workforce themselves.

A number of companies including BMW, Honda, PKC etc. have recognised yellow unions (such as the CTM) against the wishes of their own workforce and against the wishes of independent and democratic unions such as Los Mineros.

Yellow unions such as CTM have frustrated and interfered with union organising campaigns, continued to impose poor pay settlements on workers and in December 2017 were implicated in the murder of two activists of Los Mineros who were on strike at the Canadian Media Luna gold mine opposing the imposition of a CTM contract.

Conference welcomes the decision by the ITUC to suspend yellow unions such as CTM from the international union movement.

Conference pledges to support our Sisters and Brothers in Los Mineros and other independent unions in Mexico fighting for democratic principles and decent independent trade unionism.

### **London & Eastern/7031L GPM London Print Branch**

#### **Amendment**

Conference notes that Mexico has remained in the grip of a neo-liberal elite and has seemingly been unaffected by radical change that has swept across much of Latin American in recent times.

Perhaps it is Mexico's extremely close proximity to the US that has led to this immunity. However, proximity does not have to lead to ideological, political and economic dominance. Just 80 miles from Florida Cuba has been and remains a beacon for the liberation struggle in Latin America.

Conference notes that next year, 2019, is the 60<sup>th</sup> anniversary of the Cuban Revolution that broke with US dominance of the island and ushered in an alternative based on support for the many, not everything for the few.

Conference resolves to:

- invite sister unions from Cuba to Britain to meet with full time and lay union officials and visit workplaces and to attend the Unions for Cuba solidarity conference in November 2019;
- support Cuba60 activities in 2019 including CSC's Young Cuban trade unionist tour of Britain in February 2019;
- display CSC's Cuba60 exhibition celebrating Cuba's achievements at Rules Conference in 2019;
- encourage all branches and regions to affiliate to CSC; and,
- call on the UK government to take robust action against UK-based companies that comply with extraterritorial blockade legislation.

**Passenger NISC**

#### **71 Israeli Government Attack on Human Rights**

Conference condemns the decision of the Israeli Government to ban members and officers of 20 global human rights organisations, who have supported the campaign for boycott and disinvestment, from entering Israel or Palestine. The list includes three UK organisations - the Palestine Solidarity Campaign, Friends of Al Aqsa and War on Want.

Conference notes that Israel has previously denied entry to representatives of Human Rights Watch, Amnesty International and the Jewish Voice for Peace. The Israeli Government has also placed on Israeli civil society organisations restrictions to campaign and their rights to free movement and speech.

Israel is seeking to prevent contact between Palestinian civil society, trade unions and other organisations, and their UK counterparts as part of an attempt to isolate Palestinians from the outside world and to prevent the outside world from bearing witness to Israel's violation of Palestinian rights. All of those across the globe who care about human rights and civil liberties will regard such actions as an affront to democratic values.

Conference calls on the Executive Council to immediately contact the UK Foreign Secretary and demand that he condemns the Israeli attack on human rights.

**Scotland/162/403 Edinburgh CN4P Branch**

### **Amendment #1**

Conference notes the UN Security Council resolution of January 2017 condemning Israel's illegal occupation of, and building of settlements on, Palestinian territory and the further infringements of the human rights of Palestinian people.

Conference expresses its solidarity with 16 year old Ahd Tamimi, and all child prisoners, for refusing to meekly accept the occupying presence of the Israeli Defence Force. Conference expresses its abhorrence at articles in the Israeli media encouraging the rape of Ahd while in custody.

Conference further notes the resolution passed by the UN General Assembly in November 2016 calling for an intensification of efforts to achieve a just, lasting and peaceful solution to the question of Palestine with a Palestinian state freely existing within its 1967 borders, including East Jerusalem, and the right of return for refugees.

Conference categorically condemns the decision taken by President Trump to move the US Embassy from Tel Aviv to Jerusalem.

Conference calls for support for a renewed campaign in Britain, involving all relevant solidarity bodies, including Palestine Solidarity Campaign, for a two state settlement and for the British government to give this demand full and material backing – including sanctions on Israel if the Israeli government continues its policy of constructing illegal settlements in violation of the UN Security Council resolution.

Conference reaffirms its support for a boycott of all settlement goods.

Conference also calls on the British government to follow the 150 other UN members in giving recognition to Palestine as a state.

**Docks & Rail NISC  
London & Eastern/230 London Central Taxi Branch**



## **Amendment #2**

At the end of motion, add new paragraph:

In so doing, Conference places on record its condemnation of the evil of anti-Semitism, but clearly understands that this does not, and should not prevent criticism of the actions of the Israeli government, or pursuit of justice for the Palestinian people.

**Scotland/0034M Scottish Professional Executive Staffs Branch**

## IMPROVING HEALTH & SAFETY

### 72 Workplace Health & Wellbeing Representatives

Conference notes that mental health is not just the absence of illness. Mental health is a state of well-being in which every individual realises their own potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to her or his community. Poor mental health is strongly linked to lost productivity due to high levels of absenteeism and early retirement.

The workplace environment is a key setting for mental health promotion and the prevention of mental disorders in the adult population, as the majority of this group spends large amounts of their time at work. At its best, the work place provides the individual with a sense of identity and self-respect, meaning in life, belonging, social support and participation.. Trade unions play an important role in supporting people in the workplace. Negotiating high-quality workplace training programmes that support workers with mental health problems and ensuring that they have access to information and advice about their rights.

The term “mental health” itself is not a legal definition but refers to a continuum that includes emotional well-being, mental health conditions and mental illnesses. Mental health, like physical health, can fluctuate but everyone’s experience of mental health is different and unique to them.

As a society we recognise the need to take more proactive steps to invest in addressing and improving mental health and the benefits of doing so. In some cases, employers will be legally obliged to take certain steps if the legal definition of disability is met, as considered further below.

It is worth pausing to reflect on some of the headline statistics on mental health in the workplace:

- One in six workers suffers from anxiety, depression and stress deemed to be unmanageable each year. (reported statistics only)
- 59% of workers would not be comfortable disclosing a mental health issue at work.
- In 2015, 18 million days were lost to sickness absence caused by mental health conditions.
- 55% of those with depression or anxiety for more than a year are out of work.
- Workplace mental ill-health costs employers around £26 billion per year.
- Those with a severe and enduring mental illness are exposed to premature mortality rates of up to 15-20 years.

Mental ill health does not equate to poor performance and some of the statistics referred to earlier suggest that employers are losing a lot of talented workers due to a failure to effectively manage mental ill health.

Conference believes:

1. Every workplace should introduce a mental health wellbeing at work policy.
2. Every worker (member) should have access to a trained trade union representative to ensure good workplace practice on mental health and let members know that you're there if they need to talk - so that all members of staff along with volunteers feel comfortable to raise an issue.
3. It is in the employer's interest as well as the employee's to put in place practices that promote wellbeing and support employees who experience mental health problems.
4. A comprehensive policy of mental health at work includes workplace mental health promotion as well as assessment of psychosocial risk factors.

Conference call upon the union:

1. To lobby/introduce the position of Workplace Health and Well-Being Representatives before the next Policy Conference. To facilitate to eradication of stigma and discrimination and promote good practice in relation to mental health issues.
2. To launch a programme of mental health awareness training for all representative before the next Policy Conference
3. To promote mental health awareness in the workplace and wider community.
4. To develop workplace Wellbeing policies/agreements with employers.
5. To provide support and assistance to workers experiencing mental health problems in the workplace by collaboration between management and trade union representatives.
6. To launch a union wide campaign to promote good practice in relation to mental health wellbeing before the next Policy Conference.

**East Midlands/Regional Committee**

### **Amendment**

- title of Motion, after "Workplace Health & Wellbeing" insert "and Unite"
- first block of numbered bullet points, number 3, after "It is in the employer's interest as well as the employee's to put in place practices" add "and training"
- second block of numbered bullet points, number 1, delete "To lobby/introduce the position of Workplace Health and Well-Being Representatives before the next Policy Conference."
- second block of numbered bullet points, number 1, after "To facilitate" delete "to", insert "the"
- second block of numbered bullet points, number 2, after "To launch a programme of mental health awareness training for all representative" add "s" to read representatives.

**Metals NISC**

### **73 Shift Working and its Impact on our Members**

The last Unite policy conference took place in July 2016. At that conference a motion was supported by the Executive Council and passed by the delegates at the conference.

To date it is our understanding that the Unite Health & Safety training has not been amended to incorporate this subject.

On this basis, our motion is to ask the Executive Council to look into why this agreed policy has not been incorporated into the Representatives training , and report back as a matter of urgency to ensure that the 2019 Health and Safety representatives training programme includes a module on shift working as per the 2016 Policy Conference decision.

**East Midlands/Automotive RISC**

### **74 Classifying Stress as a Reportable Occupational Disease**

Conference calls on the Union's Executive Council to run a campaign and lobby the Government and the Labour Party to have stress classified as an occupational disease and reportable under RIDDOR. Stress is still very much an unseen issue. Classifying it as an occupational disease and making it reportable will ensure that unions can target bad employers and that employers will have to take action to address this serious issue. A report on action taken and progress made should be made after 12 months (or earlier) and every 12 months thereafter until the terms of the motion are achieved.

**London & Eastern/Finance & Legal RISC**

### **75 Occupational Health in the Workplace**

Conference is concerned by the lack of commitment coming from the government and Employers towards Occupational Health throughout all Industries.

We are aware that within larger employers, occupational nurses are usually available but smaller employers have a severe lack of any occupational health monitoring.

Conference calls on Unite to:

- instigate a campaign for better awareness of what Occupational Health consists of.
- call on the government to release funding to help with Occupational Health monitoring.
- put pressure on Employers to start in house Occupational Health monitoring.
- work in partnership with organisations who deliver free training and monitoring on occupational health issues to deliver joint Unite branded awareness/ training events across all industries.

**Scotland/Unite Construction RISC**

## 76 Mental Health Training for Unite Reps

Conference recognises that nearly two thirds of people will suffer some kind of poor mental health episode during their life; and that this has a huge impact on the work we do as representatives. One in three fit notes handed out by GPs are for mental health related illness. Despite some people considering that it is part of our role to deal with members with poor mental health we are ill equipped to do so; and our own mental health can suffer as a consequence. Additionally, the pressure of representing members in sometimes stressful situations such as redundancies and pensions matters can bring undue pressure on us.

As the UK's largest trade union we have a duty of care to our representative's to ensure that they do not become ill themselves.

We call on the NEC to ensure that all representatives have access to a dedicated mental health courses that will help and equip them on mental health issues.

We have a duty of care to our representatives to ensure that they do not become ill themselves through trying to assist our members.

Courses need to look at both recognising our own mental health and protecting it; and how to deal with members with mental health issues.

Most regions of the Union run mental health awareness courses of some kind ranging between 2 – 5 days.

We need to standardise this nationally across the Union to ensure that all courses run are relevant and in-depth to provide the knowledge necessary.

This provision needs to be at entry level for representatives to ensure they are equipped from day 1 – and should be run alongside reps stage 1 & 2.

Mental health awareness at Reps stage 1 & 2 should not to be a substitute for a dedicated and a full course on medical health issue for all reps.

There is a growing recognition of mental health awareness throughout society.

No longer is it a matter to be shied away from or hidden behind closed doors. Some of the biggest contributory factors in poor mental health are linked to the workplace.

It's time we recognised this as a union and equip our reps to deal with it; and hopefully protect them from any of the effects of having to deal with cases, without them being equipped to do so.

**South East/Disabled Members' Committee**

## **77 Mental Health Training**

Conference would like to see Mental Health Awareness training given to reps on the Workplace Reps Stage 1A course. Mental Health is an ever growing concern for employees, employers and reps. We therefore call upon the union to implement this as soon as possible so that reps have a basic understanding of this issue and are not dealing with it ill equipped and are better trained on this subject of high importance.

**South West/Disabled Members' Committee**

## **78 Pushing Mental Health Further up the Workplace Agenda**

Pushing mental health further up the workplace agenda, to protect the Membership by destigmatising mental health problems, removing the accompanying harassment and discrimination along with a reduction in the shocking statistics that relate to the subject.

This can be achieved by giving all shop stewards and health and safety reps Unite training in mental health awareness and mental health First Aid.

Our membership will benefit from this, if implemented correctly by:

- generating a conversation and debate with workplace management, health and safety departments/joint health and safety committees, occupational health, HR, equality resource or diversity and inclusion groups
- mental health policy and risk assessment creation, upgrade and review
- meaningful workforce wide training in mental health to increase worker/employee awareness of mental health conditions
- workforces, due to their state of wellbeing, being able to work and deliver to their full potential
- mental health being recognised as equally important as physical health
- reducing the number of members attending their workplaces when unfit to do so and encourage members not to use holidays to cover periods of illness
- meaningful training for management and HR to avoid advertant or inadvertent misunderstanding of mental health conditions and subsequent member/subject neglect and or mishandling
- improved workplace attendance and employee/worker retention; looked at as an investment in people and make members feel more valued.

The training of shop stewards/health and safety representatives should be delivered at the earliest opportunity to provide motive force behind the subject. Regarding workforce wide/management/HR training, this could be delivered by employers if it was considered meaningful and comprehensive.

**North East, Yorks & Humber/GEO 14 Hessele Branch**

## **79 Mental Health Awareness Training**

Conference calls for Mental Health Awareness training to become mandatory for all forms of Unite Workplace Representatives.

Poor mental health can affect any person at any time and this period of illness can affect a person's ability to carry out their work, thus their job could potentially be at stake. A person suffering from poor mental health is more likely to approach their Workplace Representative for support than approaching management due to stigma attached to mental health.

Conference seeks to ensure that all Workplace Representatives are equipped with the tools and skills to represent members with poor mental health fully and to be able to signpost said members to the appropriate support they require.

We also seek to tackle the stigma attached to poor mental health, to raise awareness of the issue amongst all of the membership and to enhance the service provided to the wider membership.

