

FIGHTING FOR
**JOBS, PAY &
CONDITIONS**



Composite Motions

6th Policy Conference, Liverpool

18-22 October 2021

Sharon Graham: General Secretary

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UNITE 6th POLICY CONFERENCE: COMPOSITE MOTIONS

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Composite #1: Manufacturing Matters

(incorporating Motions 1, 2 + A, 3, 4, 5 and 6)

London & Eastern/Regional Committee
North East, Yorkshire and Humber/Regional Committee
South East/Regional Committee
West Midlands/Regional Committee
Aerospace & Shipbuilding NISC
North East, Yorkshire & Humber/Automotive RISC
Scotland/Aerospace & Shipbuilding RISC
North West/0522M Preston & South Ribble Branch (A)

Conference is concerned for the future of UK manufacturing. The lack of an industrial strategy from government is compounded with the uncertainty of leaving the European Union, automation, digitalisation and climate change.

Unite believes:

- the last decade of Tory misrule has seen over 600,000 job losses across manufacturing. The situation in the automotive sector is one of growing crisis. One in three employers have axed jobs, while production, sales and investment have continued to fall. The next decade will determine the future of the industry;
- the Tory Government has clearly demonstrated its utter unwillingness to act to secure the future of UK manufacturing or intervene to defend jobs;
- the Government's industrial strategy is woefully insufficient to secure a post-Brexit future for UK manufacturing or to achieve a 'just transition' which meets the challenges of climate change while defending jobs;
- as the largest trade union for manufacturing, Unite must lead from the front by supporting shop stewards to develop our own strategies which defend jobs and secure a sustainable future for manufacturing on our own terms.

Conference notes with growing concern the devastation being caused to our manufacturing heartlands by a toxic mix of underinvestment, short-term profiteering and government failure to either directly intervene to protect foundation and transitioning industries or develop a comprehensive industrial strategy to support them.

For many years members continue to be threatened by job insecurity, poor health and safety, and undercutting of terms and conditions.

Conference notes that our union has a proud history of fighting for rights at work, health and safety and for the best possible terms and conditions for our members in the manufacturing and supply chain.

Conference believes that the uncertainty over our future relationship with our largest trading partner, the European Union is having a catastrophic impact on industry confidence, foreign direct investment and the future product plans of global corporations with investment options.

Post-Brexit Britain will be a very challenging environment, economically, socially and politically. Clear politics rooted in workplace experiences, understandable and clearly presented in language used and understood by members can rebuild the unity so badly damaged by the Brexit experience.

Procurement policy is one such strategy. We are particularly concerned that the procurement strategy doesn't fall off the agenda, but on the contrary, becomes a major campaigning activity amongst the membership and becomes a vital tool in the defence of manufacturing jobs.

In a post-Brexit world support for UK manufacturing jobs will be even more important. In addition, in an increasingly fragile world where political tensions continue to rise we should not lose sight of the peace and stability that we have enjoyed across Europe over the last 70 years.

We therefore believe it will be vitally important that UK plc maintains sovereign capability in all areas including national security. A positive procurement policy could also include financial support and targets to tackle the climate change crisis that is fast approaching the point of no return; this could incorporate a green energy action plan that could form part of a wider diversification strategy.

Further, conference recognises growing public pressure for regulators to address public health concerns over emissions and the climate emergency, to transition our economy to a carbon neutral and particulate free future. This rapid transition is impacting our whole economy but, in particular, our manufacturing industries; from energy generation to vehicle manufacturing, construction to steel. This transformative green industrial revolution must place workers and our unions, as well as our communities, centre stage if we are to secure the 'just transition' we demand and ensure that nobody is left behind, protect jobs and skills, apprenticeships, and opportunities for future generations.

In this already challenging environment our members are confronted with the introduction of new technologies, automation, artificial intelligence and the digitalisation of work - 'Industry 4.0'.

In the face of this rapidly changing world of work, conference congratulates our manufacturing shop stewards and officers on the coordinated political and industrial strategies they have developed, ensuring our union leaves no stone unturned in the fight to protect our members. With agreements negotiated, investments and protections secured and battles won, we have saved thousands of manufacturing jobs at companies including General Electric, Harland & Wolff, Cammell Laird, Bombardier and Wrightbus.

Conference further congratulates the union's manufacturing combine on the development of its Manufacturing Matters Industrial Strategy published in 2019. This comprehensive strategy links our industrial and political work, putting our union at the heart of the fight to address the industrial and political challenges above alongside our campaigning to address the long term structural issues driving our demand for secure, sustainable jobs, corporate governance, automation, artificial intelligence, digital and developing technologies, skills

development and retention, a 'just transition' and green industrial revolution, trade union rights, collective bargaining and industrial democracy.

Given that we face a long period of Tory rule during a time of immense change including Brexit, potential trade agreements with the EU, USA and other trading blocs conference calls upon the Executive Council to revisit the document in consultation with members working in manufacturing industries and where necessary to revise the strategy to meet the changed circumstances manufacturing now faces.

We speak a lot about the need to talk the language and meet the aspirations of the members. The membership must be given ownership of 'Manufacturing Matters' to forge the politics of resistance and struggle on the shop-floor.

Conference believes that the strategy should form the basis of our union-wide efforts to build workplace confidence and long-term power, uniting our industrial, political and community pillars to address the challenges of climate change and 'Industry 4.0' in a coordinated and integrated way.

Conference calls on Unite to be at the forefront to save UK manufacturing through proactively demanding and shaping an industrial strategy with the Government and employers. This tripartite approach should stop the short-termism of UK manufacturing and benefit all parties.

This would involve positive procurement policies, be it for defence to local government contracts and the use of local steel, chemicals, pharmaceuticals, packaging, and engineered manufactured equipment.

To this end conference calls on the Executive Council to:

- provide every support to the Manufacturing Combine, our shop stewards and officers in their efforts to deliver a secure, sustainable future for UK manufacturing based on:
 - confident, knowledgeable, well organised workplaces supported by a powerful, well-resourced shop stewards movement;
 - our being at the heart of discussions on a green new deal and a 'just transition' to sustainable jobs. Ensuring that no community or region is left behind as we transition our economy and the world of work;
 - our ensuring that the development and deployment of new technologies, automation, artificial intelligence and the digitalisation of work benefits working people with our fair share of the wealth we create, shorter working time, early retirement, and job sharing alongside lifelong learning and retraining opportunities;
- fight for further recognition agreements in manufacturing businesses and relevant supply chain companies to ensure a protection of industry wide standards to prevent undercutting of smaller suppliers;

- defend and extend the level of health and safety protection for members including campaigning for the fundamental right to safe and healthy work for all workers on all contracts, and fully enforced by enforcement authorities;
- increase union density amongst agency staff within manufacturing and the supply chain to have greater industrial strength;
- hold Regional manufacturing conferences in order to build a union wide strategy on manufacturing and to ensure that all members engage in protecting manufacturing;
- lobby government to pursue a national buy British procurement policy that supports the UK manufacturing sector;
- ensure our Shop Stewards and Learning Reps are involved in the development and transition to green technology and 'Industry 4.0'. The upskilling and retraining of our members within industry is vital to the survival of UK manufacturing;
- continue developing the Manufacturing Matters campaign into a political, industrial and collective bargaining strategy for securing the future of UK manufacturing. This should include:
 - further developing the #BuyLocalBuildUK campaign to support sustainable and socially beneficial procurement of UK manufactured goods, in collaboration with all relevant industrial sectors;
 - developing a new approach to post-Brexit international trade and fostering meaningful solidarity between workers forced to compete within multinational employers and across international supply chains;
 - developing our own 'just transition' strategy at workplace, company and national levels to proactively take the lead on how our industry meets the climate change challenge, while ensuring the cost of transition is not handed down to workers through attacks on pay and conditions or by offshoring jobs;
 - to commit to a renewed collective bargaining strategy led by Shop Stewards through national committees or combines and overseen by National Industrial Sector Committees to develop trade union power which prepares to meet any future threats of site closures head on.

