



JOBS · PAY · CONDITIONS

A programme for Positive Change

Key Manifesto Areas

Sharon Graham, General Secretary

**JOBS
PAY
CONDITIONS**

Mandate – The Workplace

- Elected to deliver a comprehensive programme
- A Union focused on protecting the **Jobs, Pay and Conditions of Unite members** – to deal with what workers will face post COVID
- This **will require reform** of our operations and a deeper industrial culture
- **Engage constructively** with all sections of our Union
- **AND BRING OUR UNION TOGETHER**

The Post COVID Environment

We are facing:

- Emboldened Employers
- Suppression of Pay, Terms & Conditions
- Increased attacks on Reps
- Attempted expansion of “Fire and Rehire”
- Mental health crisis
- Cuts to community services

My First Days

- Launched a **Root and Branch review of Operations** to **fully focus on the workplace**
- **Met with Reps in Dispute** and started a **new physical Dispute Support Team**
- Hired professional head-hunters to source a **highly-skilled Finance Director**
- Installed our **new Member Hotline** launching this week

Manifesto

Jobs, Pay & Conditions

- **Delivering the commitments I made** to members
- The Manifesto has **six sections**
 - Back to the workplace: Jobs, Pay and Conditions
 - Equalities: Action, Not Words
 - A Democratic Union built on Shop Stewards and Reps
 - Campaigning Beyond the Workplace: Retired and Community
 - Across Our Union: Ireland, Scotland, Wales, Gibraltar, Isle of Man and the Channel Islands
 - A Workers Politics

Industrial Combines

- Begin building **lay led Industrial Combines** in each of our Sectors
- **Reform our industrial operations** to make sure that our industrial work is joined up
- There will be **dedicated resources for each Industrial Combine**
- We are **recruiting internal capacity and exploring possible ways** to plug extra resource straight into the workplace

Industrial Combines Continued

- **Deliver the ‘Top 10’** strategy: Reset the bar for pay and conditions & organise every major employer in each of our Sectors
- Organise the **Critical National Infrastructure**
- Work with our Shop Stewards to make **every workplace ‘strike-ready’**
- **Organise the unorganised:** Stop the race to the bottom by organising workers in Amazon & the Service Sector, including hospitality

Transnational Combines

- Work with Unions overseas to **build Transnational Industrial Combines** where Reps can come together to tackle global employers – including **Amazon**
- Bring **education back in-house**, with training focused on building power as well as servicing individuals
- **Extend *Work, Voice & Pay*** to deliver bargaining advice and support to our Reps and Shop Stewards
- **RPI/Unite Bargaining Index**

Equalities: ACTION not WORDS

- Introduce **dedicated budgets for each strand of equalities**
- Together, we will:
 - Develop an **overarching plan containing specific aims and targets**
 - Ensure that each Industrial Plan agreed by Combines contains **specific commitments** related to equalities
 - Open a **dedicated Development Centre** for our workplace activists who also belong to our Equalities Sector
 - Lead Justice Campaigns

Equalities Continued

- Produce a **series of bargaining guides, templates and advice dedicated to equalities issues**, including:
 - period dignity, menopause and fibromyalgia
- Dedicate **resource to organising** employers and sectors with the highest density of:
 - women, BAEM, LGBT+, disabled and youth workers
- Introduce **translation services**, including up-to-date equipment for simultaneous translation, to ensure every member can be fully involved in the democracy of our Union.

A Deeper Democracy

- The **new Democracy Commission** will be launched
- Tony Woodhouse will Chair the Commission – subject to **lay member oversight at every stage**, including by the EC
- Consult as to how we can best structure the Commission so that we have the opportunity to get **constructive input from the activist base** and wider membership

Democracy: Practical Proposals

- The Commission will be tasked with making practical proposals for change, including:
 - How to increase the role of the Shop Stewards/Reps within our decision-making
 - Examine how digital tools can be used to supplement rather than sidestep our existing policy-making apparatus
 - Investigate the best way to take Union Policy into the workplace
 - Make recommendations to deliver greater transparency regarding procurement, including prioritising Union firms
 - Establish criteria for the review of Member Subscriptions

Beyond the Workplace: Retired and Community

- Campaign with our Retired and Community members on the issues that matter to them
- Move our Community project forward (not back) and make sure that both sections have **dedicated budgets** so that we can deliver co-ordinated campaigns outside the workplace
- We will look to **build solidarity** between all the different sections of our Union

Retired Members

- Lead a **new campaign to increase the State Pension** across all our nations
- Campaign **against the end of the Retail Price Index** - a change with the potential to cut both pay and pensions
- Look into how best to deliver an Adult Social Care campaign to organise the workforce and drive-up standards of care
- Utilise the skills and experience of our retired members through an **Industrial Mentoring Project**, so that they can provide help and support to newer Shop Stewards
- Establish an **Annual Retired Members Conference**

Community Members

- Reinforce the support provided by **Community to industrial disputes**
- Establish **clear goals** for our Community project & look to **integrate elements of our Political work**
- Work collaboratively to define **a common working-class platform**, incorporating our priorities for industrial, retired and community
- Take the lead or provide **practical support** to other groups tackling wider societal issues such as:
 - climate change, the housing crisis and racism

Across Our Union: Ireland, Scotland, Wales, Gibraltar, Isle of Man and the Channel Islands

- Look to give **greater political autonomy** to all of our nations and islands
- Outside of any affiliations covered by Rule, I want our nations and islands to have more freedom to make political decisions
- Our nations – **pacesetting key issues e.g. National Care Service in Scotland**

A Workers' Politics

- We must now move **beyond internal Labour politics**
- We will pay our affiliation fees to Labour - but there will be **no blank cheques**
- We will develop a **Workplace Manifesto from our members** and use that as the basis for our work within the Labour Party
- Relationship with Keir Starmer will be built on Policy not personality

Workers' Politics Continued

- New candidates for political office – should be a **Trade Union Shop Steward or Rep?**
- We will **oppose any Local Authority, including Labour**, if they attempt to force through cuts to jobs and services
- Ask the EC to **support candidates who oppose cuts to Unite members' jobs and services** and Councils and Councillors who fight against them
- Build power and a **platform** within communities

Accountability: My Commitment

- **An accountable GS**, including plans to:
 - Introduce a **Member Hotline** in my Office
 - Make sure that my **expenses are accessible** to members online
 - Introduce a **monthly ‘General Secretary Live’ online Q&A** with members (via video link)
 - Conduct **regular General Secretary ‘Workplace Visits’** covering every Sector and Region, so that the leadership is at the heart of our Union