Conference calls on the Executive Council and the Union's Officers and Departments to bring this motion to fruition as soon as practicable to ensure any member affected by poor mental health can be supported as fully as possible.

**Scotland/156/403 Aberdeen CN4P Branch**

## **INDUSTRIAL**

### **80 Automation and the Digital Economy**

Conference welcomes Unite's debate and policy on the effects of automation and the digital economy on Sectors and members.

Whilst automation is already established in a number of industries including automotive, engineering and finance industries, the use of robots, cobots, networked devices, 3D printing, etc, is anticipated to continue to rapidly grow and will have an effect on the jobs of Unite members in many others sectors including transport, chemicals, food production and energy.

The plan to negotiate technology agreements with employers to protect members through shorter working hours, new technology skills, training and re-training and job protection forms a good basis for handling the technical change which is upon us.

Conference however notes that the Government have ignored the views of trade unions on the coming digital revolution and are content to create "a race to the bottom" destroying jobs and members' livelihoods into the future.

Conference calls upon the Executive Council to ensure we keep members up to date with all developments and to campaign to ensure that an incoming Labour Government establishes structures which include trade unions to agree a national plan on how the UK deals with the digital revolution in the interests of working people.

### **Automotive NISC**

### **81 Developing the Industrial and Political Response to Automation**

Conference welcomes the National Organising and Leverage Department's response to the serious threat posed by Automation, including:

- the initial 'Threat of Automation' paper
- the Draft New Technology Agreement
- work with regions and sectors to develop their automation responses
- bespoke automation documents for sectors and regions.

Conference now calls for this work to be continued further so that members can best address the challenges and seize the opportunities it creates. Therefore Conference calls on the National Organising and Leverage Department working with the Union's Regions and Sectors to deliver:

- an automation 'risk register' for stewards to assess the risks of automation in their sector



- the development of a fighting fund to address the challenges of automation in high risk workplaces.
- the continued building of economic power in the areas of critical national infrastructure.
- assistance to ensure high risk workplaces are organised and can develop and execute where necessary alternative strategies using leverage and campaign skills.
- an assessment of new jobs by Sector and build this into our organising programme
- Sector papers including basic information on customers/ suppliers and undercutters
- analysis of the gig economy
- the creation of a 21<sup>st</sup> Century Workplace Manifesto on Automation to promote legislative responses that retain work as a central pillar to society.

## **London & Eastern/Passenger RISC**

### **82 Digitalisation and Automation**

Conference, calls upon Unite the Union to ensure the protection of hundreds of thousands of jobs which are at risk from a significant and rapidly increasing rise in automation and digitalisation across all areas of the economy.

Conference recognises that there are those who believe that the fourth industrial revolution, increasingly called 'Industry 4.0', will provide opportunities for job creation through new technology and that estimates of the number of jobs at risk vary widely dependant on which research paper you read.

However advances in technology have not generally proved positive for workers and many of us across the years have witnessed the demise of many industries and in particular the plant closures and slashing of industries under the Thatcher regime in the 1980's.

Conference therefore welcomes the report into the Threat of Automation from Unite's Organising and Leverage Department, for the stark clarity it brings in identifying the existing and future risks and the need for an adequate response to address the challenges faced by automation, including the development of a New Technology agreement.

Conference now calls for further measures to assist our members in addressing the challenges of automation including:

- further development of an automation strategy with a particular focus on job protection and creation and new technology agreements through collective bargaining.
- education courses with a focus on the threats of automation and the need to adopt new technology agreements into collective bargaining agreements to protect our members' interests and jobs for the future.
- automation strategy to be a continuous agenda item on all industrial/constitutional structures.

## **Scotland/Food, Drink & Agriculture RISC**

## **83 Shorter Working Week**

Conference notes:

- Stress due to overwork accounted for 37% of work related illness and 45% of lost working days in 2015/16
- The gap between those who report themselves as overworked, and those who report themselves as underworked is growing and at its widest point since before 2008
- It is predicted that up to 30% of our jobs will be lost to automation by 2020
- Unite the Union has previously voiced tentative support for Universal Basic income and a shorter working week.

Conference believes Unite the union should follow in the footsteps of German union IG Metall who have called for a shorter working week. There are also examples in Britain where other Unions have led the way most notably ASLEF for their drivers and CWU for the Royal Mail. Backing a shorter working week will help combat work related stress, increase job satisfaction and redress the work-life balance in this country. Spreading the workload will also combat the current growth of people who are reporting themselves as underworked, and also help tackle the prevalence of the 'gig economy' where worker rights and job satisfaction come well below profit.

Reduction in working hours could be supplemented by the introduction of Universal Basic Income, which will allow people to reduce their hours, re-train and demand better working conditions.

Both of these initiatives go hand in hand and will lead to the improvement in working conditions, address the work life balance and also lead to a better distribution of jobs, and help those currently locked out of the labour market.

The trade union movement has a long history of fighting for shorter hours. Our predecessors won the 8 hour day, paid holidays and the existence of the weekend at the same time as fighting for and winning wage rises that more than compensated for the reduction in hours.

Conference resolves:

- Unite the union supports pilot trials of Universal Basic Income
- Unite backs the campaign for a reduction of hours in a working week, with no loss of earnings, alongside other British and European unions.

**North East, Yorks & Humber/204/4 Npower Branch**

## **84 Shorter Working Week**

Conference notes that a primary aim of the trade union movement has been to reduce working time, whilst maintaining the same level of pay to give a good quality of life. Over a century of struggle has seen the introduction of the weekend break, and a move from an average 12-hour day down to 8.

Conference also notes that no progress has been made in the last 28 years to reduce the working week. More and more workers are working excessive hours, whilst at the same time, millions are unemployed or under-employed.

Conference further notes that automation will potentially eliminate hundreds of thousands of Unite members' jobs.

Conference therefore calls upon Unite to launch a comprehensive national campaign for a shorter working week without any loss in pay.

Without being prescriptive this could involve:

1. a move to a 4-day 28-hour week to improve work life balance, our sister union, in Germany the IG Metall, is already campaigning for this;
2. a policy of campaigning to reduce the working week, rather than reducing workers when new technology is introduced;
3. a sector wide national strategy, to ensure that bad employers cannot undercut those employers who agree to a shorter working week. A good example to learn from is the historic 35-hour week campaign by the CSEU, which reduced the working week from 39 to 37 hours per week.

### **North West/Chemical, Pharmaceutical, Process & Textile RISC**

## **85 4 Day, 28 Hour Working Week**

The liberation of workers from excessive work was one of the pioneering demands of the labour movement and it is a cause that urgently needs reclaiming. Our social model means economic growth all too often involves concentrating wealth produced by the many into the bank accounts of the few, without improving the lives of the majority. Growth should deliver not just shared prosperity and improved public services but a better balance between work, family and leisure.

The policy of a four day, 28 hour working week with no degradation to current pay or conditions would address this and much more. It would slash unemployment, tackle health conditions ranging from mental distress to high blood pressure, increase productivity, help the environment and improve our work life balance allowing us more time with our families.

Our sister union in Germany IG Metall is already calling for a 28 hour week for shift workers and those with caring responsibilities. It is time that Unite joined the fight. Having read the “Threat of Automation” document produced by Unites National Organising and leverage department, it is apparent that automation will affect the vast majority of Unite represented workplaces. The rollout of automation has already started. 94,983 Unite members’ jobs at risk in the northwest, 662,198 Unite members’ jobs at risk throughout the union estimated by the Organising and Leverage Department.

It is recognised that each workplace must resolve not to simply hoist the white flag and see those jobs disappear under their stewardship. Although the implementation of the new automation may be inevitable, the nature of its impact upon our members is far from inevitable. As previous generations have struggled for a 12 hour working day, followed by a 10 hour working day and then an 8 hour day (40 hour week). The Confederation of Shipbuilding and Engineering Unions campaigned for a 35 hour working week during the 1980s and in part success managed to shorten the working week in those industries from 39 hours to 37. In fact a significant fund still exists for the purpose of fighting for a 35 hour week. The fund stands at some £30 million.

Therefore, Conference calls for a launch of a national campaign for a 4 day, 28 hour working week, coordinating with our sister unions at home and abroad.

## **North West/Lancashire AAC**

### **86 Setting an Agenda for Excellent Apprenticeships**

Conference recognises the importance of excellent apprenticeships in engineering and notes that the skills development of our members in secure, well paid and structured training is strongly linked with the prospects for UK manufacturing as we face the challenges of Brexit, Globalisation, automation, digitisation and the commercial difficulties related to social dumping.

Conference notes the importance of promoting engineering as a career for young men and women and calls for an extension to the “unions into schools” campaign to highlight the benefits of working in unionised engineering workplaces.

Conference calls for closer working with Skills Sector Councils and specific input from our nominated directors to drive an agenda for real apprenticeships, resulting in industry recognised qualifications and leading to well paid secure careers as opposed to exploitative training schemes with poor long term prospects.

Conference calls for a political campaign to increase the government minimum wage for apprenticeships in order to attract good candidates and also calls on the Executive to encourage the inclusion of negotiating for better terms for apprentices at national and local bargaining tables.

Conference also calls for a political campaign to include the mandatory participation of recognised trade unions in decision making around the implementation of the apprenticeship levy in workplaces in England and in the utilisation of funding raised by the levy in other nations.

## **Scotland/Automotive RISC**

### **87 Future Skills**

Conference acknowledges that the pace of change we are now experiencing due to automation and the increased long term impact this will have on jobs, skills and working patterns has now become a serious topic of debate within Unite.

Our union now needs to develop a long term strategy to address the impact of this change on the world of work. Training and up skilling must now become a central ingredient in our negotiations with employers to ensure that our members are not displaced through the changes that will occur with the increase in AI and robotics within our industries.

We need to explore the cost and feasibility of a training grant for workers facing redundancy to ensure that they are ready to change roles and remain within the working population.

The changing patterns of work that we will see and the reduced working week that may become essential, will lead to many workers having more time for education and training. We need to ensure that the cost of training is borne by the employers and not the workers as is the current position in some sectors.

We recognise that some very good work has already been done with the introduction of the apprenticeship levy and in some industries, in particular the manufacturing sector, these are good long term programmes with real jobs and real pay at the end. But this is not the case everywhere and so we must ensure that all training leads to proper full time roles and is not used to reduce labour costs.

With training and up skilling being at the core of any sectorial strategy we must also ensure that there is equality of opportunity. We are particular aware of the real need to open up the STEM programmes to women and our BAEM workers. To ensure this happens we need to work with the employers, schools and colleges to identify where this can best be achieved.

If we are to have a vibrant, long term UK and Ireland workforce in the coming years then up skilling of workers and the ethos of lifelong learning must be at the heart of everything we do.

## **Ireland/NI/B0007/Newry Branch**

## **Amendment**

2<sup>nd</sup> paragraph, 4<sup>th</sup> line: after “the increase in” replace AI with “Artificial Intelligence (AI)”

5<sup>th</sup> paragraph, 1<sup>st</sup> line: after “We recognise that some” delete “very good”

At the end of 6<sup>th</sup> paragraph insert a new sentence: “Unite can play a key role in working with employers to put in place positive action measures.”

7<sup>th</sup> paragraph, 2<sup>nd</sup> line: replace “particular” with “particularly”

At the end of 7<sup>th</sup> paragraph before the full stop insert: “, particularly in the area of apprenticeships where young Black men and women are still vastly underrepresented across all industries.”

At the end of the motion add a new paragraph:

“We call on the EC to ensure all industrial Sectors develop an action plan and work with employers to establish future non-discriminatory upskilling schemes through negotiations and collective bargaining on:

- High quality training and apprenticeships with decent pay and conditions including health and safety that fill real skill shortages and not used for job substitution with a guaranteed job at the end including targeting women, Black & Asian workers for opportunities.
- Provide a progress report to the National Industrial Sector Conferences.”

**National BAEM Committee**

## **88 Ending the Abuse of Workers in the Hospitality Industry**

Conference calls on the Executive Council to mount a campaign on behalf of all the workers in the hospitality industry in order to end the abuse of workers in the industry.

Hospitality is the fourth largest contributor to the economy by sector yet less than 5% of the employees are members of a trade union and fewer than 3% of those are covered by a collective agreement.

Without the support of a trade union it is impossible for those workers to enforce their rights and to be protected from the exploitation of the employers.

We call on the Executive Council to make the resources available for Unite to run a campaign to organise the workers in the hospitality industry as a matter of urgency.

**Wales/Services Industries RISC**

## **89 Dignity at Work**

Conference notes that a substantial proportion of Unite's membership across all of our sectors whether in the public sector, private sector or not for profit sector work in jobs that are public facing.

As a consequence, many of our members are regularly subject to verbal abuse, harassment and even physical or sexual assault when carrying out their duties.

Some sectors have developed good policies, practices and agreements to protect and support workers. Other sectors do not have effective mechanisms in place.

Conference, therefore, endorses a call for Unite to adopt a strategy which establishes the dignity of front line and public facing workers as a key organising and bargaining objective.

This should include:

1. Identifying best practice across all sectors on how the union and employers can work together to tackle these issues
2. Using best practice as an organising and bargaining issue in sectors where employers are not effectively tackling the problem
3. Ensuring that when union reps, delegates and officers engage with public facing workers themselves they treat them with the same dignity and respect
4. Ensuring that staff and officers of the union are recognised as public facing and are also treated with dignity and respect.

### **London & Eastern/1393 London Hotels Branch**

## **90 Organising Young Workers**

Conference notes the explosion of low paid, and casual jobs, which disproportionately employ young people. Young workers are the future of our movement.

We cannot ignore the growing number of workplaces in retail, distribution, call centres, hospitality and other service industries where zero hours contracts, minimum wages and other appalling conditions predominate. For many young workers entering the labour market, non-union workplaces with appalling conditions and a culture of bullying and intimidation prevail.