Mover: Peter Russell West Midlands

Seconder: Caroline Baikie South West

Supporting Speaker: Mark Pratt North East Yorkshire & Humber

Composite #2: Collective Bargaining

(incorporating Motions 8 +A1 +A2 +A3 and 9)

Automotive NISC
London & Eastern/1912 Babcock Heathrow Branch
Community, Youth Workers & Not for Profit NISC (A)
London and Eastern/Community, Youth Workers & Not for Profit RISC (A)
London & Eastern/230 Central London Taxi Branch (A)

Conference congratulates delegates at the 2019 Rules Conference for taking the historic decision to incorporate collective bargaining into our Unite Rule Book for the first time.

Conference agrees that bringing workers under collective bargaining agreements remains the most effective means of redistributing wealth, improving wages and conditions and increasing workers' collective power at the workplace.

Conference recognises that international corporations conduct their businesses globally, across different industries, with no restrictions as to how they organise their business in pursuit of profit.

It is this flexibility which gives these employers the dynamic ability to monopolise across industry with no restraint.

In this global market where we see many of the same corporations operating across our sectors, we need to be as flexible in our approach with collective bargaining, and recognise that we must organise across industry, where the same business operates across different industrial sectors of our union, to gain leverage and collective power.

It is only by organising across industry and forming collective agreements across our sectors that we can harness our collective power.

To this end, conference calls upon Unite's Executive Council to form a National Organising Campaign and Strategy, under Unite's 'Work, Voice, Pay' program and commits to working with the Organising and Leverage Department and all Unite sectors and regions/nations to begin to develop a meaningful industrial strategy, including:

- identifying our major employers;
- creating Shop Steward Combines and key agreements for each relevant industry;
- gathering industrial information, including our collective agreements;
- building proactive leverage;
- EC Guidance in relation to principles for collective bargaining agreements including minimum standards for democratic engagement and involvement of members, grouping of workplaces, coverage of collective agreements, cooperation with other trade unions, collective bargaining on pay and equalities, and the right to take industrial action.

Mover: Les McDonald London & Eastern

Seconder: Jim Kelly London & Eastern

Composite #3: Automation and Digitisation (incorporating Motions 10, 11, 12 and 13 +A)

**North West/Regional Committee
Engineering, Manufacturing & Steel NISC
Graphical, Paper, Media & IT NISC
North East, Yorkshire & Humber/GPM & IT RISC
North West/48 Stagecoach Stockport Branch (A)**

New technology is an inevitable and unavoidable part of the modern workplace. This is not something we should be afraid of or resist, but something we should embrace and take ownership of, as many technological advances can bring huge benefits to employees, making jobs safer, easier and more efficient. However, we should not be complacent or reactive to this situation, but rather pro-active: looking ahead to what increased automation in the workplace may bring, and be prepared for the advance of technology, future-proofing our workplaces against any negative impact that new technology and automation might have.

To this end, Unite must lay down clear and precise conditions under which we are prepared to engage with such technology: produce unmistakable rules as to what is, and is not, acceptable to us:

- technology or automated systems which improve safety and efficiency or reduce stress and fatigue to the employee are acceptable uses of automation;
- any automation or technology which would increase stress or workload, or which would, directly or indirectly, result in a reduction in employees' terms and/or conditions or otherwise adversely impact the worktime quality of an employee, whether intentionally or not, will not be acceptable under any circumstances.

Artificial Intelligence is already prevalent in our workplaces and the imminent impact of 5G technology that will facilitate the 'Internet of Things' will increase the risk of human labour being displaced in favour of automated systems. Training and working time strategies are critical to protecting our members' livelihoods.

It is critical therefore that all workers regardless of their role should be trained to acquire basic digital skills just as previously we identified the basic skills of literacy and numeracy. Training cannot be seen though as a response to imminent job disruption. Regular dialogue needs to take place to evaluate job roles in the workforce and their risk of displacement through automation and AI. Additionally, it will not be possible, as it is not now, to avoid or mitigate all potential redundancies. So, union negotiators need to promote retraining payments and training subsidies as part of any redundancy compensation packages to facilitate a rapid re-entry into the labour market.

Working time, work-life balance and equality: a key tool and term that must form part of the collective bargaining agenda is the 'Right to Disconnect'. This cannot be a voluntary arrangement or an unenforced entitlement. It has to be an agreement that is defined and

managed properly. In addition, collective bargaining should be seeking to reduce hours and days.

Conference welcomes Unite's position regarding automation, digitalisation and the shorter working week. However, in the light of the 2019 General Election result and a Tory anti-trade union Brexit, conference believes it is imperative to reaffirm our commitment to protect our members and future-proof UK manufacturing accordingly:

- campaigning for a shorter working week with no loss of pay;
- constant monitoring and strengthening of our excellent New Technology Agreement;
- defending all workers' rights post-Brexit;
- further lobbying of Parliament for a Minister for Manufacturing;
- campaigning for collective bargaining throughout the manufacturing industry.

Conference believes all of the above are reasonable requests and with the prospect of our Union being the subject of unprecedented Tory attacks Unite is prepared and willing take the fight to them on behalf of our members.

Conference considers that local level employee participation should take place early in the development and deployment of new technologies including AI and robotics. It is essential and important to inform and consult union representatives in the workplace. But consultation is not sufficient and we need to establish collective bargaining agreements covering data collection, data management, data bias, data ownership, training and terms and conditions of employment.

Where employers are using technology to collect data from workers on their work performance the union needs to incorporate protections in its agreements. Collective bargaining should include the following:

- justification, suitability and the principle of minimum invasion;
- precision; safeguarding that the methods for data collection are sophisticated enough to collect only the data related to the intended workplace;
- ethics and identifying what should not be collected;
- improvement; creating mechanisms jointly with social partners through which data collection is monitored, evaluated and meliorated;
- accountability;
- governance.

There are new additional concerns when it comes to managing the data, once gathered. Firstly, there is the issue of data security. Secondly, the issue of data ownership. It could be that worker-generated data is shared with other systems and used in wider analysis, with the individual worker having little or no influence over where her/his information ends up. Data access is therefore critical as a collective bargaining demand.

In addition, in a society with a more wide-spread use of computer systems, the value of data can be expected to increase. If employers are collecting data on worker activity, the workers

are in effect generating more value. Such an increase in productivity should be reflected in worker pay and benefits. Key topics for collective bargaining negotiations include:

- justification and prior consultation;
- ownership/access;
- digital legacy;
- compensation.

Negotiations should centre on principles for avoiding data bias such as:

- transparency;
- equality;
- safeguards.

Conference recognises that ‘Industry 4.0’ could provide opportunities for high skilled job creation, supporting the introduction of new technology in areas such as the manufacture of green energy technology and the manufacture of electric vehicles and its necessary infrastructure. However, historically advances in technology have not generally proved positive for workers, or for our class. With many of us currently witnessing the demise of thousands of jobs across all sectors.

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 existing and future risks, and the need for an adequate response to address the challenges faced by automation and digitalisation.

Conference therefore resolves:

- to produce a National Strategy for New Technology and Automation, including the above points, to be distributed to all Regional Secretaries, RISCs and branches, so as to provide a uniform and coordinated response to the subject of automation in the workplace;
- to build a national Unite policy based on the National Strategy, incorporating, but not limited to, the above points, to be adopted as policy by Unite and to be reviewed regularly to keep pace with new technology, whilst still maintaining the above criteria;
- for any future response to include a commitment by a future Labour Government to support the introduction of National and Regional workplace technology agreements as part of its broader industrial strategy, addressing the challenges that automation and digitalisation bring to the workplace.

Mover: Jacqueline Wilson North West

Seconder: John Garvani North East Yorkshire & Humber

Composite #4: Apprenticeships and Skills

(incorporating Motions 14 and 15)

Ireland/Aerospace & Shipbuilding RISC
Scotland/Unite Construction RISC

Conference recognises the central importance of workforce skills, in particular craft skills, for the continued success of the manufacturing sector into the future. In today's globalised, capitalist economy shareholders demand offshoring to secure increased profits and returns through a race-to-the-bottom on pay and terms and conditions. It is the existence of workforces holding high levels of craft skills which offer a lynchpin to secure investment and the high-value-added manufacturing jobs that provide a lifeline to many working-class communities.

The provision of training and, in particular, apprenticeships in such craft skills is therefore vital. Those entering apprenticeships should not be subject to punitive rates of pay justified by employers on the basis of age or the application of differential training rates.

Conference understands that apprenticeships can be a wonderful route into employment and provide the opportunity for people to earn while they learn.

Conference is clear that apprenticeships need to be well-funded, provide training and lead to a meaningful job and should not be used as cheap labour and need the protection of a union around them.

Apprenticeships provide the chance to 'earn and learn' in a wide range of jobs, giving apprentices the chance to develop skills, experience and qualifications and a sustainable job at the end of training.

Conference calls on the Unite Executive to fully resource a positive industrially focussed campaign for apprenticeships across all sectors to:

- include monitoring sectoral schemes, organising apprentices and ensure apprentices receive, on day one, rights and entitlements, including payment of the Living Wage as determined by the independent Living Wage Foundation;
- deliver an Apprenticeship Charter that should include a campaign kit to ensure apprenticeships deliver positive outcomes. Unite should then actively approach employers to sign the Charter. The Charter must contain the rights of apprentices and the responsibilities that we expect employers to undertake in support of their future workforce and that this be done over the next 6 years;
- spearhead an engagement with the relevant political representatives and Ministers to make sure that the craft trade is presented as an attractive option and properly promoted to young people in schools and other educational providers.

Mover: Paul Mooney Scotland

Seconder: TBA - Ireland

Composite #5: Migrant Workers (incorporating Motions 39, 40 and 41)

**Education NISC
London & Eastern/Regional Young Members' Committee
East Midlands/LE19 Leicestershire GPM Branch**

Unite notes:

- the Tory government's post-Brexit immigration policy will replace Freedom of Movement with a regressive system which continues their racist "hostile environment" policy and plans to introduce an Australian-style points system
- such a system puts increased power over migrant workers into the hands of the most unscrupulous employers and undermines collective bargaining for all workers
- that border controls that criminalise migrants have consistently failed; our union's approach to immigration prioritises protections for all workers, including migrant workers
- that the objective of our union is to organise, recruit and represent workers, and to defend and improve the social and economic well-being of members and their families; this applies to all Unite members, regardless of their country of origin, and immigration status.

Conference believes that migrant workers are often subject to discrimination in their working lives. Conference is deeply concerned that there is little or no recognition of the equality and other issues that this group of workers will face as foreign nationals, through the abuse of low pay and higher rates of labour rights abuse. Worse, this can mean that the perception that migration is to blame for worsening wages and conditions is fuelled and it can seem instinctive to respond by reducing or restricting migrant workers.

Conference believes that in Unite we rightly pride ourselves on our international trade union solidarity and alliances, we are a diverse trade union, but united in our fight against a narrow view of nationalities. A worker, is a worker and has rights worth fighting for regardless of their nationality or ethnic origin.

Conference rejects the current Government's policy of a points based immigration system based on skill and salary thresholds which continues their racist 'hostile environment' policy. Conference believes that the Migration Advisory Committee proposals for a three tier visa system will create division and discrimination and fuel a toxic political environment setting worker against worker.

Conference maintains its commitment to protecting, organizing and supporting European workers, opposing a regressive immigration system which undermines collective bargaining and migrant's rights, and introducing comprehensive and effective labour market regulations to tackle abuse of migrant workers by employers.

Conference recognises that in most industries you will find migrant workers who are over-qualified for the jobs that they are working in. Eurostat, the statistical office of the European

Union, suggests that the reality is that many migrants are highly-qualified but struggle to find jobs that match their skills. In addition, the visa based system for workers constrains earnings and restricts migrant workers to a single employer.

Conference believes positive action must be taken to support workers living in the UK in accessing decent jobs, vacancies should be advertised locally, employers should be required to provide apprenticeships and training and we need to end the race to the bottom in the UK labour market providing decent, secure, well paid jobs for all workers.

People awaiting confirmation on their immigration status (including asylum seekers) only have the right to work within the narrow parameters imposed on them by the Home Office - often *de facto* forcing them into unemployment. This makes life incredibly difficult and can force people into exploitative work and exploitative housing conditions.

These people also have no recourse to public funds (NRPF), meaning they are at high risk of homelessness and destitution because they cannot access mainstream housing or welfare benefits in addition to employment. We recognise that people are going to move country, and many jobs don't offer adequate security. In the interest of supporting all people at the sharpest end of working class, we believe that access to public funds necessarily need to be expanded, and universalised where possible.

All of this relates directly to the “hostile environment”. There is a large body of research suggesting that the intensification of border enforcement leads only to riskier routes of passage and more difficult living conditions domestically.

Conference calls on Unite to raise awareness to its members concerning the lack of rights for migrants, in and outside the workplace – and how this is negative for all workers.

Conference recognises that through our trade union activities we should support organising initiatives that advocate migrants’ rights and lobby government to support migrants’ rights. Conference believes that Unite’s policy for migration should focus around labour protections for migrant and UK workers which include:

- sectoral collective bargaining
- legal extension of collective agreements to cover posted workers
- robust and transparent regulation of employment agencies
- employer liability through subcontracting chains
- ensuring migrant and posted workers are entitled to the correct pay, terms and conditions of employment
- strict enforcement of employers in sectors most exposed to exploitation of non-UK labour.

Conference calls on Unite to campaign to:

- expand and universalise recourse to public funds
- expand and universalise right to work for people awaiting immigration confirmation
- cease the Hostile Environment

- oppose any regressive immigration system proposed by the Tory government which divides and threatens diverse working class communities.