Many new workplaces are small, and have high turnovers, and traditional organising strategies have often not been effective enough.

Conference calls on the Unite Executive Council to ensure that the union plays an active part in the TUC's project to create a new model of UK trade unionism, as adopted at the September 2017 TUC.

This should include the following actions, which the Unite Executive Council should act on quickly and before the completion of the TUC review where possible:

- a review of union young workers organising strategies, to look at options of organising inside and outside the workplace and the inspiration from community or social movement unionism, to reach out to young people who are currently not involved with trade unions, and often have little to no knowledge about trade unions
- an emphasis on training and development of young members to take on branch roles, and to know how to organise the workplace, including how to build a branch from scratch in non-unionised workplaces
- an emphasis on education, especially on economics and politics of young members sections to ensure they know the importance of the trade union movement as the only reliable and strong voice for working people
- encourage the creation of Young Members Organiser role at the branch level to look at engagement and involvement of young members and the option of organising locally based young members groups, with an emphasis of inter sector and inter-union groups and include support from young members officers
- develop and extend Unite's young members structures and its involvement in union organising work and community campaigning.

**North West/0176 Burnley Branch**

## **91 Worker Co-operatives as Opposed to Workplace Closures**

Conference is concerned that so many privately owned companies which cease trading with the owners citing financial difficulties, whether real or manufactured, or are sold on in a way that is not in the best interest of the employees, the communities involved or the UK economy as a whole.

Conference notes that the detrimental impact of these closures is almost always suffered by the workforce and not by the decision-making owners who often walk away financially secure and without any liability for the devastation they leave behind.

Conference applauds the ideas of Richard Leonard MP and leader of Scottish Labour, who has called for legislation in Scotland along the lines of the Italian 'Marcora' Law which is estimated to have created over 300 new firms as worker co-operatives and is also estimated to have saved more than 14,500 jobs.

Conference notes that the principle of the proposed law is that that employees are guaranteed to have first refusal to take over and continue to run the company concerned as a worker co-operative in the event of the threat of sale or closure. Conference supports the idea that the failed owners would leave without compensation in this event.



Conference supports the implementation of such protective legislation, not only in Scotland but, in every country of the United Kingdom and calls for a political campaign to have the Labour Party enshrine such law in policy and for the campaign to press an elected Labour Government to implement this law at the earliest opportunity.

## **Scotland/Forth Valley AAC**

### **92 Challenging Increasing Workloads**

Conference notes that austerity has significantly reduced staffing in many sectors, leaving those remaining with increased workloads, undermining workers health, work life balance and job satisfaction.

This is particularly noticeable in housing, social care, education and the NHS but also affects trade union officials due in part to reduced collective bargaining with increasingly fragmented workplaces.

Increased workload and work intensification also deepen inequality – young workers, BAME workers, women workers, and disabled workers are already over represented in lower paid, more insecure work and faced with increased workloads as well as direct discrimination. Those working the longest unpaid hours were in supported housing and social care who have been subject to local and national cuts affecting the direct service and increased demand.

Across all sectors, over £33.6 billion (7.7 hours a week) of free labour was ‘given’ away. Yet historically, trade unionists since the Chartists have been at the forefront of fighting for decent working hours, then for an 8-hour day. Today the working day could be further reduced to enhance the lives of workers and share the work across the wider community, thus allowing workers to enjoy the full fruits of their labour, rather than overburdening a smaller and smaller section of the working population whilst also concentrating gross wealth in the hands of fewer and fewer.

Conference instructs the EC to:

1. further investigate how increasing workloads are affecting members and promote any effective campaigns from Unite and sister unions
2. pilot workload campaigns, with demands for safe staffing levels. Develop tools and targeted education. Revamp ‘work your hours’ events to profile of excessive work, alongside exposing gross financial inequality
3. expose and challenge the inequalities which are exacerbated
4. engage and use the political links to provide safe staffing levels, reverse social care and housing cuts, spread collective bargaining, and develop sector standards to provide safe and stable services.

## **London & Eastern/128 Trade Union Employees Branch**

### **93 Direct Labour Organisations**

Conference calls upon the Union to actively promote - by whatever means - the reintroduction of Direct Labour Organisations, with a five year campaign of education, leafleting MPs, government involvement.

It would help various sectors, meeting and promoting:

- basic human needs
- construction industry - proper apprenticeships
- economy - the involvement of all sectors of industry
- ending casual labour
- increasing union membership numbers.

#### **North East, Yorks and Humber/UB026 UCATT Darlington #2 Branch**

#### **Amendment**

Insert after the first paragraph:

We call on our union to seek a commitment from the Labour Party that when elected the government will remove any restrictions which prevent councils from creating new DLOs and expanding existing ones. Labour's commitment to carrying out a massive new house building programme must include incentives for councils to create their own new build sections within their DLOs to provide the much needed new council homes.

#### **London & Eastern/UG025 UCATT Southwark & Bermondsey Branch**

### **94 Collective Bargaining and Solidarity Action in Workplaces, Industries and Services**

Conference deplores the fact that more than 30 years of anti-union legislation by successive Governments has led to the present situation where barely 25% of workers are covered by a collective bargaining agreement.

In the private sector this figure falls to around 16%. This is the lowest level of collective bargaining coverage anywhere in Europe with the exception of Lithuania.

This weakening of collective bargaining has allowed many employers to attack workers living standards and conditions of work:

- pay and employment security has been undermined through below inflation wage rises, putting more and more workers on minimum wages, the imposition of zero hours contracts and the introduction of bogus self-employment and others measures of precarious employment conditions.
- workers' conditions have been detrimentally impacted by work intensification, speed up, performance related pay scales and poor training opportunities.

Conference believes that collective bargaining and union recognition agreements offer a fundamental means for workers to use their collective power and solidarity in the face of the constant attempts by employers to weaken workers' rights.

Conference re-iterates its opposition to proposals from employers to further remove collective bargaining agreements. Further affirms that no company unit of Unite should accept the removal of collective bargaining from any of its members prior to a vigorous campaign involving the relevant membership combined with attempts to reach out to non-unionised workers. Such a campaign should include supporting members wishing to take action for better conditions, whatever the stipulations laid down by anti-trade union laws

Conference calls on Unite's Executive Council to develop strategies to organise and unionise broader sections of our co-workers through the utilisation of Unite shop stewards and activists, our Area Activist Committees, and in cooperation with Trades Councils where they are active, in local campaigns, together with our Full Time Officers, to take the drive to unionise unorganised workers in similar/sister workplaces.

**South West/001401 Bristol Finance & Legal Sector Branch**

## **PENSIONS & RETIREMENT**

### **95 Pensions**

Pensions are an essential way of saving for retirement. Employer pension contributions form a significant part of overall remuneration, and ought to be more appropriately identified as 'deferred pay'. In effect it is money that has been earned, but is paid out at a much later date.

This conference welcomes the changes introducing auto-enrolment of pensions, and the increased uptake of workplace pensions. However, Conference notes the projections of future pensioner poverty, and is concerned about the number of workers who do not have a workplace pension provision, or choose to opt out. In effect they are missing out on remuneration that they have earned.

Conference therefore believes that such unused employer pension contributions should be deployed into a non-contributory pension fund for those workers who choose to opt out.

Conference is also concerned about those who are not eligible for auto-enrolment into a workplace pension. This is a significant barrier that disproportionately affects part-time workers, and those who hold down multiple jobs that each pay less than the relevant threshold to qualify. Conference therefore instructs the NEC to campaign for the introduction of employer pension contributions for those so affected.

**Finance & Legal NISC**

### **96 The Future of State Pension**

Conference calls for a campaign to promote future State Pension increases to be made at the Retail Price Index figure (RPI) rather than the current measure of Consumer Price Index (CPI).

**North West/Retired Members' Committee**

### **97 How do we Improve the Quality of Life for our Ageing Population**

Conference accepts that the major issues that we are addressing in this motion will only be dealt with when we have succeeded in electing a progressive Labour Government within the UK. Our members within the Irish Republic have a different pension provision to the UK and will deal with their issues domestically.

Conference has resolved that the EC shall campaign on the issue of "How do we improve the quality of life for our ageing population," within the TUC, the broad labour movement, and the Labour Party. The main planks of this campaign must include the following issues with due consideration to ensure that these in no way negatively affect policy and practice in the Nations with devolved responsibilities:

- a) We must Campaign for an immediate increase in the State Pension for a single person to £200 per week as a starting point and £350 for a couple, ensuring that the pension in future is kept well above the Governments own poverty figure.
- b) We will expect a future Labour Government to have a careful look at the NHS, and Social Care, they must put a stop to this present back door privatisation, look at the funding requirements, and preserve it for the future.
- c) The Government must accept that the time has come again to have a proper look at care for the elderly and accept that this care should be paid for from taxation and not the present system, which amounts to a death tax. It must be recognised that the current situation with care homes being sold off is not acceptable, Local Authorities have had to sell their care homes due to the government's austerity programme, which were usually of good quality, with well trained staff. The private care homes that we now have, many have poorly trained or indeed untrained staff, who often treat the elderly with a lack of respect, and illtreat them. We Believe that the responsibility for overseeing care homes for the elderly must be returned to the local Authorities, and that they be given adequate funding to carry out this function. We must achieve a position where all staff in care homes have adequate training, which includes and insists that all the Residents are treated with dignity and respect.
- d) Care in the Community is very important, many rely on their meals on wheels service (no longer always available due to austerity), It is important that this situation is corrected. Daily visits to people requiring assistance should always be of adequate duration to suit the needs of the individual. There is an urgent need to recognise the increasing problem of isolation and loneliness experienced by many elderly people. Staff should receive adequate training and salary; they should be paid for the time spent travelling to, and between patients and not just for the actual time spent with them as happens at present.
- e) The winter fuel allowance must be maintained and upgraded in line with inflation, in future as many pensioners suffer from fuel poverty, and often have, to choose between eating and heating. In the first instance it needs to be restored to the Gordon Brown Level of 2010, which did include an additional £100 for people over 80 years of age in recognition that the older you get, the more you feel the cold.
- f) We demand that the Government look at concessionary fares, in the first instance the bus pass, this should be usable in any part of the UK, and not just in the part of the country that the individual happens to live in, also its use must not be restricted to after 9.30 AM. We also require that travel concessions should be extended to Rail Travel.
- g) We need an assurance from the Labour Party that a future Labour Government will retain the pension triple lock.
- h) Driver Only Trains: - We need a massive campaign to prevent the present number of attempts organised by at least six Rail Companies (The Southern Rail Dispute is of the longest duration) to introduce driver only trains from being successful. They must be defeated, because otherwise it will soon be introduced in all Regions of the UK, to the detriment of the older and disabled people. It will mean that there will be no guards, many unmanned stations, no ticket offices, no help for getting on or off trains. We must have an assurance from the Labour Party that if driver only trains are put in place, that a future Labour Government would reverse this utterly callous

treatment of the less able in our society and restore the role of Guards on trains. It is essential that the Rail Services are Re-nationalized as a priority.

- i) Commissioner for Older People, we understand that Both Wales, Scotland, and Northern Ireland have a Commissioner for Older People, who each in their own way do some very useful work. We want to see a Peoples Commissioner appointed with statutory powers, who will be able to make the government of the day listen and pay some heed to what is required. We want an assurance from the Labour Party that a future Labour Government would set up a Commissioner for Older People.

#### **Retired Members' National Committee**

### **98 Fuel Poverty**

Conference notes that Northern Ireland was excluded from the Warm Home Discount Scheme when it was introduced in GB by the Westminster government in 2011.

Conference agrees that there is no justification for low-income households in NI to be treated less favorably than the rest of GB, especially when we consider that NI has the highest rate of fuel poverty in the UK.

Conference supports the campaign initiated by the Age Sector Platform to integrate NI into the Warm Homes Scheme and directs the Executive Council to lobby and take whatever political action is necessary to ensure that NI households in fuel poverty receive the £140 per annum they would get if they were anywhere else in the UK.

We also wish to highlight the recent decision by the Dublin government to abolish free units of electricity and replacing them with a monetary payment of 35 Euro, a figure which is being eroded by high price increases from energy providers. We call on the Executive Council to lobby the Dublin government to address this anomaly.

#### **Ireland/Retired Members' Committee**

### **99 Funeral Poverty**

Conference notes that the families of many pensioners find themselves unable to meet funeral costs. We believe the Government should introduce measures to help standardise funeral cost to ensure that people can have dignity at death, not just those who can afford the inflated costs being charged by some local authorities and that funeral payments made to eligible parties will meet the real costs of a basic funeral. Unite nationally should support this campaign to end funeral poverty by making representation to political parties and the appropriate Government Ministers.

#### **Scotland/Retired Members' Committee**

## **100 Challenging the Mass Media Portrayal of Older People**

Conference notes with concern the negative and profoundly damaging images of older people, both as individuals and collectively, that are continually and consistently put out by the mass media in Britain. This includes portrayal of the age group as having access to large pensions, doing little that is worthwhile and at the same time being a drain on society's resources and a burden on younger generations. Older people are characterised as being "behind the times", unable and unwilling to communicate through modern technologies and hence as being in a large measure responsible for their own isolation. They are disproportionately depicted as victims and objects of pity. Their economic, social and cultural contribution to society, past and present, is largely ignored. They are under-represented as authors, experts and contributors to the public arena.

Conference further notes that the truth is very different. For example, far from enjoying gold-plated pensions and untold wealth, millions are living in poverty or fear of poverty. Services on which the majority of older people disproportionately rely have been cut or are under threat. Pensions and benefits have so declined in value that even basic needs cannot be met and thousands die each winter from cold related causes. At the same time the contribution of unpaid labour by older people is a vital part of the bedrock of society without which families and communities could not survive.

Conference is alarmed at the impact of this coverage which creates discord between generations, builds resentment and hostility and promotes and supports discrimination against and exploitation of older people. It significantly increases their vulnerability, leaving them open to abuse by family and strangers. It derecognises the potential of their energy, knowledge, skills and wisdom from which society could so much benefit.

This is unacceptable and Conference calls on the Executive Council to:

- raise this issue with the National Pensioners Convention seeking to ensure that positive images of older people are maintained and strengthened in our union, the wider labour movement and in society
- raise the awareness of working and retired members of Unite of the myths that are peddled by the media, their purposes and divisiveness and how to campaign against them.
- encourage and support all Unite members and organisations, and particularly its Retired Members Section, in countering local and national media on ageism and misrepresentation of older people and replacing it with positive coverage.

**South East/Retired Members' Committee**

## **101 Carers' Allowance**

Conference recognises that caring for a partner or a loved one does not cease just because a carer reaches their state pension age. However, current legislation does not allow Carers' Allowance to be paid where the level of state pension at the time state pension age is reached is more than the level of the Carers' Allowance.

This is unfair in terms of natural justice as Carers' Allowance and State Pension are completely different payments. The reason why Carers' Allowance is paid is self-explanatory and State Pension is deferred pay that has been accrued over a working lifetime.

The rules and regulations surrounding the claiming of benefits and/or allowances are complicated to say the least. Unite needs to ensure that pensioners who are also carers are treated fairly and that their role is acknowledged and respected.

Conference therefore calls on the Executive Council to liaise with the National Pensioners' Convention, the TUC and all appropriate organisations to campaign for the right for carers to continue to receive Carers' Allowance beyond their State Pension Age without any detriment to their payment of State Pension.

**South East/6025 Wessex Health Branch**  
**South East/6236 Southampton Branch**  
**South East/6240 Portsmouth Branch**



## **POLITICAL & LABOUR PARTY**

### **102 Against the Football Lads Alliance**

Conference notes the Football Lads Alliance (FLA) is attempting to organise football supporters in demonstrations against 'extremism'. It is taking legitimate concerns around terrorism and then using Islamophobia to stir up fear, division and racism. It represents a dangerous development on the right of British politics.

Whilst claiming to be against racism, within their ranks they seem happy to harbour known and organised racists and fascists many who have previously or still are active in groups such as EDL, BNP and the likes. On one demonstration Diane Abbott MP was picked out as a target by one of their leaders where they disgracefully said "Diane Abbott we are coming for you".

Some from within the FLA marches have abused and threatened anti-racists from Stand Up To Racism campaign (SUTR) who were leafletting their demonstration. The FLA Facebook group moderators tolerate hate speech from their supporters against women; against Muslims; against Black and ethnic minorities.

Many football clubs and supporters' clubs have taken a strong line against the FLA – recognising it as a danger to the inclusive nature of football and the communities involved in playing and supporting the sport.

It would be wrong to identify all those who are attracted to FLA or who have marched with the FLA as racists and Islamphobes, however there is a danger that if the group goes unchallenged that those elements within it who are pushing a racist agenda are able to mobilise a new far right street movement.

Conference instructs our Executive:

- to distribute information to all our branches and all our members exposing the racist core of the FLA, and against any involvement with the group
- to run a campaign to encourage all football clubs, football fans and supporters' clubs to take a stance against the FLA
- to support mobilisations called by anti-racist campaigners such as SUTR and other groups who organise to leaflet FLA demonstrations
- to work with those monitoring the FLA's developments and respond accordingly.

**East Midlands/DE51 Chesterfield CMA Branch**

### **103 Labour Party Trigger Ballots**

Conference applauds the decision of the 2016 Unite Policy Conference to support the motion calling for mandatory reselection of MP's. We are all elected representatives and every 3 years, quite rightly, we have to stand for election. Others are allowed to stand and then the membership will democratically decide who they want to represent them. If we have done a good job over the last 3 years then there is every possibility that either the members will re-elect us or even that no other candidates will stand against us. However, if the members aren't happy with our performance then they have an opportunity to choose an alternative candidate to represent them.

Conference is concerned that the current Labour Party trigger ballot process is undemocratic and overly complicated. It favours the incumbent candidate and makes it more difficult to hold them to account. Conference does not want to change the position Unite adopted in 2016 to campaign to persuade Labour to adopt mandatory reselection but rather to build on it. Conference is concerned that it could take some time for the Labour Party to change its rules in favour of mandatory reselection and doesn't feel that Unite should have to wait for that to happen.

Conference therefore calls on Unite to adopt a position of all of its affiliated Branches automatically voting for the full open selection procedure whenever a trigger ballot process is invoked by the Labour Party, whether that be for MP, elected Mayor or any other elected position which requires the use of the trigger ballot process.

**East Midlands/LE14 Arriva Leicester Branch**

### **104 Restore Clause 4 in the Labour Party**

Conference notes that this year marks the centenary of the adoption of Clause 4 by the Labour Party, which pledged to "secure for the workers by hand or by brain the full fruits of their industry" based upon "the common ownership of the means of production, distribution and exchange ... " This was Labour's original commitment to put an end to capitalism and bring about the socialist transformation of society. This Branch notes that it was removed by Tony Blair when he established New Labour, which went on to champion the disastrous policies of PFI and privatisation. With the demise of New Labour and the discrediting of privatisation, support for nationalisation/public ownership has risen sharply. In opinion polls, over 80% support the renationalisation/public ownership of the utilities and the railways, while 50% even support the taking over of the banks. Therefore Conference believes that with the transformation of the party today under Jeremy Corbyn, it is high time to bring back real socialist policies embodied in Clause 4. Conference calls upon the Unite the union to campaign within the Labour Party at all levels in order to restore Clause 4 as part of Labour's constitution at the earliest opportunity.

**South East/Portsmouth AAC  
South East/6263 Building & Contracting Branch**

## **105 Extension of the Franchise**

2018 is the 100<sup>th</sup> anniversary of many women and male workers, including farmworkers, gaining the vote in the UK, yet over two million people are dis-enfranchised. The fundamental democratic proposition of the Chartists and the founders of the USA of “no taxation without representation” highlights the exclusion of huge numbers of working people from UK elections (EU citizens can vote in local elections).

For the low paid, the cost of UK citizenship is prohibitive and to qualify, the individual must pass an onerous exam. For many people this is effectively a poll tax which denies their right to take part in our nation’s political process. In contrast wealthy people can apply for UK citizenship after three years and can gain entry to this country just by the size of their bank balance. This is a significant distortion of our democracy on top of our electoral system and largely foreign controlled media.

Conference therefore seeks the enfranchisement of all people who have worked and lived in the UK for seven or more years in local and national elections.

**South West/049101 Tolpuddle Branch**

## **RIGHTS FOR WORKERS AND THEIR UNIONS**

### **106 Campaign for Trade Union Rights**

Conference welcomes Labour's commitment to repeal the anti-union laws and reinstate collective bargaining.

However we recognise that a generation has been starved of any mainstream alternative to the embedded cult of individualism and that we have much work to do in terms of educating our members and future members that there is an alternative, with collectivism at its heart. The Blair years were characterised by 'building on Thatcherism' and Trade Union rights were mainly limited to the rights of individual members in terms of individual representation.

There has been a wholesale dismantling of the structures of collectivism – collective bargaining and Trade Union rights – **and** of the thinking and beliefs that provide the foundation for it. We pay tribute to the contribution of our 'Unite into Schools' programme, but this has been necessary because of the eradication of Trade Union references in school curriculums, and can only scratch the surface in terms of what we really need.

Therefore we need a Labour government to go further than simply repealing existing laws and enact positive rights for trade unions. Areas for review must include:

- trade union rights at work including adequate facility time for representatives
- trade Union education to be fully funded
- expansion of laws against victimisation
- review of the role of the Certification Officer
- the use of electronic and secure work-place industrial action balloting
- placing the role of trade unions on the school curriculum

Conference calls for a well-resourced and AGS-led programme to work with the Regions to begin a conversation with activists in order to develop the themes around positive rights for unions. Our Political Department will develop the detail of our demands and commence a formal dialogue with senior people in the Party. This work needs to start immediately with completion in time for the 2019 Labour Party policy conference.

**London and Eastern/Regional Committee**

### **107 Trade Union Rights and the Fight for Fair Legislation**

Conference reconfirms its opposition to all restrictive anti-trade union legislation, and opposes all legal attempts to restrict the fundamental right to strike, or that prevent trade unions from having a political voice by affiliating to a political party.

Conference commits Unite to step up the campaign against the 2016 Trade Union Act which sets undemocratic barriers to prevent legitimate strike action; allows the Government's Trade Union Commissioner unfettered interference in internal trade union affairs; and severely restricts the right for trade unions and their members to affiliate to the Labour Party and contribute to it financially.

Conference warmly welcomes Jeremy Corbyn's commitment to include in Labour's Manifesto the repeal of the Tories' Trade union Act 2016, and for new laws to fully protect trade union freedoms and the right to strike.

However Conference recognises we cannot leave the Labour Party to battle for our rights on its own. Conference therefore calls on Unite to:

- produce publicity materials outlining the case for strong trade unions and the importance of the fundamental right to strike
- step up the campaign to repeal the Trade union Act 2016 and previous Tory anti-union legislation in favour of new legislation guaranteeing trade union freedoms
- ensure this campaign remains high profile in the run up to, and during, the next General Election Campaign

**South West/RTC RISC**

## **108 A Corbyn Government Must Free Our Unions**

We need abolition of the anti-trade union laws, which hamstring workers organising and taking action, and their replacement with strong legal workers' rights.

We applaud the 2017 Labour Party conference's unanimous call for repeal of not just the 2016 Trade Union Act, but also the "anti-union laws introduced in the 1980s and 90s" by the Tories and maintained after 1997; and for a "strong legal charter of workers' rights", "for unions to be effective workers need an effective right to strike".

This builds on the unanimous 2015 decision that the next Labour government should "legislate for strong rights to unionise, win recognition and collective bargaining, strike, picket and take solidarity action".

We will campaign for:

1. Complete and speedy repeal of all anti-union laws.
2. Strong legal rights for workers to join, recruit to and be represented by a union; strike/take industrial action by a process, at a time and for demands of their own choosing, including in solidarity with any other workers and for broader social and political goals; and picket freely.
3. The right to reinstatement for workers found to have been sacked unfairly. A complete ban on dismissal for industrial action, however long it lasts. Full rights from day one of a job.

4. Strong rights for unions to access workplaces, win recognition, and establish collective bargaining, including sector-wide bargaining.
5. Unions' right to decide their own policies and activities, determine their own structures and rules, and spend their funds as they choose, free from state and employer interference, in line with ILO Conventions and the European Convention on Human Rights.

**North West/522 Merseyside Voluntary Sector Branch  
Scotland/114 Loretto Care Branch**

## **109 Attacks on Union Facility Time and Attacks on Stewards/Reps Facility Time**

Conference - and all our sectors - will be very aware that as trade unionists historically we have suffered attacks on us and this has never been more prevalent than now.

The Trade Union Act is yet another attack. An analysis of official figures by the University of Bradford, shows that allowing union reps time off to represent their members improves staff retention and boosts industrial relations. Facility time is not a cost – it's a benefit.

Our general secretary and officials have proved time and time again that they fight to protect union stewards/ reps. The time has come to ask UNITE to further enhance that policy and further protect Unite stewards/ reps; we need to ask for stronger support, we have been tasked to grow our UNITE family by 5%. That 5% in membership will only succeed if we are supported further in getting facility time to do recruitment and support our members.

The facts speak for themselves. At a time of economic instability and huge inequality, we need to build a stronger UNITE.

In today's difficult climate, union stewards/representatives constitute a major resource: they contribute massively to the working lives of their fellow employees, as well as to the employer and improved productivity. The foreword from the CBI, BERR and TUC joint statement (2009, Reps in Action) is clear that "unions are an essential part of modern employer/employee relations". Even 57% of HR professionals responding to a 2007 TUC survey concluded the same.

Opponents of trade union facility time are not driven by evidence or fact; they consistently ignore BERR research, resort to misrepresentation of the truth and make no reference to the ACAS Code of Practice. They portray a false picture of trade union facility time. They are ideologically driven and opposed to trade unions and their representation of working people. They use information from the right wing Taxpayers Alliance and ignore the evidence published by BERR that trade union facility time is a business benefit.

In light of these attacks, this conference resolves that:

- The union should campaign to defend union facility time across all its sectors, with robust, adaptable and protective resources in place within 12 months from date of this conference. This campaign should take place in the workplace as a starting point, with a political focus on the Trade Union Act.

- The union must defend stewards/ reps who are attacked by their employers because of their trade union work.

## Health NISC

### 110 Strengthening TUPE Legislation

Conference is fully aware of the impact of outsourcing in the public sector. Carillion and Capita are just two recent examples of the impact of outsourcing on working people and it being a core principle of modern capitalism. However, it should not just be public procurement under the spotlight. The private sector is rife with examples of outsourcing and transferring undertakings that are governed by loose legislation that allows workers to be exploited at every turn.

Whilst Conference notes and welcomes the Labour Party manifesto pledge in 2017 to scrap the changes made to TUPE regulations in 2014 by the Tories this does not go far enough.

Far too often we see companies ignoring TUPE altogether or structuring undertakings in such a way that existing organisations become fractured often resulting in union recognition being lost. Whilst Unite has a proud and successful record of legally challenging employers the courts only provide compensation not justice. Conference therefore demands that, whether in or out of the EU, legislation is introduced that protects workers before, during and after any transfer from one company to another.

We call upon the union to gain assurances from a future Labour government that TUPE legislation will be fully revised to ensure workers employment rights and benefits on any transfer of business are protected. The revision will also include severe penalties for any company that is found to have breached the Law or sought to avoid their obligations to protect workers and their livelihoods. This should be contained in the next Labour manifesto with a commitment to implement in the first period of parliament following a General Election.