Mover: Sakina Sheikh London & Eastern

Seconded: Raffiq Moosa East Midlands

Composite #6: UK Industry After Brexit (incorporating Motions 45 and 46)

South East/Aerospace & Shipbuilding RISC **South West/8001 Filton Aerospace and Support Staff Branch**

Conference recognises the importance of protecting the NHS, the price of medicines and food safety, amongst other things, in trade deal negotiations with the EU, US and other countries, but also recognises the importance of securing trade deals which protect UK industry and jobs.

Conference, therefore, is concerned that the Government may be prepared to trade-out the UK defence industry as a quid-pro-quo for protecting other aspects of trade deals, in particular with the US. It is already anticipated that the amount of the UK's defence equipment budget spent in the US will reach 25% this year (2020), and could rise even further. Conference is also concerned that any damage caused by Brexit to the UK's civil aerospace industry would impact the defence aerospace industry, for which there is a shared supply base.

The UK defence industry is heavily unionised and supports over 140,000 direct and 120,000 indirect jobs with a turnover of circa £23bn and £9bn in exports. Hence, the impact of yet more of the UK defence budget being spent abroad could be disastrous, impacting tens of thousands of jobs, not just in defence, but also across the wider UK manufacturing and engineering sectors.

The UK aerospace industry is the second largest in the world, behind that of the U.S. In 2018, total UK civil aerospace turnover totalled over \$44.6 billion, and the sector had approximately a 17% global market share. Over 250,000 people have jobs across many sectors in the UK which depend upon the aerospace sector. Of those, 111,000 are directly employed in well paid jobs, with 90% employed outside of London and the South East. The industry turns over nearly £36bn annually. Research and development is also considerable, totally circa £1bn per year from industry alone.

The UK aerospace industry is the crown jewel for UK exports and, even though the UK does not produce large civil aircraft, 90% of domestic aerospace production is exported. A single company, Airbus, directly employs around 13,000 people at its UK division Airbus UK, with estimates that it supports another 140,000 jobs in the wider UK economy. The UK-headquartered Rolls Royce Group is the world's second largest maker of aircraft engines. It

has over 50,000 employees, of whom about 23,000 are based in the United Kingdom. It supports many thousand more jobs in the wider UK economy.

Conference, is concerned that the Government plans to diverge from European regulations would add cost and complexity to UK manufacturing and jeopardise export success. The UK aerospace industry, which has a highly-regulated global supply chain, relies on membership of EASA to maintain common safety and certification standards that are also acceptable to the US safety agency, the Federal Aviation Administration.

With circa £34bn in exports, the risks posed by Brexit are considerable. Taking Airbus as an example again, it is heavily dependent upon the free flow of goods and employees between the UK and the rest of Europe. Anything which impacts this could have serious implications for the future of the aerospace sector in the UK, potentially impacting tens of thousands of jobs across many sectors.

Conference, therefore, calls upon the Executive Council, its National Officers and the General Secretary to run a campaign to raise awareness amongst parliamentarians and the public of the contribution made by the UK's civil aerospace industry to the economy including the jobs it supports, the importance of ensuring that the alignment with European regulations is maintained, and that there are no obstacles put in the way of the free movement of goods and people between the UK and the rest of Europe in a trade deal with the EU.

They are also called upon to lobby the Government as a matter of urgency in advance of trade deals talks to ensure the UK's defence industry is not just protected but promoted in trade deal negotiations with other countries and to press the Government to spend more of its defence budget in the UK.

Mover: Denham de Alvis South West

Seconder: TBA South East

Composite #7: Multinationals and Brexit
(incorporating Motions 47 and 48)

East Midlands/Regional Committee
East Midlands/GPM&IT RISC

Conference recognises the impact of globalisation on our members who work for multinational companies where the desire for increased global profits sometimes comes at a detrimental cost to workers terms and conditions of employment; the intensification of globalisation, short term financially-driven strategies, company restructuring and a continued objective of multinational companies (MNC) to put profit before people are all contributing to increased pressure on many Unite members.

MNCs are not confined by national boundaries, unlike trade unions, which has enabled them to maximise their opportunities to drive down social, employment, environmental, health and safety and trade union rights by playing government off against government and worker off against worker.

National trade unions have, for too long, been on the back foot in trying to challenge global multinationals which has led to a race to the bottom by driving down workers' rights by playing worker off against worker in different countries.

The European Union has for a long time provided UK trade unions with employment and social rights such as directives on the European Company Statute, Collective Redundancies, Transfer of Undertakings, Information and Consultation and European Works Councils which have allowed us to represent our members' interests in global multinationals across national boundaries, and have attempted to ensure that workers are guaranteed information and consultation rights and worker participation.

It is clear that these rights are now under threat for UK workers since the decision for the UK to leave the European Union. The current Tory government has already stated that there will be no level playing field in any future relationship with the EU. It is therefore important that Unite acts now to preserve employment and social rights and importantly UK workers' participation in information and consultation structures of MNCs.

Conference calls on the Executive Council to:

- ensure Unite campaigns and fights against any changes to European employment and social rights which could have a detrimental impact on our members;
- ensure Unite officers and representatives approach employers to request they sign up to 'Brexit Agreements', pledges or collective agreements safeguarding existing rights even if they are removed from legislation;
- carry out an urgent review of our position on all EWCs where Unite is the lead trade union in order to develop a strategy to ensure UK workers can continue to be involved in multinational companies at a European level after the UK exits the EU;
- ensure we maintain our involvement and affiliations in European trade union federations and continue to ensure Unite officers and representatives remain active in these structures;
- ensure that there is coordination between reps and officers who are active within the global and European trade union federations to ensure there is a joined up message from Unite on the challenges facing our members in multinationals;
- work within global trade union federations to develop stronger links and cooperation in multinationals, and seek to develop more Global trade union networks;
- continue to pressure MNC's to sign up to global framework agreements and core ILO labour standards;
- develop bilateral links with sister unions who have members in the same companies as Unite members.

Mover: Raffiq Moosa East Midlands

Seconder: Mahf Khan East Midlands

Composite #8: Trade Agreements (incorporating Motions 50 and 51)

North East, Yorkshire & Humber/Health RISC North West/0740M Bebington #1 Branch

Conference recognises that the intensification of globalisation, the rise of right wing populism in many parts of the world, the potential impact of Brexit and short term financially driven strategies that continue to put profit before people, are all contributing to increased pressure on our NHS and on all workers.

We are proud of the work the Unite has done in the past fighting for trade justice and fair trade deals, our efforts to stop TTIP were exemplary. However we are extremely concerned that the trade deal that the Johnson government will strike with Trump will essentially be TTIP on steroids. The NHS, worker rights, human rights, environmental rights and public services are all under very real threat from this government.

Conference believes:

- following the UK's withdrawal from the European Union the Tory government is set on an agenda of securing Free Trade Deals; this will initially include deals with the European Union, the United States and Japan
- it is highly likely these deals will be based on TTIP, CETA and similar deals which threaten public services and pit the interests of different industrial sectors against each other
- neither defending the neo-liberal 'rules based system' of international trade nor Trump-style protectionism offers any solutions to working people and the trade union movement.

Unite will fight back against any attack on our NHS and on our rights, but we cannot do it alone, Unite has a long a proud history of international solidarity and the need to continue to build and strengthen that solidarity has never been clearer.