But securing support from our own party is not enough. Conference further calls for the Union to produce research which will publicise the abuses of workers even if considered 'legal' under current laws. This should be used as part of the campaign to influence Labour politicians but also to form part of the argument for all political parties including those outside of the UK that influence laws covering UK workers.

## Road Transport Commercial, Logistics & Retail Distribution NISC

### 111 Banning of Sub-Contracting of work during Industrial Action

Conference proposes that Unite campaign industrially and politically to make it illegal for employers to sub – contract work to third parties to undermine workers taking part in lawful industrial action.

It is illegal to use agency workers to supplement members involved in Industrial action, but it is currently within the law for an employer to completely sub – contract the work out during a dispute. Although this is very rarely enacted it remains a legitimate way to undermine workers involved in any dispute and should be abolished.

Conference fully supports enabling members to have the industrial strength they need without the fear of having employers undermine their ability to strike and fully disrupt their company's operation when striking.

#### **London & Eastern/7369L HAL - Terminal 4 LHR Branch**

### **112 Casualisation**

Given the liquidation of Carillion in January 2018 conference notes that outsourcing is not the answer to providing public services and that bogus self-employment is being increasingly exposed through legal challenges

However, the undermining of hard-won worker rights, protections and solidarity is continuing in the workplace as a result of the increasing use of casualisation and spurious self-employment practices. This is not about “flexibility”, this is about a callous return to the gross disparities and insecurities of the worst exploitative Victorian workplaces while fear and resentment grows. This is no way to treat the national workforce. It is not sustainable and must stop.

Conference instructs the Executive Council to launch a campaign to ensure that all workers either employed on temporary, permanent, or fixed term contracts or through employment agencies should have their rights and protections from the first day of employment at a particular workplace, including comparator pay and conditions, as well as representation by a trade union.

#### **London & Eastern/Education RISC**

### **113 Out-sourcing of Employment**

Conference calls on Unite and the Executive Council to immediately support the staff at the University of London and the Independent Workers Union of Great Britain's (IWGB) case on outsourcing and, additionally calls on the Union to raise awareness amongst Unite members of the difficulties that out-sourced workers are faced with.

Outsourcing is being used by employers to cut costs and divest themselves from any responsibility towards the workers concerned.

Despite the protections apparently afforded by the TUPE Regulations, the workers outsourced can soon thereafter find their terms and conditions weakened and ultimately diminished.



In many cases they will have already lost pension rights but the unilateral removal of their collective bargaining rights means that their pay and conditions often fall far behind those of their colleagues who remain employed by the outsourcing employer.

Conference is appalled that workers' rights are being diminished through various means such as the reliance on the different treatment and entitlement to "static" and "dynamic" terms and the impact that this has on individuals both in a material sense on their finances and which ultimately threatens the ongoing stability of their ongoing employment.

Conference recognises that if this case is successful, it will ensure that the outsourcing employer remains ultimately responsible for the employments rights of those workers whose employment it has sold to a third party.

## **Scotland/Edinburgh AAC**

### **114 Gig Economy**

Conference notes the increasing attacks on all workers by the threats posed by the gig economy.

Over 60% of jobs are at threat from automation, alongside this the misuse of App based platforms exploits young unorganised workers and undermines the terms & conditions of existing workers in all industries and sectors.

We welcome recent Employment Tribunal decisions to class Private Hire drivers and others exploited by bogus self-employment as workers, with legal entitlement to holiday pay, sick leave, maternity/paternity rights and the minimum wage.

Conference calls for appropriate regulation of App "platforms" such as Uber & Deliveroo. These so-called platforms are new sweat shops on wheels, with more in common with the worse employer's excesses of the Victorian age than the gleaming 21<sup>st</sup> century hipster image they attempt to portray.

Conference will campaign for these new tech companies to pay appropriate levels of tax in the countries in which they operate & further calls for changes in Labour law to outlaw bogus self-employment.

Unite will formulate policies and services to organise these vulnerable workers.

Conference also calls for legal safeguards to protect citizens from illegal and intrusive monitoring and surveillance of individuals by banning the unregulated secret exchange of personal data between companies.

## **London & Eastern/230 London Central Taxi Branch**

## **115 Campaign against Precarious Employment Conditions**

Conference is deeply concerned about the growing use of exploitive employment statuses and contracts notably bogus “self-employment” and zero hours contracts.

Conference notes that more than one in five workers, some 7.1 million people, now face precarious working employment conditions that mean they could lose their work suddenly. We note that employees in these statuses are far more likely to be subject to bullying, harassment, discrimination and sexual exploitation.

We note that workers trapped in this employment model have no access to legal recourse as the worker is effectively their own employer or doesn't qualify for the two year rule on employment rights and therefore do not enjoy legally entitled benefits, such as sick and holiday pay, maternity and paternity leave and employers are effectively immune from unfair dismissal of these workers.

We note that the use of these “contracts” squeezes the workers on genuine employment as they are viewed as less desirable and costlier.

We note that unscrupulous employers use these practices so that whilst they may be a large company, they have effectively a very small number of employees, thus paying tiny salaries and massive dividends and using this as a vehicle to for tax avoidance to the Exchequer.

Conference calls for a campaign in all our regions and sectors to highlight this issue and to pressure government for a change in legislation to outlaw these unscrupulous practices, to remove from industry the scourge of Swedish Derogation and zero hours contracts, and if a worker is under the control, direction or supervision of a company then that worker will be deemed to be an employee and enjoy all the rights that the status infers.

**North West/1460 Licensees Unite Branch**

## **116 Bogus Self Employment**

Conference calls for an to end bogus self-employment. Bogus self-employment has escalated in many industries, for example construction, deliveries and private hire companies. Who are into many cases only offering work on a self-employed basis, take it or leave it.

This form of work is largely illegal and ignored by the HMRC and the government. It clearly undermines workers' rights and plays a big part in the race to the bottom for working rights.

The Carrilion scandal highlights amongst other things how workers wrongly classed as self-employed lose out when companies go bust, and if those workers take up the issue or take it to a tribunal they are in danger of being blacklisted, ask anyone in the construction industry. Yet many of the blacklisting companies are offered large public contracts by governments.

We call on the union's Executive Council to promote a campaign both politically and industrially against bogus self-employment and the race to the bottom for worker's rights before the next conference.

**Wales/UD505 UCATT Shotton Branch**

### **117 Direct Action**

Conference notes during the 2016 policy conference Composite motion 33 on Workers' Rights contained a clause on direct action techniques.

Unite summary of conference decisions pledged '*Consideration of direct action will be given to industrial disputes and recognition campaigns*'

To date, we are not aware of any consideration having been given to any direct action techniques being utilised during any industrial disputes or recognition campaigns. Furthermore, we are not aware of any direct action training being delivered for our reps or activists.

Direct action has a proud history within the labour movement where conventional industrial or political methods may not have achieved our goals.

From the Suffragettes to the Civil Rights movement, the actions of determined activists to participate non-violent direct action has often shaped the destiny of the working class.

As such we call upon Unite to:

- get Unite's Education Department to set up direct action training for committed activists (in line with many high profile environmental organisations)
- get the Organising Department and EC to consider the use of direct action techniques during high profile industrial disputes or recognition campaigns where appropriate.

**London & Eastern/1426 Great Yarmouth & District Branch**

### **Amendment**

First bullet point: after "committed activists" insert "and workplace reps"

**London & Eastern/0694M Clerkenwell & St Pancras Branch**

## **118 Amendment to the Equality Act 2010**

Conference notes that The Equality Act 2010 (the Act) brings all previous discrimination legislation under one umbrella. Its overarching principle is to make it unlawful for employers to treat a worker less favourably because of a protected characteristic. The Act currently incorporates age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership, and pregnancy and maternity as 'protected characteristics'. Trade unionism is absent from the list.

Although section 146 of the Trade Union and Labour Relations (Consolidation) Act 1992 is intended to protect workers from being subjected to detriment related to their trade union membership or taking part in trade union activities, this is limited in its scope. Participation in strike action, for example, is not classed as a 'trade union activity' neither does it take place at 'an appropriate time' as defined by TULCA.

In practical terms, this means that under UK law, although employers cannot subject a worker to detriment because they are a trade union member or because they attend a union meeting, employers can, as was the case throughout the recent dispute with British Airways, lawfully discipline workers for strike related activity and sanction strikers for taking strike action by the removal of non-contractual benefits.

Conference notes that much of the inadequate 'protection' for striking workers in the UK is incompatible with European and human rights legislation but that we should not have to fight for years through the courts all the way to the European Court of Justice to seek what should be a basic human right (to withdraw our labour without suffering detriment).

Conference is further concerned at what recourse to justice we might have post Brexit.

Conference contends that only the classification of trade unionism as a protected characteristic, creating the facility to claim discrimination on the grounds of trade unionism will adequately protect trade union members who take part in lawful industrial action from what is essentially discrimination but cannot currently be classed as such.

Conference notes that such an amendment to the Equality Act would provide clarity in the workplace and a clear instruction to employers that they will no longer be able to subvert overarching universal principles of democracy, justice and human rights through legislative domestic loopholes.

Conference therefore calls upon Unite, the Trades Union Congress and the Labour Party to campaign to amend the Equality Act 2010 to include "Trade Unionism: the participation in all or any aspects of the system, practices, and beliefs of trade unions including the participation in lawful industrial action and activities stemming from such action", as a protected characteristic at the earliest opportunity.

**London & Eastern/2000C Mixed Fleet Branch**

## **119 Ageism**

We call on the Union to campaign against all forms of Ageism. More so the ageism by governments on the payment of the National Living Wage to 25 years plus. If an individual is classed as an adult at 18 years then they should be paid the full rate. You can have an individual aged 24 employed for 6 years not being paid the full NLW and a 25 plus starting tomorrow on the same job being paid full NLW.

It is time to treat all equal. The NLW is difficult enough to live on without being discriminated against due to your age.

**West Midlands/Metals RISC**

## **120 National Living Wage**

This conference needs to address the level of wages paid to workers below the age of 25. Workers below this age are being subjected to ageism.

The union should commit to run a campaign and lobby the government to ensure that this group of workers are paid the National Living Wage or at least the Minimum Wage.

At the age of 18 this group are legally adults and therefore they should be paid an adult wage.

**West Midlands/6141 Cannock Branch**

## **SOCIAL ACTION**

### **121 Community Rights**

Conference is concerned that local democracy has been undermined in many ways over recent years, leading to a lack of community rights. This has combined with both privatisation and austerity to deny local people a real voice in issues such as housing, health care and education. This is evidenced in the enormous cuts to local authority budgets, the lack of investment in council housing, the threats to hospital beds and facilities and the rise of free schools and academies.

At the same time, charities providing front line services are starved of funds, and forced to undertake work which is determined by commissioners and not service users, and are unable to respond to the real needs of their communities.

However, we are pleased to see the Labour Party make significant commitments to restore local accountability - for example, housing developments needing the support of tenants, an end to PFI arrangements and taking academies back into local authority control. We also welcome the rise of grass-roots activism to regain community control, as with the anti-HDV campaign in Haringey.

We congratulate Unite on bringing together our industrial members and our Unite Community members in many campaigns both inside and outside the workplace and call on Unite to campaign:

- for local authorities to be able to raise or access funding to build council housing and community facilities; for rent controls and improved rights for private renters For essential services to be brought under public ownership, with democratic structures for user engagement; for a social security system which supports rather than punishes and which allows people to volunteer and engage effectively in community action; we note Unite's existing policy in favour of universal basic income and believe this would provide a better basis than the discredited Universal Credit system.
- for effective funding for community groups and a repeal of legislation which makes it hard for them to reflect the experience of their members/service users; this should include urgent action to address the loss of European Social Fund grants following Brexit.
- for councils and other public sector bodies to be creative and radical in finding ways to engage with local trade unions, community organisations and residents to give real voice to people's needs, with a focus on empowerment and not transaction targets.
- for new ways of involving trade unions and community organisations to respond to digitalisation - harnessing the power of technology to serve people, rather than rising digital exclusion.

We believe Unite is uniquely placed to build a powerful social movement for change, and to lead effective responses both industrially and in the community to address the needs of the many, not the few.

## **Community, Youth Workers Not for Profit NISC**

### **122 Homelessness and Rough Sleepers**

Conference is deeply concerned at the plight of the ever increasing numbers of rough sleepers on the streets of our towns and cities. We note that even the Government's official statistics show a massive rise in the number of people sleeping rough. In 2017 on a given night there are 4751 people rough sleeping , a 15% increase compared to 2016.

When Liverpool was nominated for the City for Capital of Culture 2008 the Police said they didn't want to have homeless people in this location because of anti-social behaviour , It was challenged and the comments of the Police Officer was subsequently overturned. We saw similar comments from the Tories in Windsor. These are unacceptable and target vulnerable homeless people as threats to society rather than highlighting that homelessness should be tackled.

Conference believes this is a national disgrace, a crisis that cannot be allowed to continue. Our members in the Passenger sector in London are used to having homeless people travel round on the night buses, looking for some warmth and shelter. In fact, a young people's charity gave travelcards to homeless young people so they would have a warm and secure place to spend the night. These are basic human rights, it is shameful that in 2018 people in London are forced to spend the night travelling on buses just to keep warm.

Conference supports the decisions taken by the Unite policy Conference in 2016 to campaign for a major Council Home building plan and to end the right to buy, homeless people don't need so called affordable housing they need good quality social housing. Whilst these campaigns if implemented by Government will help thousands of homeless people they won't necessarily help rough sleepers. The reasons for people sleeping rough are many and varied but are often very complex, mental health and substance misuse are often part of the problems.

Whilst these are reasons we cannot allow them to be excuses, solutions must be found and found now, this has gone on long enough. The Tory Government cannot be trusted to solve this crisis.

Conference therefore calls on Unite to;

- lobby the Labour Party and the Government to work together to find genuine solutions to the crisis of rough sleepers, particularly local authorities buying empty properties for homeless people

- bring together our members who have expertise in this field at a conference to try and come up with a plan to solve this national crisis, if necessary working with external agencies. We have members working in Mental Health, Housing and Local Government and other sectors who are best placed to share their experiences and ideas
- to work with charities to provide basic needs food, drink and other essential items
- to promote a much healthier lifestyle free from substance misuse
- to prevent homelessness by support and signposting to, relevant agencies.
- reform of welfare system to make it fair and provide a decent level of living, including fully funding housing costs, for those who need it.

Supporting the above will bring the level of suffering by the people in our communities who may have been at one time members and comrades down significantly

**Passenger NISC**

### **123 Grenfell Tower**

Unite is appalled at the national tragedy that is Grenfell Tower. Its burnt out hulk serves as a monument of shame to the appalling inequality in our society, the wilful neglect of social housing and its tenants, and the criminal irresponsibility of austerity spending cuts. We deplore the limitations of the current inquiry. Unite calls for the fullest and most transparent people’s inquiry into the disaster and its causes and the need to cover much wider issues relating to:

- social housing neglect and access to council housing
- de-regulation of building regulations and practices
- cuts to fire services
- inadequate standards of inspection and health and safety deregulation
- failure to listen to tenants and effective de-recognition of tenants organisations
- sub-contracting of building works
- the removal of social housing from democratic accountability via housing management companies and organisations
- austerity spending cuts and consequent shortcuts taken when commissioning exterior cladding works

**Local Authorities NISC**

### **124 Housing Rights Campaign**

Social housing in the UK has become stigmatised, tarnished and stagnant and almost all funding goes towards the Conservatives “home ownership” dream which fuels house prices rather than addressing the housing crisis with properly funded social rented housing provision.



Many housing associations have actively pursued a transition from the provision of social housing and community services in favour of serving the interests of private investors. Too often we hear communities and their employees being treated poorly with a race to the bottom in wages and housing, dismantling tenant associations and derecognising the unions that represent their own staff.

We fully support Unite's housing policy, which includes development of a mass programme of council house building, properly funded by central government grant. We reaffirm our commitment to social rents as the only truly affordable rents for many workers and our opposition to 'regeneration' schemes which result in the loss of social housing and the dispersal of communities. So called "affordable rent" is not affordable to the majority who require housing, and it allows association's to exploit those vulnerable tenants whom they are supposedly there to protect.

We call on Unite to establish its own housing campaign which should include:

- a review of the regulator of Social Housing's powers, including the ability to intervene on behalf of tenants whose concerns are being ignored.
- support for Jeremy Corbyn's call for empty homes to be requisitioned for use by the homeless, particularly those made homeless after Grenfell.
- ensuring housing associations and firms awarded public sector construction contracts are free from blacklisting and that they offer full trade union rights including recognition of their chosen union.
- ending the freeze on Local Housing Allowance
- the use of public land for council house building and not "private" housing schemes.
- abolition of the affordable rent model towards a fully funded social rent model.

**East Midlands/CN4P RISC**

## **125 Unite's Housing Rights Campaign**

Since the last policy conference, the housing crisis has deepened and Unite's radical policies to address the crisis have become increasingly popular.

Construction of desperately needed new social housing has all but halted and almost all remaining funding now goes to schemes supporting home ownership which have the effect of enriching profiteering private builders and fuelling house price rises rather than addressing the crisis.

Unfortunately, many housing associations have lost their commitment to the provision of social housing and community services, choosing instead to focus on serving the interests of private investors. Too often they treat both the communities and their employees with contempt, dismantling tenant associations and derecognising the unions that represent their staff. Despite years of historic public sector investment, they now mirror purely commercial property companies.

In June 2017, the Grenfell Tower fire brutally underscored the establishment's disdain for social housing tenants and leaseholders in what was rightly described by Labour's leadership

as ‘social murder.’ It highlighted the cumulative impact of austerity, privatisation, outsourcing, commercialisation and deregulation, and Unite subsequently played a vital role in supporting the victims and drawing out the political lessons. The industrial action taken by housing maintenance workers at Mears in a dispute over pay differentials underscores the rampant exploitation of housing staff whether employed by councils, housing associations or private companies. Unite is once again to be commended for its staunch support for members who organise and fight back.

We reaffirm our commitment to Unite’s housing policy, including development of a mass programme of council house building, properly funded by central government grant. Simply relaxing borrowing rules will not provide the necessary investment. We reaffirm our commitment to social rents as the only truly affordable rents for many workers and our opposition to ‘regeneration’ schemes which result in the loss of social housing and the dispersal of communities.

Through Unite Community, our union has already done much to campaign for the right to decent, affordable housing. At the same time, its industrial branches have fought for the rights of housing, construction and support service workers. The Executive Council is to be congratulated for its approach.

To develop and coordinate this work, we call on Unite to establish and properly resource its own Housing Campaign Coordination Unit to advance:

- retrofitting of sprinklers and other safety measures as appropriate with full funding from central government
- full updating of building regulations and restoration funding previously cut from emergency services and for conducting fire building checks
- review of housing management staffing levels, management practices and job roles to ensure safety critical roles are adequately resourced
- review of the Social Housing Regulator’s powers, including the ability to intervene on behalf of tenants whose concerns are being ignored
- support for Jeremy Corbyn’s call for empty homes to be requisitioned for use by the homeless, particularly those made homeless after Grenfell
- continued support for Grenfell survivors through the inquiry process including forming a parallel people’s inquiry if necessary
- ensuring housing associations and firms awarded public sector construction contracts are free from blacklisting and offer their workers full trade union rights including recognition of their chosen union
- binding ballots of local people before regeneration schemes proceed, and a mandatory requirement for each housing associations to have an independent tenants’ organisation
- massive expansion of direct labour schemes
- ending the freeze on Local Housing Allowance (LHA) which drives down the level of housing benefit payable, and repeal of the deeply flawed Universal Credit system which is exacerbating the housing crisis
- the use of public land for council house building rather than private housing schemes.

**London & Eastern/1111 Housing Workers’ Branch**

## **126 NHS Pay Parity**

The NHS crisis experienced in the winter of 17/18 was evident across the whole of the service. Health is one of the powers devolved to Scotland, Wales and N. Ireland the responsibility for local delivery in those countries is the Health Minister of the devolved authority and not Jeremy Hunt. In Northern Ireland a particular and peculiar issue has arisen which has added to this crisis.

The austerity cuts have seriously impacted the delivery of healthcare, however the cumulative effect of many years of cuts to bed capacity and the commensurate lowering of staff numbers along with the closure of ED units in the name of rationalisation has led to queues of ambulances most nights outside the ED centres and this has given rise to many stories of patients in distress and not getting the type of care that we should expect because the capacity of the hospital in question has been reached.

Added to this the issue of pay for NI health staff; the rate of pay in NI has fallen behind Scotland by 2% and England by 1% due to the Minister (when in post) and the DOH for the whole period disrespecting the staff who have a right to expect equality of treatment with their colleagues in England and the devolved countries.

The DUP have held the Health ministry recently in NI and they must be challenged about NHS pay which they have failed to increase by 1% on two occasions. Their duplicity with regard to pay and policy, depend on whether they are based in London or Belfast. While this has a direct negative financial impact on staff it also adds to the overall crisis by stifling recruitment and leading to agency and locum staff being used to fill the gaps which is a more expensive and less efficient option.

All areas of the service are running in a short staffed state and lower pay does nothing to encourage recruitment possibilities, consequently we call on conference to campaign nationally and specifically regionally to rectify these anomalies and reunify the rates of pay across the whole NHS.

**Ireland/NI Health RISC**

## **127 Fighting for our NHS**

Conference reaffirms the NHS policy passed by the last Policy Conference. Its analysis that the crisis in the NHS is due to years of government underfunding and privatisation has been confirmed by the growing strain in maintaining basic services, seen especially during 2017/18 winter.

Since our last conference the Tory government has held NHS finance below the level required to take account of the aging population. It has continued to break up a national service with so-called Sustainability and Transformation Plans and now is introducing Accountable Care Systems/ Accountable Care Organisations, modelled on the USA's health system. These make it easier for profit-seeking companies to take over more of the NHS.

Conference applauds the campaigns across the country to defend the NHS. These have shown the tremendous support for the NHS that exists within local communities. They have shown that victories can be achieved, such as saving the East Midlands Children's Congenital Heart Surgery Unit.

Health Campaigns Together has successfully brought many of these campaigns together for mutual support and exchange of experiences.

Conference believes:

1. that the NHS, 70 years old this year, is the single biggest gain for working people, including unemployed, young and older people must be restored to a publicly owned and democratically run full prevention and treatment service.
2. there is an enormous crisis in the NHS, created by years of Tory underfunding and privatisation which has resulted in massive staff shortages and resulting workloads.
3. abolition of student bursaries is aggravating the recruitment crisis and should be reintroduced.
4. PFI is a huge drain on resources but a source of bumper profits for big business - over the next five years, almost £1bn of taxpayer funds will go to PFI companies in the form of pre-tax profits.

NHS workers have been part of the public sector pay freeze, while many have been outsourced into private sector profiteers.

Conference salutes last year's struggle of London Unite members in Bart's NHS Trust, working for SERCO. As a result, hundreds of new members were recruited into Unite because they wanted to be part of fighting union.

Conference resolves that Unite:

1. takes a lead in calling for co-ordinated industrial action to defeat the Tory pay freeze and win an RPI inflation-busting pay rise with no cuts to terms and conditions.
2. moves at the TUC that the unions call a national Saturday demonstration to fight Tory NHS cuts.

3. calls for a future Labour Government to take outsourced workers back into the NHS, reverse all health cuts with a massive increase in funding and investment, ends and reverses privatisation, including cancelling all PFI contracts and takes the pharmaceutical companies into public ownership.

#### **East Midlands/NG32 Nottinghamshire Health Branch**

### **128 End Privatisation – for democratic public ownership**

Conference applauds the campaigns across the country to defend the NHS. These have shown the tremendous support for the NHS that exists within local communities. They have shown that victories can be achieved, such as saving the East Midlands Children's Congenital Heart Surgery Unit.

Health Campaigns Together has successfully brought many of these campaigns together for mutual support and exchange of experiences. It also called the national demonstration in March 2017, boosting the movement to oust the Tories at the June general election.

Conference believes:

- that the NHS, which is 70 years old this year, was a huge gain for people and must be restored to a publicly owned and democratically run full preventative and treatment service
- there is an enormous crisis in the NHS, created by years of Tory underfunding and privatisation which has resulted in massive staff shortages and resulting workloads, abolition of student bursaries is aggravating the recruitment crisis
- in particular, PFI is a huge drain on resources but a source of bumper profits for big business over the next five years, almost £1bn of taxpayer funds will go to PFI companies in the form of pre-tax profits.

NHS workers have been part of the public sector pay freeze, while many have been outsourced into private sector profiteers. Conference salutes last year's struggle of London Unite members in Barts NHS Trust, working for SERCO. As a result, hundreds of new members were recruited into Unite because they wanted to be part of fighting union.

Conference resolves that Unite:

- takes a lead in calling for co-ordinated industrial action to defeat the Tory pay freeze and win an RPI inflation-busting pay rise with no cuts to terms and conditions
- moves at the TUC that the unions call a national Saturday demonstration to fight Tory NHS cuts
- calls for a future Labour Government to take outsourced workers back into the NHS, reverse all health cuts with a massive increase in funding and investment, ends and reverses privatisation, including cancelling all PFI contracts and takes the pharmaceutical companies into public ownership.

#### **London & Eastern/7384L Barts Health NHS Branch**

## **129 NHS Car Parking Costs**

The exorbitant cost of car parking at hospitals is putting an increasing financial burden on patients and carers, especially women, who are the main carers for elderly and children attending hospital for routine and regular appointments. For more serious ailments and long term stays in hospital, the cost becomes so expensive that it places additional pressures on women and families.

The BBC stated that hospitals were making millions of pounds every year from car parking charges. These costs are higher or lower depending where you live. The cost to carers and families living in the south east will usually be higher than most other regions.

Charities, such as Macmillan Cancer and groups such as the Patients' Association have said that hospital car parking charges are morally wrong, especially for disabled patients and those dependent for life saving treatment such as chemotherapy/radiotherapy.

The economic value of the contribution by carers in the UK is £132 billion a year. The majority of carers are women who are fed up with the government making money from their unpaid labour and even more angry that they pay hospital car parking costs to carry out that caring role.

Conference believes that the government should take action to limit this financial burden on families and carers. Conference calls on the Executive Council to develop a national campaign and lobby government for a review and cessation of car parking charges at hospitals in England and asking the government to:

1. abolish all car parking charges at hospitals in England as has been achieved in both Scotland and Wales
2. seek as a minimum to move to a model similar to that in Northern Ireland whereby car parking charges are kept at a minimum and which are free to patients attending lifesaving treatment and for next of kin and family visitors.

**South East/6258 Eastbourne Branch**

## **130 Defending the NHS**

Conference believes:

- that the NHS, which is 70 years old this year, is the single biggest gain for working people and must be defended;
- that there is an enormous crisis in the NHS, created by years of Tory underfunding and privatisation which has resulted in massive staff shortages and resulting increased workloads;

- that NHS workers have been part of the public sector pay freeze, while many have been outsourced into private sector profiteers, and therefore salutes the struggle of London Unite members in Barts NHS Trust, working for SERCO. Because of their principled stand, hundreds of new members were recruited into Unite because they wanted to be part of a fighting union at the front of challenging Government plans;
- that the Government's Sustainability and Transformation Plans (STPs) are a vicious £22bn cuts offensive, and that PFI is a further huge drain on NHS resources but a continued source of bumper profits for big business, with almost £1bn of taxpayer funds to go to PFI companies in the form of pre-tax profits over the next five years.