In the context of Brexit, with our right wing government cuddling up to the US, and with the prospect of a US/UK trade deal, it is also essential that Unite strengthens and develops it's relationships with trade unions in North America. Our relationship with the United Steelworkers under Workers Uniting has proved an excellent mechanism to achieve industrial solidarity between workers across the Atlantic. We need to strengthen and deepen this association as well as broaden our relationships across the entire North American trade union landscape.

But it is also essential in this volatile climate Unite maintains and develops its European and International work across the board. To this end conference instructs the EC to re affirm and maintain our affiliations and activities with the European and international federations that we are affiliated to.

Conference calls on Unite to:

- play a full and active part across all federations at both European and global level and co-ordinate activities in all federations to maximise our influence
- continue to develop our relationships in the European federations in order for them to fight in the European parliament to ensure that any trade deal with the EU protects workers' rights and our NHS.
- continue to develop our international relationships and our multinational work in the global and European federations to ensure that our NHS cannot be used as a trade bargaining chip and that workers cannot be pitted against each other by governments and multinationals
- further develop dialogue and cooperation with North American trade unions; continue to develop the Workers Uniting project especially in the health sector areas to ensure support and solidarity from the USW health workers in our fight against any US health care system being imposed in the UK
- develop a new approach to international trade based on international solidarity between workers in different industries, countries and trade unions
- develop a collective bargaining agenda which meets the industrial impact of these trade deals head on.

Mover: Debbie Wilkinson North East Yorkshire & Humber

Seconded: TBA North West

Composite #9: Climate Change and Just Transition
(incorporating Motions 60, 61, 62 +A, 65, 68, 71 and 74)

Scotland/Executive Committee
Chemical, Pharmaceutical, Process & Textiles NISC
Civil Air Transport NISC
Food, Drink & Agriculture NISC
National Retired Members' Committee
London & Eastern/230 Central London Taxi Branch
South West/8215 University of Bristol Branch
Scotland/215 Dounreay Branch (A)

Conference notes:

- that both the UK and Scottish Governments have declared a climate change emergency;
- the contribution made to this decision by Sir David Attenborough, protests by Extinction Rebellion and schoolchildren led by Greta Thunberg;
- that the UK still does not have a plan that puts workers, their future skills and affected communities at the heart of energy policy. Unite members across the Oil & Gas and Chemicals sector, most specifically those engaged in offshore oil and gas, refining and chemical/pharmaceutical production are highly skilled and can be central to the future development of the UK economy, including the development of a low carbon future;

- that in 2015 the UK Government scrapped the £1bn funding competition for Carbon Capture and Storage (CCS);
- that the growing climate emergency is having a catastrophic impact across the globe, from rising sea levels to melting ice caps, Australian bush fires to parched wastelands. Our health, both physical and mental, is suffering from dangerously increasing levels of air pollution and whole communities of the poorest and most vulnerable on our planet are being left exposed to waste dumps, chemical pollutants, water and food shortages. We face an environmental disaster;
- the failure of governments to act collectively or in many cases even recognise the issue of climate change, poses a major threat to the future of our planet and the lives of those who today occupy it, especially the elderly generation. The USA, Saudi Arabia and Australia in particular, are countries in denial of the impact of climate change and by no small coincidence are also heavily reliant on fossil fuel use and/or export to drive their economies;
- that objective scientific data is clear and that urgent measures are now necessary to address the growing climate emergency;
- that of the millions of people that have already lost their lives, homes and livelihoods as a result of climate change, it is having a disproportionate impact on the health and life expectations of both the very young and elderly; both groups are more acutely vulnerable to the effects of rising temperatures, poor air quality and community upheaval;
- that pensioner poverty and cuts to publicly funded local services in the UK, has meant that many elderly people living in areas susceptible to flooding, rising sea levels and poor air quality are less able to cope with the resulting conditions; often unable to move home and suffering worsening health conditions, less likely to have adequate insurance protection or the funds to adequately control the temperature in their homes.

Conference accepts that climate change affects all generations but also recognises that its effects on the elderly can be more acute.

Conference congratulates the Labour Party on calling out the issue as a climate emergency in parliament and congratulates the union and Labour Party for its work on a 'Green New Deal' and 'just transition' ensuring trade unions, workers and communities are at the heart of any transition from fossil fuel use to more environmentally sustainable alternatives.

Conference welcomes the initiative from our manufacturing members on the 'Manufacturing Matters' industrial strategy, detailing how such a transition must involve adequate state intervention, investment and support to protect jobs, incomes, skills and the communities that currently host such jobs.

Conference further congratulates the Union and Labour Party for its active pursuit of a net carbon neutral economy by 2030. We reject the argument of government that a limited range of measures implemented by 2050 are adequate to address the challenges we face.

Conference recognises the role that individuals can play in lowering emissions by changing diet, reducing food waste, and modifying energy use alongside travel patterns, and

prioritising more sustainable public transport options. However, conference believes it is with the direct intervention of the state that we will see real change towards a more sustainable future.

Much of the technology already exists that would make a dramatic and lasting difference to our planet and the free transfer of such technology to the developing world should form a core element of any global plan, a form of 'environmental reparations' for the damage already caused by the developed world.

Such measures taken should include:

- adoption of Labour's 'Green New Deal' and our union's 'Manufacturing Matters' strategy;
- transitioning energy generation alongside heavy energy use industries from fossil fuels to sustainable energy use with investment in a balance of tidal, wind, nuclear and solar energy technologies;
- the development of carbon capture and storage alongside hydrogen and biofuel manufacture and distribution;
- a 'just transition' to electric and hydrogen powered transport, including investment in UK battery and power train manufacturing alongside recycling capabilities;
- shortening supply chains and investing in UK manufacturing to support the union's 'build local – buy UK' 'Manufacturing Matters' industrial strategy;
- retrofitting our housing stock and regulating new build for a carbon free future;
- improving our forestry and agricultural management and the reforestation of the UK;
- developing public policy supporting an integrated, accessible and affordable public transport.

Conference is aware that 'just transition' is about the fair treatment of workers and communities most affected by change as we move to a lower carbon world.

Change is already happening. While UK international policy makers and others talk of a 'just transition', it is action that is now required.

This must deal with the global climate emergency but, in doing, must also secure futures for workers within industries that may be detrimentally affected, ensuring a collective response supporting investment in their futures and that of their communities.

Conference understands the absolute necessity to deliver a low carbon economy to prevent the climate emergency destroying our planet. Conference supports decisive international action to prevent the catastrophic impact that increasing global temperatures are having on countries and communities across the world.

We understand that to achieve a low carbon economic future international actions are necessary and that Governments must act now to develop new policies to deliver on global emissions targets and transform energy creation.

Furthermore, conference is clear that it is our role to ensure that the continued development in the UK and Ireland to deliver well paid secure jobs across all phases of their delivery from construction to operation.

Conference pledges to build a worker-led campaign for a future that works for all, demanding the implementation of progressive policies that deliver the maintenance of jobs and skills. This includes influencing strategic political decision making around the future of the affected sectors and energy policy focussing on the potential in these areas to both protect existing jobs and ensure skills utilisation, while embracing new opportunities in emerging markets such as offshore renewables, decommissioning and carbon capture and storage (CCS) projects.