Conference resolves that Unite will:

- take a lead in calling for co-ordinated industrial action to defeat the Tory pay freeze and win an RPI inflation busting pay rise with no cuts to terms and conditions;
- move at the TUC that the unions call a national Saturday demonstration to fight Tory NHS cuts;
- call for a future Labour Government to take outsourced workers back into the NHS, reverse all health cuts with a massive increase in funding and investment, end and reverse privatisation making public delivery the sole provider within the NHS, cancel all PFI contracts, and take the pharmaceutical companies into public ownership.

#### **West Midlands/6050 Coventry & Warwickshire "Tom Mann" Branch**

### **131 Privatisation of the NHS**

Conference urges the Labour Party at all levels to delay and when in Government to reverse privatisation of the National Health Service (NHS), in particular on the basis of the American model, to ensure that the NHS is restored to its role as sole provider of health care from the cradle to the grave available to all free at the point of need.

Conference commits Unite's industrial strength both within and beyond the NHS itself to this objective.

The union's Executive Committee will use Unite's facilities to inform members and the general public of the threat that privatisation of the NHS, particularly on the basis of the American model, poses to survival and well-being.

#### **West Midlands/7044 Rolls Royce Coventry Branch**

### **132 Wholly Owned Subsidiary Companies in the NHS**

Conference notes the increasing number of NHS Trusts in England attempting to establish, or that have already done so, private 'wholly owned subsidiary' companies to deliver services such as facilities, estates and procurement ostensibly as a means of exploiting a tax loophole. Conference believes that any major savings will in fact come from employing new staff on inferior non-NHS terms and conditions, with no access to the NHS Pension Scheme and considers that such moves amount to backdoor privatisation, which is taking place despite mounting evidence of the failure of outsourcing in the NHS. Conference also notes and is outraged at the huge cost, often running to hundreds of thousands of pounds of public funds, used by NHS Trusts to set up these companies, in addition to the transfer of publicly owned assets to private companies.

Conference asserts that long-term protection of pay and pensions for staff transferring under TUPE to new companies is weak, with examples already of such organisations moving unilaterally to change staff conditions post-transfer.

Conference calls upon the Government :

- to compel HMRC to close this tax loophole, so NHS Trusts are not forced consider outsourcing NHS Services to private limited companies in the form of private wholly owned subsidiaries of NHS Trusts.
- and in particular, the Secretary of State for Health and Social Care, to block the creation of any further NHS private wholly owned subsidiaries by NHS Trusts in England, including organisations that are currently going through the process.
- to guarantee the continuation of the NHS national Agenda for Change pay system, terms and conditions and access to the NHS Pension Scheme for all healthcare staff, whether providing clinical or non-clinical services.
- through the Secretary of State for Health and Social Care, to establish a review of outsourcing, procurement and commissioning by NHS Trusts in England, seeking the views of patients, employees, local authorities, a range of health and social care stakeholders and the public to establish a fair, transparent, ethical outsourcing, procurement and commissioning framework which will avoid the mistakes of the past, highlighted recently by the collapse of Carillion.

#### **North East, Yorks & Humber/408/39 Airedale NHS Foundation Trust Branch**

### **133 End Privatisation by Subsidiary Companies**

Conference is alarmed that public sector bodies such as Councils and NHS Trusts are setting up subsidiary companies and transferring large numbers of staff in to them.

Conference notes that under the current climate of cuts and underfunding, managers of NHS trusts have in the last year increasingly looked to this form of privatisation in order to take advantage of a VAT loophole that enables the trust to pay less tax. Furthermore it is shocking to many to learn that the NHS must pay VAT.



Privatisation means that staff are having their terms reduced: this sometimes applies to the current transferred staff and always to any new starters. This tearing up of nationally-agreed terms creates inequalities and a less safe working environment. This form of privatisation is threatening to tear up our public services very quickly. It reduces accountability without it being clear to tax-payers that their services are being privatised. It undermines the work that has been done by the workers and unions together to improve working conditions and public safety.

Conference notes that the labour movement has had some success in holding these privatisation schemes back and believes that it is urgent that this work is continued and built upon. These schemes should not carry on under the radar, creating a framework for further privatisation, while the demise of Carillion is in the public domain demonstrating that only the public sector can guarantee public services.

This conference calls on the Executive Committee to:

- support our members in public services to build joint union campaigns with full Unite support whenever the threat of privatisation looms
- prioritise publicity of these campaigns throughout the union so that all members are aware of this threat to our public services
- work through the Labour Party to work towards a fairer taxation system to protect our public services
- lobby the government for a review of all public services outsourcing, to place a moratorium on any new privatisation schemes and to include the NHS in the list of public bodies that do not pay VAT
- to raise this issue with the TUC to ensure the widest possible response and protection of our public services.

**South West/001408/Bristol Health Branch**

### **Amendment**

2<sup>nd</sup> bullet point, after "this threat to our public services", add "and are thus empowered to communicate this to the general public"

**London & Eastern/LS17 South West London Financial Services Branch**

### **134 Wholly Owned Subsidiary Companies in the Public Sector**

This conference notes that an increasing number of NHS trusts are setting up subsidiary companies (SubCo) and transferring large numbers of staff in to them, as has been undertaken similarly by other parts of the public sector.

This is being done by NHS trusts to take advantage of a VAT loophole that enables the trust to pay less tax than were the services to remain in public ownership. In the long-term, the savings are often nominal compared to that which the trusts need to save under the current climate of cuts and underfunding. The less publicised reason for setting up a SubCo is that staff are having their terms reduced; sometimes the current, transferred staff and always any new starters. This tearing up of nationally-agreed terms creates inequalities and a less safe working environment.

This privatisation fragments the NHS further and reduces transparency. It undermines the work that has been done by the workers and unions together to improve working conditions and public safety. This type of company is putting in place a framework to enable mass privatisation by the back door.

Conference notes that the labour movement has had some success in holding these privatisation schemes back and that an Early Day Motion has been tabled to prevent further ones being set up. We note that the National Officers have written to the Shadow Health Department regarding SubCo's and that our health service members around the country are working hard to fight privatisation.

Conference calls on Unite and the TUC to do all it can to compel government to close the VAT loophole, place a moratorium on any new SubCo's and to push for a review of all public services outsourcing.

#### **South West/007408 Gloucester Health Branch**

### **135 Public Scrutiny over Public Money**

Conference recognises that the collapse of Carillion and the difficulties faced by Capita are disastrous not only for the workers and small businesses directly affected but also for the Public Sector as a whole and that the root cause of this is the model of Public Service delivery that encourages large companies to be involved in the delivery of Public Services for financial gain.

This model enables private sector companies, shareholders and individuals to make massive profits from the Public Purse with scant regard for the workers and small businesses who actually deliver the services. The model also enables these companies to hide their real financial circumstances from Public view, often in the name of "commercial confidentiality". This conference asserts that where public money is being spent there can be no such thing as "commercial confidentiality" or "sensitivity" and that all and any organisations entering into contracts issued by Public Sector organisations (e.g. NHS, Local Government, National Governments, Regional Authorities, Prison Service etc) should come under exactly the same level of Public scrutiny as those Public Sector organisations, including Freedom of Information laws, in respect of these contracts.

Therefore this conference charges Unite the union, its officers and Executive Council, to do all that is possible (including: lobbying and pressing politicians, councils and national and local governments and authorities, as well as mounting media and other campaigns) to highlight this problem and effect policy and legislative changes that enable full and proper Public scrutiny on any and every public contract issued regardless of the size and nature of that contract.

## Scotland/Local Authority RISC

### 136 Justice in Crisis

Conference is appalled that the Tory Government has denied access to justice to many and that in real terms there is now one law for the rich and another for the poor.

This is an issue which affects all of our members – no-one knows when they may need to claim a benefit, have an issue with their landlord or be accused of a crime.

As Charles Falconer (former Lord Chancellor and Justice Secretary) wrote in the Guardian recently:

“the justice system has endured austerity cuts from 2011 onwards more punishing than any other domestic delivery department. And the cuts are continuing pretty well unabated for the next two years. There will, by 2020, have been a 40% reduction in real terms of public expenditure by the Ministry of Justice – £10bn down to £6bn, with £600m still to go. “

Cuts across the justice system have included:

- taking much early legal advice out of the scope of Legal Aid (including most disrepair and social security appeals). There has been a 99.5% cut in the number of legal aid cases relating to social security, which includes in-work benefits affecting many of our lower paid members.
- closing courts so that people have to travel miles eg when they are facing eviction
- cutting the rates at which legal aid is paid, so that there are large parts of the country with no legal aid solicitors
- privatising large parts of the prison and probation service, undermining prospects of rehabilitation.

Additionally, whilst it is good to look at ways in which online services could improve efficiency and make services more accessible to some, the current proposals are not taking account of the real barriers for many which exist and risk excluding some people altogether.

80% of our members working in not for profit advice agencies are regularly working hours of unpaid overtime and services are under enormous pressure, with 96% of members reporting an increase in community demand. There are widespread calls to address the crisis in the justice system, with reports and campaigns from the Law Society and Amnesty UK.

Conference notes the good campaigning work which Unite has done in conjunction with the Justice Alliance Campaign, and that the Government is undertaking a review of the Legal Aid and Sentencing and Punishment of Offenders Act in 2018, and calls on the government to:

- reintroduce early legal advice in areas such as debt, social security, family and housing
- increase funding for legal aid services to a realistic level
- halt the court closure programme and restore probation as a public service
- ensure that online systems neither exclude people nor deny them a face to face hearing, so that justice can be seen to be done, and we have genuine equality for all before the law.

**London & Eastern/785 North London Voluntary Sector Branch**

## **UNION ADMINISTRATION & MEMBERSHIP SERVICES**

### **137 Regional Officer Allocations**

This conference notes that, as it stands, Regional Secretaries are able to allocate Regional Officers to sectors with no regard to those officer's own backgrounds. This leads to a steep learning curve for officers, often parachuted into Sectors where they have little or no first-hand experience. This issue is exacerbated by National Officers being appointed in a similar manner.

At best, this wastes union time and resources in training up officers and educating them on national agreements, requisite staffing levels, shift patterns, plus sector-specific tools, technology and challenges necessary to perform their duties effectively. At worst, this leads to officers unable to fully service the sectors in which they are placed.

Alongside this, some Regions seem to change officers' allocations on a regular or seemingly ad hoc basis. This presents further frustrations for the Sectors serviced, whose senior reps have often invested time and energy in educating officers on the unique demands of their particular sector.

One of the difficulties surrounding the placement of officers into suitable sectors is geographical, especially in rural areas. Another issue is the availability of trained officers in any given area.

We call on the union to enact a policy of, wherever possible, assigning officers to sectors in which they have first hand, practical experience. Where this is not possible, we call on the union to ensure NISC members and RISC chairpersons are consulted on the placement of National and Regional Officers to their sector, and that officers are not unduly moved, allowing them to familiarise themselves with the specific challenges of the industrial sector they represent.

Where movement of officers is desirable or unavoidable, except in emergency situations arising from ill health or other unforeseen circumstances, an appropriate handover period should be factored in, to ensure sector-specific knowledge can be passed from the outgoing officer to the new, incoming officer.

Ultimate responsibility for officers' allocations should remain with Regional Secretaries. The aim of this motion is to increase accountability and ensure explanations are given to appropriate lay members regarding officer placement. This is not designed to enable lay members to instruct Regional Secretaries as to the placement of officers.

**GPM & IT NISC**

### **138 Unite Branches - Access to Unite Resources and Support**

Conference is asked to encourage the EC to broaden Unite's policy on branch standards to specify not only what is expected of branches but how the overall union structure can support branches in areas of recruitment, retention, campaigns and administratively across all sectors.

The introduction to the Branch Standards document correctly states that 'Branch organisation and branch life are essential to allow for membership participation, democracy and a sense of ownership of the union and for growing Unite'. All too often though, the activists and reps who make up these branches find that accessing support in the form of helpful resources on the Unite website or simply acquiring support from Regional Offices proves complex or difficult due to lack of consistency of approach and despite the best efforts of all Unite staff. For example, when searching the Unite website, statements such as 'coming soon' are returned and then never updated. It can be equally difficult for lay reps to access vital organising support when campaigning.

Now more than ever, with an ageing and dwindling membership base, reps need to be sure that when it comes to resources and support, they know where to find these or if they exist. A policy for branch standards should therefore include what Unite's duty of care is towards branches and outlining what support there is, not just to administer a branch correctly but also the support that is in place to organize and make a branch into a vibrant and active contributor in the community and assist in building Unite across the UK.

Wide ranging campaigns are important as are industrial strategies but if branches struggle with acquiring or knowing where to find the most basic of resources or support for these, it becomes more difficult to organise effectively to yield results.

Conference instructs the EC to broaden the Branch Standards to include policies of support provided by Unite to its branches.

**Scotland/Education RISC**

### **139 Helping Unite Activists' Communication with Members**

Conference notes that the national union (both at sector level and union wide level) appears to have the ability to post out, email to private emails or text to relevant members to assist in Unite campaigns.

Conference believes:

1. That our activists are the core of this union whether at workplace, branch or regional level.
2. That our activists need to have the same ability as the national union possesses to contact their relevant members either by post, email to private emails or text to relevant members.

3. That this ability is crucial in ensuring that our activists are facilitated by the union to contact their membership independently of the employer.
4. That such contact must be in line with the individual member's preferences as recorded in the membership database
5. That such contact should be funded by the Unite unit of organisation using that contact (e.g. branch or Region) or by the next highest Unite unit of organisation where the specific Unite body does not have access to funds (e.g. a work reps' committee without its own workplace branch will need to ask the Sector or Post code branch or Region for funding)
6. That such contact should only be allowed by the relevant Unite officials and officers of the relevant Unite unit of organisation and that any content should be in line with Unite policy
7. That such contact should be able to be filtered (e.g. by sector or by employer) as necessary where Unite units of organisation are not limited to one employer or sector.

Conference calls on the Executive to instruct the relevant departments of Unite (e.g. membership, IT, legal) to collaborate in establishing such mechanisms to assist the above contact and to produce guidelines to the activists on using them all within the next 6 months.