Conference believes that carbon capture technology can help decarbonise the whole economy, enabling energy intensive industries to become more competitive in a low carbon world.

Evidence from the International Energy Agency and the UN Intergovernmental Panel on Climate Change shows that CCS is essential to deliver the UN Paris Climate Change Agreement.

Conference further believes that CCS technology will protect and revitalise energy intensive industries creating and retaining jobs.

Unite members applaud the commitment made by organisations and governments to achieving real reductions in greenhouse emissions, ensuring that the world's ecosystem is global and locally sustainable for generations to come. Recent events have only highlighted the sense of urgency with which such work needs to be carried out.

However, as a trade union our members must remain our priority. The difficult question of any realistic 'just transition' has quite rightly been at the heart of debate within our movement. Ensuring that both workers' rights, their employment and livelihoods are central to any solution.

Unite represents a broad range of workers across all sectors of the economy, which gives a greater ability to understand and see first-hand the overall impact of such change upon our members. Clearly there are industries that are more able to transition given current technology and infrastructure than others, as well as those which require significant technological development in order to achieve the same ends and as such this must be recognised within any future environmental policies adopted by Unite.

Any such policies must:

- campaign for a statutory code for quality employment with full protection of terms and conditions in any redeployment, mirror pension packages and full consultation in any changes that involve work functions;
- recognise that there simply cannot be a one size fits all approach across industries;
- accept sectoral differences in terms of both practicality, technological constraints and possibility.

Conference recognises that many of the production processes used across our industrial sectors can be contributors to greenhouse gases.

Conference also recognises that these processes provide jobs for our members.

However, Conference also recognises that there will be no jobs on a dead planet.

Unite must consider the potential impact on our industrial sectors of climate change coupled with changing production methods, including the threat from automation, and consequentially take steps to protect jobs and ensure that where there are threats to jobs there is a 'just transition' – securing workers' rights and livelihoods while shifting to sustainable production.

Conference applauds the section of the 2019 Labour Party Manifesto which called for the development of a new green deal, aimed at combatting climate change and growing well paid, skilled, unionised manufacturing jobs in the UK. Despite the outcome of the 2019 election, many of the ideas contained in the manifesto are still urgently needed and worth fighting for, especially issues around manufacturing and climate breakdown.

Recent Transport for London (TfL) contracts to build London buses and trains for Crossrail highlight the inability of so called market forces to protect jobs in the UK. These contracts have been won by manufacturers based in Europe, with no consideration for the social impact of job loss, further undermining our manufacturing base and hindering the development of manufacturing facilities, skills and supply chains in the UK.

There should be a requirement in all public service procurement contracts for a social impact assessment especially including apprentices for young workers. This is increasingly important as an alternative to precarious employment and youth exploitation by the gig economy. The UK workforce has transferable skills enabling a 'just transition' to a low carbon economy to be a realisable goal.

A growing efficient planned public transport system based on need not greed is a prerequisite of combatting climate breakdown and air pollution in urban centres, in tandem with this is a green manufacturing and public procurement policy able to match the growing threat posed by climate breakdown.

Conference accepts the fact that climate change is a result of global warming caused by human activities. This is a grave danger for future generations. To take no action will be a betrayal for all yet to come.

Conference therefore calls for Unite to:

- campaign for a 'just transition' across all sectors of our economy so that economic and social justice are at the heart of every decision taken to deliver a decarbonised energy system. This should entail the delivery of a national industrial and political strategy inclusive of the impacted sectors that prioritises investment in a decarbonised energy system that delivers a fair and 'Just Transition', including the rapid development of Carbon Capture and Storage, Energy from Waste, and future fuels to deliver a Green New Deal to all sectors of the UK economy;

- ensure that this is a workers' 'just transition', campaigning that future climate jobs are secure, sustainable, good jobs delivered through collective bargaining and that those workers and communities whose industries are threatened by the necessary changes to develop a low carbon world have jobs protected and their skills fully utilised in the sustainable industries of the future;
- develop:
 - model agreements for negotiating a 'just transition' which protects jobs;
 - analysis of each sector's impact due to climate change;
 - sector specific education/communication for members on the impact of climate change, including a need for a 'just transition' which protects jobs;
 - the core ideas of Labour's 'Green New Deal' and campaign publicly and vigorously with the Labour Party for rebuilding a manufacturing economy focused on developing a green economy with combatting climate breakdown and an industrial strategy with well-paid manufacturing jobs as its priorities;
- campaign, with the TUC, STUC and other bodies to commit the UK and the Scottish Governments for CCS technology to be developed as a matter of urgency;
- campaign within the TUC, Labour Party and other sympathetic political and community organisations to deliver the above actions and raise the importance of taking urgent action via a 'green new deal' to address the climate emergency, addressing its devastating impact on the elderly and the most vulnerable people in our society;
- use its resources to force government and corporations we have relationships with to take all necessary steps to support investment in, and the development and use of, technologies that reduce our reliance on fossil fuels;
- lobby the government to support a 'just transition' from fossil fuel to sustainable energy generation and use. With trade unions, workers and our communities at the heart of any discussions alongside the protection of jobs, wages, skills and communities;
- miss no opportunity in challenging climate change denial, whether by governments, corporations or other bodies, using all available economic and political leverage at our disposal.

Mover: **John Gillespie Scotland**

Seconder: **Stephanie Kasprowski South West**

Composite #10: Climate Emergency (incorporating Motions 64, 66, 69, 70 +A and 73)

**Finance & Legal NISC
Road Transport Commercial, Warehousing & Logistics NISC
East Midlands/DE51 Chesterfield CMA Branch
East Midlands/NN14 Barclays Works Branch
North West/389 Manchester Social Action Branch
East Midlands/Finance & Legal RISC (A)
East Midlands/NN14 Barclays Works Branch (A)**

Conference welcomes:

- the energy, principles and commitment of the school students striking over the climate emergency. We note that the science is unequivocal on the reality of climate change, and the reality that human economic activity is the driving force;
- the school students' movement as a profoundly democratic and collective initiative, and recognises these young people as the trade unionists of the future.

Conference notes that:

1. the Earth's temperature has already risen by 1 degree above pre-industrial levels;
2. the urgent need for action on the climate emergency, both in response to existing negative impacts such as extreme weather, fires, droughts, floods and loss of habitat and species; and to avoid the catastrophic and irreversible climate damage which we increasingly realise the world is on course for, after the 2018 Intergovernmental Panel on Climate Change (IPCC) report;
3. the Intergovernmental Panel on Climate Change (IPCC) in 2018 warned that we only have 12 years to keep global warming to a maximum of 1.5 degrees. Carbon emissions need to be cut by 45% by 2030, and reach zero carbon by 2050 in order to avoid a dangerous tipping point;
4. the tremendous impact of the school students' strikes initiated by Greta Thunberg and Extinction Rebellion (XR) rebellions in shifting government complacency over climate change forcing them to amend the 2008 Climate Change Act;
5. the shift in public attitudes to climate change, as quoted in the Government's Department of Business, Energy and Industrial Strategy 2019 public attitudes tracker: "In March 2019, 80% of the public said they were either fairly concerned (45%) or very concerned (35%) about climate change...the highest since the survey started in 2012...Seven in ten people (69%) said that climate change is already having an impact in the UK";
6. Unite is a signatory to the 'One Million ~~Green~~ Climate Jobs' report produced by the Campaign Against Climate Change trade union group;
7. the urgent need for action on the climate emergency, in response to existing negative immediate impacts such as extreme weather, fires, droughts, floods and loss of habitat and species;
8. climate change is already impacting all aspects of our lives; from more extreme weather conditions, to reduction of species biodiversity, to the plight of climate

refugees to air pollution. Fires in Australia in December 2019 and flooding in Jakarta, Indonesia in January 2020 have again highlighted what the stakes are and the urgency;