These guidelines to be presented to the Executive, Regional and Sector committees for consultation and approval before implementation.

#### **East Midlands/NN14 Barclays Northants Branch**

### **140 Servicing our Membership**

Conference acknowledges that even though we are recruiting members we have a problem of members leaving the union.

Even though there are various reasons for leaving, including being unable to afford our membership fees due to the lack of wage growth within the country, all too often we see the reasons as the union has no influence, or there is no one to talk to.

Conference acknowledges the hard work of our Shop Stewards, branches, accredited reps, Regional and National Officers, but they can only do so much.

Even though we, ideally, want workplace branches most of our membership are not in organised workplaces and our Branch officials can only do so much. It is getting harder to find companies that will give our branch officials time off to service our members, even the ones that give our branch officials time are cutting back on the facility time.

Conference believes that we need a new way of servicing our members. A way that will enable more time to be given to our members, whether it be representation in hearings or to mentor our workplace representatives. A new way to help members organise workplaces and grow our Union.

Conference believes that there should be a new role in the Union, somewhere in-between a Branch Official/Accredited Rep and Regional Officer, an officer that will be able to spend more time in workplaces and take the pressure of our Regional Officers.

Conference asks the Executive Council to find the funding, without taking funding directly from our branches, to recruit people in this new role.

Conference asks that this is carried out before our next policy conference and we expect a full report back before our next policy conference on the progress that is being made.

### **East Midlands/NN48 Northampton RTC Branch**

#### **141 Strike funds**

Conference welcomes the efforts to ensure all workplaces are “strike ready”, including encouraging members to set up their own strike funds in addition to Unite’s national dispute fund.

Conference notes that there has been a long-standing facility for branches to raise funds through an additional sum collected from members with union subscriptions. This Conference believes that members are most likely to support such additional subscriptions where the fund is closely associated with their workplace or employer.

Conference notes that many members are in branches with people working for other employers. There are also many employers with membership in multiple branches or regions. This Conference resolves to ensure that members whose branches don’t exactly coincide with a workplace or employer can also raise additional funds with subscriptions for strike funds, organising etc.

Conference requests the Executive Council to provide all activists with a guide to setting up a strike fund for their workplace or employer, with mechanisms flexible enough to work for all members.

### **North West/Manchester AAC**

#### **142 Putting Unite Lifelong Learning at the Core of Recruitment and Retention Strategy**

Conference calls on the Unite Executive Council to carry out a full review of the Unite Lifelong Learning agenda in order to agree an internal budget that will finance the Learning function to meet any current or future shortfall in government funding



This will:

- ensure our members are not negatively affected by future governmental changes to funding
- embed the learning function as an organising tool within the Finance & Legal Sector and all other sectors of the Union
- guarantee job security for Learning Organisers
- assist union strategists as Unite rolls out plans to combat and mitigate the threat of automation on our members

As Unite reps we fully understand the contribution Unite Learning makes to member recruitment and retention, with the lifelong learning agenda making a real difference to the lives of our members and their families.

In the current economic climate of ideological austerity and Brexit uncertainty, it has never been more important to upskill our members and give our employees the job stability they deserve.

In guaranteeing learning as an organising tool, Unite will ensure members are not negatively impacted by government whims and cynical strategies designed to undermine trade union membership and activism. The Conservative attacks on collective bargaining extended by the Trade Union Act raise serious concerns that the Department for Education will not have Union Learning at the top of its priorities: there are no long-term guarantees for the future of the Union Learning Fund around which Unite Learning is currently structured.

This Conference calls on the EC to future-proof Unite Learning by agreeing to underwrite third-party funding so the Learning Department can plan, allowing Learning Organisers to focus on growing the union. In order to achieve our aims the review should be concluded by the end of 2018.

#### **North East, Yorks & Humber/Finance & Legal RISC**

### **143 Learn with Unite**

Conference calls upon the EC to make the Learn with Unite programme fully funded by Unite to guarantee the service that members have come to expect.

The union learning fund (ULF) was established in 1998, under a Labour government, to promote education via the trade unions with a view of creating a learning society.

Since 2010 when Unite the Union submitted its first national bid it has received the largest single share of funding, however when the fund was established the vision was that unions would sustain the activity in line with their own strategies.

While the Learn with Unite team have delivered the objectives and targets set by government, in return for funding, they have also consistently demonstrated its value to Unites organising, recruitment and retention strategies offering members valuable opportunities, support and services, especially in growing their career aspirations, supporting members through redundancy and retaining them through and beyond this period.

Under the Con Dem and Tory government, the Learn with Unite team finds itself having to prioritise the ever-increasing government targets set to fulfil their manifesto pledges, rather than concentrating on Unite members needs and the unions organising agenda. This year the targets were so high that it was felt they were unachievable so Learn with Unite reduced its bid by around one million pounds, but still needs to deliver more outcomes than last year when it was fully funded. It leaves Unite vulnerable to reductions in government funding based on a year by year bidding process with no certainty and the risk funds being clawed back if Learn with Unite ever fail to deliver on their targets.

Conference asks for the EC to make it Unite policy to internally fund Learn with Unite, before the next round of funding bids. This would not stop Unite from bidding for available funding, but it would give security to the Learn with Unite team and guarantee the long-term opportunities, support and services that members have come to expect.

#### **North East, Yorks and Humber/206/2 BAe Systems Brough (Staff) Branch**

#### **144 Sustainable learning opportunities for all Unite Members**

Conference calls upon the Unite Executive Council to make it policy to ensure that the Learn With Unite offer, and support given nationally, becomes an integral part of Unite's organising strategy, guaranteeing our current and future members these long term opportunities.

The Union Learning Fund was set up in 1998 by Tony Blair's Labour Government, the vision being that the Unions would sustain the activity in line with their own strategies. We have serious concerns that in 2018, Learn With Unite is still being externally funded by a Tory Government, whose priorities are not aligned with Unite, and who offer no guarantees of sustainability or certainty for Unite members.

The benefits brought through the Learning Agenda supporting Unite's broad Industrial Strategy in the Hull and East Yorkshire Local Government Branch and Hull City Council (HCC), where austerity cuts have been deep and drastic; they include: raised profile and membership of Unite in non-recognised areas, redeployment of members due to attainment of qualifications, and added value of over £0.5 million. This has been brought by the Learn with Unite partnership of training to an internal budget in HCC (that has consistently been cut), enhancing our members' training opportunities and career aspirations, to name a few.

Through Learn with Unite, positive relationships have been established and have supported the industrial arena in HCC, enabling us to recruit new members, and to re-focus and re-energise our Reps, ensuring we are in a better position to deliver Unite's strategies in challenging times.

As part of the motion, we would encourage all organised workplaces, across all sectors, to utilise this agenda as part of their organising strategy.

Conference calls upon the Executive Council to have this policy in place before the next round of funding bids, due for submission in September/October 2018 for the funding year 2019/20.

#### **North East, Yorks & Humber/407/27 Hull City & East Riding Local Authority Branch**

#### **145 Union Learning Fund**

Conference calls upon the EC to make the Learn with Unite programme fully funded by Unite to guarantee the service that members have come to expect.

The union learning fund (ULF) was established in 1998, under a Labour government, to promote education via the trade unions with a view of creating a learning society.

Since 2010 when Unite the Union submitted its first national bid it has received the largest single share of funding, however when the fund was established the vision was that unions would sustain the activity in line with their own strategies.

While the Learn with Unite team have delivered the objectives and targets set by government, in return for funding, they have also consistently demonstrated its value to Unites organising, recruitment and retention strategies offering members valuable opportunities, support and services, especially in growing their career aspirations, supporting members through redundancy and retaining them through and beyond this period.

Under the Con Dem and Tory government, the Learn with Unite team finds itself having to prioritise the ever-increasing government targets set to fulfil their manifesto pledges, rather than concentrating on Unite members needs and the unions organising agenda. It also leaves Unite vulnerable to reductions in government funding based on a year by year bidding process with no certainty and the risk funds being clawed back if we ever fail to deliver on their targets.

Conference asks for the EC to make it Unite policy to internally fund Learn with Unite, before the next round of funding bids. This would not stop Unite from bidding for available funding, but it would give security to the Learn with Unite team and guarantee the long-term opportunities, support and services that members have come to expect.

#### **North East, Yorks & Humber/GEO 16 Yorkshire & Humber Local Authorities Branch**

#### **146 Review of the Unite Carers' Policy**

This Conference believes that Unite Executive Council should implement a review of the current Unite carers' policy. Feedback from disabled comrades suggests that this provision can have regional variations. Professional and appropriate care should be available and provided at Unite meetings and conferences.

**Scotland/Finance and Legal RISC**

#### **147 Bank Charges for Small Branches**

Conference believes that the bank charges recently introduced by Unity Bank have a big impact on smaller branches (below 100 members) finances.

We therefore call on Conference to agree that these charges are removed for smaller branches.

**West Midlands/Coventry AAC**

#### **148 Lack of Respect Towards the Retired Members Section**

Conference is disappointed at the lack of respect afforded to the Retired Member's Section; it varies from region to region, and nationally, regarding the facilities that are made available to retired members. The recent retired member's biennial conference showed a typical second class attitude to retired members. We were given the smallest conference room compared to other sections and it was cramped and not conducive to older members. They had to clear tables to get the lunch in; it was all cold food not as compared to other sectors. This type of attitude sends all the wrong messages to retired members.

We therefore call upon conference to ensure: -

- 1 All Regions do the basics i.e. to provide all functioning branches with retired members' application forms and posters advertising retired member's facilities.
- 2 Ensure that all pre-retirement courses have a retired member present to be used as a recruitment tool for retired members.
- 3 At Regional Committee Meetings a report is given by the retired member's representative on the work undertaken by retired members.
- 4 At Unite the Union Conference's retired members receive the same facilities as those in other sectors.

**North East, Yorks & Humber/Retired Members' Committee**

## **149 Protecting Unite's reputation online**

While social media offers useful tools to spread Unite's message, it also has the potential to cause serious reputational damage and may expose the union to legal action.

Mindful of this, all Unite officers who are clearly publicly identified with Unite, and who use social media platforms to speak on behalf of Unite, must:

- ensure that all postings are in keeping with policy and Unite rules
- are not defamatory, and will not expose Unite to any form of legal action
- conform to Unite guidelines, policies and practices regarding bullying and harassment, as well as racism, homophobia and sexism.
- avoid personal invective

In order to ensure conformity with the above, Unite Campaigns & Communications staff must be facilitated to view postings on such platforms.

In addition, officers should not maintain private Facebook, Whatsapp or similar groups in furtherance of Unite campaigns or objectives without the knowledge of Campaigns & Communications staff, and without Campaigns & Communications staff being enabled to view messages in such groups.

**Ireland/Ri/0308M Education & Research Branch**

## **150 Safeguarding the Union's Heritage**

Conference notes that at the time of merger, a union's historical records, banners, ephemera, etc, are at risk of being lost or destroyed, due to office and property acquisitions by different local regions of Unite.

We call upon the Executive Council, to implement a national procedure for the permanent safe keeping of heritage items/archives, etc, of any union merging with Unite; storage to be "in house" or relevant museum facilities.

The feasibility of a "Heritage Officer" post to catalogue and deal with such matters, either full time, pro rata or on an "as required" basis should also be explored.

It is essential that the heritage of our great trade union and labour movement is preserved.

Motion to be enacted within one year.

**North East, Yorks and Humber/UC126 UCATT York #1 Branch**

## **151 Administration**

Conference requests the Executive Council make it possible that if the membership of a branch is transferred from one region to another s/he should be informed directly. Also the branch should be notified via the National Office, Regional and District offices, to inform the branch immediately of such occurrences so as to assist the branch in its administration which will also assist the smooth running of the lay activities of the branch. Hopefully the Executive can deal with this matter before the next conference.

**South East/6241 Weybridge Branch**

### **Amendment**

Lines 1 and 2: delete the words “requests the Executive Council make it possible that if the membership of a branch is transferred from one region to another s/he should be informed directly” replace with “instructs the Executive Council to make it possible that if any or all of a branch is are transferred from one region/branch to another region/branch the receiving region/branch should be informed directly”.

Line 3: after “National Office, Regional and District offices” delete the words “to inform the branch”.

**London & Eastern/450 Leighton Buzzard RTC branch**

## **152 Lone Worker Policy**

Conference recognises that times will arise when Representatives and Officers in our union work on their own.

Unite Representatives and Officers often travel alone, well outside of working hours. They meet with members they don't know and in places they may not be entirely comfortable with.

When representing Unite, they put themselves into positions they would never do in a personal capacity, they put themselves in harm's way. This is unacceptable.

We therefore call on Unite to:

- develop a Lone Worker policy that everybody in the union can utilise
- ensure this policy is in place before the end of 2018
- establish interim guidelines regarding the possible dangers linked to lone working and circulate as soon as is practicable following the close of Conference.

**North West/NW11 Liverpool & Merseyside Clearing Banks Branch**

### **153 Paperless Meetings**

Conference notes that paperless meetings are being promoted within Unite and further recognises:

- a) that the paper and printing industries employ many Unite members whose jobs could be put in jeopardy if this trend becomes the norm; and,
- b) that paper is completely recyclable, whereas electronic devices are only partly recyclable, and contain components and materials harmful to the environment.

Conference therefore resolves that whenever possible, meetings and conferences will use paper as the preferred medium.

**South East/GPM & IT RISC**

### **154 Environment**

Conference should totally support the environment and as human beings and trade unionists we have a responsibility to our children.

So why don't we act that way as a group. If Unite the union set up procedures to deal with recycling waste and the energy used in their offices this will make less of an impact on the environment. This will not only save money, but would put us in a better light with the youth of this country and let's face it, without them we are dead in the water.

**North East, Yorks and Humber/GEO 25/E&M & SI Humber Branch**