9. the participation of workers in the 'Earth strikes' including solidarity strikes, rallies and protests—most notably in Britain on 20 September 2019;
10. that the 2019 TUC Congress passed a resolution initiated by members of the University and College Union (UCU) calling for workplace action and solidarity with the Earth Strike on 20 September 2020—which was supported by Unite;
11. that school students have continued to call national strikes;
12. That the United Nations Framework Convention on Climate Change (UNFCCC) Conference of Parties (COP) (also known as COP 26) is scheduled to take place in Glasgow in November 2021. Importantly this will review UN member states effectiveness in implementing the Paris Agreement from the COP21 talks in 2015;
13. that an estimated 500,000 people joined protests at the COP25 talks in Madrid after the summit was moved from Chile;
14. that UN 'COP' Climate Change Conferences have become a major focus for campaigners.

Conference believes:

1. the issue of climate change is affecting and will continue to affect our members' lives; we need strong policies to support our members on this. It is a trade union issue;
2. that our trade unions can make a big difference to the movement against climate change and that a fightback in the workplace is a crucial part of the fight to reduce carbon emissions;
3. that the brilliant stand of the school students deserves our full solidarity. They have given us all hope for the future;
4. the school students' "Fridays for Future" protests have been significant in dragging the arguments over climate change, and the threat it poses to millions of people, to the centre of political discourse, not just in Britain but globally;
5. that the COP26 summit in Glasgow in November offers an important and unprecedented opportunity in Britain for protests that can pile pressure on governments around the world - not least our own - to take action on climate change;
6. the future of our planet is at risk if we do not organise to force governments to cut emissions at least in line with the 2018 IPPC report;
7. that the harshest impact of climate change will fall (is already falling) on those least able to protect themselves - the poor and the dispossessed. Conference therefore believes that governmental action is essential if there is to be any hope of minimising this impact and, as the transport sector is responsible for over 20% of the carbon released to the atmosphere, any climate solution will inevitably impact on our members in the transport industries;
8. opposing climate change is a trade union issue;
9. that many pension schemes and employers, especially the banking sector, continue to invest heavily into fossil fuel without any visible plan to switch this investment out of fossil fuels to renewable energy;

10. that Unite has a responsibility to engage with employers about the issue of climate change and their duty to act responsibly vis-à-vis climate change
11. that we cannot longer wait for our government of choice to implement policy to tackle climate change. We believe that a radical refocus on to environmental demands in the workplace is necessary to tackle the impending crisis and to ensure a just transition to a decarbonised economy, protecting jobs and livelihoods.

Conference recognises that a 'just transition' (that protects the lives, livelihoods and rights of working people, the poor and the disadvantaged) to a decarbonised economy is not only right, but is the only way the movement against climate chaos will secure the mass support needed to win, and avoid a rich minority protecting themselves at the expense of the planet and the vast majority of people.

Conference joins our Assistant General Secretary Steve Turner in congratulating the school students striking around the world for real climate action and welcomes the decision of the 2019 TUC to support those school students and to call for a solidarity action.

Conference has no confidence that governments dominated by millionaires and industrialists will seek solutions in the interests of the poor or dispossessed - the vast majority of working people.

Conference instructs the EC to:

1. consider affiliating/reaffiliating to the Campaign Against Climate Change which initiated the 'One Million Climate Jobs' campaign;
2. fully involve Unite in arrangements for the protests in Glasgow in November, including by providing adequate transport (chartered train, for example);
3. publicly state our support and solidarity with the climate strikers and with the wider movement for rapid and effective climate action;
4. encourage all units of our union to invite climate strikers and/or speakers from the Campaign Against Climate Change Trade Union Group to speak at their meetings within the next 12 months;
5. encourage all units of our union to give practical peaceful support to the climate strikes, without adults taking it over, e.g. promoting the strikes on social media, encouraging members to attend, and taking our flags or banners to such events if agreed with the school strikers;
6. actively seek contact with the school students' "Fridays for Future" campaign, with the object of initiating dialogue to seek an environmentally-friendly transport policy, which reflect their concerns and our members' interests;
7. call on all units of our union to organise to make COP26 in Glasgow a major focus of campaigning for effective action on the climate emergency;
8. call on employers and local authorities to declare a climate emergency and involve workers and communities in planning, implementing and monitoring to rapidly achieve zero carbon emissions, including ending investments in fossil fuels;
9. call on employers to recognise Unite green/environmental reps and give them work time for their activities;

10. campaign for legal recognition of Green/Environmental reps similar to that of Health and Safety Reps;
11. provide adequate training for reps including carbon literacy training and training to scope supply lines;
12. create climate action groups or subcommittees at workplace level and within our structures;
13. carry out a major exercise, along similar lines to the work on automation, to understand the potential impacts of the climate crisis, and the responses to it, on employment in each Unite region and sector;
14. produce a set of guidelines and a model policy that reps and officers can agree with employers regarding employer investment strategies;
15. encourage union reps and union members to become member-nominated pensions trustees. Once elected they should be encouraged to join the Association of Member Nominated Trustees who have already significant information available to encourage more ethical investments within pension funds;
16. encourage reps and officers to raise this with employers and demand that as soon as possible they create and act on a time-scaled plan to disinvest from fossil fuel producers consistent both with a 'just transition' and with the scale of the climate emergency facing humanity;
17. develop a campaign to call for support for this within our membership;
18. ensure that Unite as an organisation continues to focus on its carbon footprint and how that can be minimised;
19. produce guidance on what climate-related demands to include in collective bargaining, including ones which could be the basis of a lawful "trade dispute" under current legislation;
20. campaign for a legal right to strike and to repeal all legislation that makes it harder to strike over climate;
21. start collating victories and good practice in workplaces via Work Voice Pay, providing good practice and benchmarks for employers across all industrial sectors;
22. ensure that our union is visible and seen as a relevant and useful organisation within the climate movement and that participants in the climate movement are encouraged to join our union;
23. campaign for massive public investment in the jobs required to address climate emergency, including massive improvements in renewable energy, housing improvements (e.g. increased insulation) and public transport;
24. campaign for the return of a Labour government committed to working for the many, not the few, as a necessary first step to ensuring governmental industrial and environmental policies protect our members as well as the environment;
25. actively seek contact with other unions to develop and promote the above to make clear that an economic system driven by a 'buy cheap, sell dear' philosophy will inevitably lead to a degradation of the environment - globally, but also in the workplace.

Mover: Richard Milner East Midlands (online)

Seconder: David McCord Ireland

Composite #11: Precarious Workers

(incorporating Motions 79, 80 and 81)

Scotland/Regional Young Members' Committee
West Midlands/Regional BAEM Committee
Ireland/RI/B5010 English Language Teachers Branch

Conference believes that precarious workers are some of the most overlooked workers not just in society, but within our movement. Conference notes the precarious work being carried out in today's society. There are disproportionate number of BAEM workers in this type of work. They are often employed by agencies and therefore with little control over their work and are vulnerable. They are often released after 13 weeks and then await the next call.

These workers are often bullied as they have very little protective rights. Employment abuses such as the overuse of fixed-term and low-hour contracts, bogus self-employment, and the targeting and harassment of union members all contribute to the culture of fear in many workplaces. Fear and insecurity at work harm workers' mental and physical health, their financial resilience, and their ability to provide for their families.

As work becomes increasingly insecure in many sectors, the rise of the so-called 'gig economy' challenges the effectiveness of traditional organising models and the appropriateness of current union structures. If we are to attract and retain members and activists who are in precarious employment in union-hostile workplaces, Unite must develop an organising strategy which will be effective in these situations.

That is why it is vital that Unite prioritises organising these workers and develops the new organising, education and industrial models that will be needed to achieve this. These models and strategies should be developed based on sound research and as a matter of urgency as the world of work becomes increasingly precarious and workers need unions more than ever.

Conference calls on Unite to carry out research into the unionisation of precarious workers, identifying and analysing both successful and unsuccessful strategies used by Unite and other unions, with the aim of developing an organising strategy which addresses the unique challenges in organising those in less secure work. We need a better way to encourage them to join the union.

The union must also commit sufficient resources, time and appropriately-trained organisers to support workers who are at risk of harassment, of having their hours cut, or of losing their jobs for even mentioning the union to their colleagues.

With precarious worker's success in campaigns such as, Better than Zero in Scotland and Unite Hospitality in which employers were held accountable for appalling practices such as withholding pay and tips, it is clear that these workers can be powerful in creating change and winning against bad bosses when empowered and supported by the trade union movement.

We therefore call on the Executive Council to:

- carry out a review of our current structures in order to consider precarious workers who are not in unionised work places.
- commit to renew funding for organising across all precarious work sectors such as retail and hospitality as well as for apprentices in order to properly organise these work places.
- provide the needed support for workers setting up branches within precarious work places.
- implement a mentoring scheme in which precarious workers can be inspired on how the trade union movement can win change
- put pressure on Governments to introduce a statutory right to a contract of at least 16 hours, to raise the minimum wage and equalise it for young people, and make workers' rights enforceable from day one of employment.

Mover: Maria Feeney Scotland

Seconder: Pete Russell West Midlands

Supporting Speaker: Colette Godkin Ireland

Composite #12: State Pension
(incorporating Motions 88 and 89)

North East, Yorkshire & Humber/Regional Retired Members' Committee
North West/Regional Retired Members' Committee

Conference notes that retirement pensions in Great Britain are the lowest in Europe at 29% of normal earnings.

The two tier system of pension provision is totally insufficient to maintain any dignity and quality of life in retirement.

The TUC has little policy on retirement age pensions other than to support the NPC aspiration of £220 per week pension with no strategy on how to achieve this.

Many suggestions have been mooted on how to achieve a decent retirement age pension, but no real strategy on how to do it.

In the light of the demise of most final salary schemes and private pensions producing a very low yield, Conference call on the Executive Council to:

1. Campaign for a more meaningful state pension which would alleviate future pensioner poverty producing dignity in retirement;

2. Set up a Working Party to draw up a ten year strategy to achieve a retirement pension of 50% normal earnings;
3. The Working Party to consist of 3 members of the Retired Members National Committee, one of whom shall be a woman; 1 AGS and 2 EC members, 1 who must be a woman.

Mover: Bill Moores North West

Seconded: Ronnie Morrison North East Yorkshire & Humber

Composite #13: Dignity for Older People (incorporating Motions 91 and 128)

Wales/Regional Retired Members' Committee **West Midlands/Regional Retired Members' Committee**

Conference welcomes the decisions made by the 2019 sectoral conferences which covered many issues of importance to our retired members but also to our wider membership. The issues included:

- transport policy and the need for a properly integrated UK public transport policy;
- the provision of public toilets;
- the state pension and the triple lock;
- social care – a demand for a universal care system like the NHS.

The fact is that the UK has a rising number of older people as a proportion of the population and this trend will continue.

However, there are growing inequalities:

- there is recent evidence that the rise in life expectancy has stopped and may be going into reverse;
- there are huge variations in life expectancy between affluent and poor areas, up to 18 years difference in many places;
- fuel poverty is growing and is compounded by the fact that many people live in older housing stock;
- ageism and abuse of older people is increasing and for a lot of people over 75 loneliness is a growing problem.

Although there has been some progress, e.g. in Scotland with the provision of free personal care, in order to attain a decent society where people can age well radical action is required. For too long the issue has been kicked into the long grass with debates about care costs being demonised as “a dementia tax” etc.

The Welsh Government commissioned a report on paying for social care which suggested a common insurance fund to pay for the increase in the cost of adult social care; a system of enhanced social insurance.

The Westminster Parliament's view is that, in principle, the personal care element of social care should be delivered free to everyone who has the need for it, but that accommodation costs should continue to be paid on a means-tested basis.

Conference calls for Unite to campaign for:

- all men and women to be entitled to dignity and security in retirement and for intergenerational fairness preventing attacks on future pensioners;
- significant improvement to the energy efficiency of our housing stock. This would also contribute to a reduction in carbon emissions;
- greater funding for the NHS, an end to privatisation in the health service and a national care service funded from general taxation that is free at the point of delivery and without means-testing;
- a state pension set above the official poverty level, at around £220 a week and linked to the triple-lock of the higher of earnings, prices or 2.5%;
- maintenance of universal pensioner benefits such as free bus travel, a £500 winter fuel allowance, free prescriptions and the reinstatement of the TV licence for the over 75s, fully funded by government;
- a minimum of 85,000 homes to be built each year that are both affordable and suitable for older people whilst recognising the specific barriers to downsizing that older people face;
- a Commissioner for Older People, independent from government, who can champion and safeguard the rights of older people and who has the legal powers and responsibilities to enact positive change.

Mover: Dereck Roberts Wales

Seconded: Lorna Burnham West Midlands

Composite #14: Preferential Voting
(incorporating Motions 92, 93 and 95)

South West/Education RISC
London & Eastern/0480M London Finance & Legal Branch
South East/6240 Portsmouth Branch
South West/049 Bournemouth Branch

Conference notes that the UK is one of only three major developed countries to use a First Past the Post voting system for general elections.

There is a consensus among experts that First Past the Post has a strong right wing bias wherever it is used, leading to parliaments and governments that are on average much more right wing than the voters.

This corresponds exactly with the UK's experience. Most votes went to parties to the left of the Conservatives in 18 of the last 19 general elections, yet the Tories have been in power for 63% of this time. Instead of building a society 'for the many', this has created one of the most unequal societies in the developed world, with some of the most restrictive trade union laws.

Conference notes that whilst Labour won more than 10 million votes in the 2019 General Election (more than Tony Blair received when he won in 2005), Labour nonetheless lost 54 seats to the Tories, giving them a large parliamentary majority. Conference further notes that the UK is one of only three major developed countries to use a First Past the Post voting system for general elections. Proportional voting systems are used in many other UK elections.

Conference believes we need a Labour government to reshape society in the interests of workers and our communities. But it is imperative to realise that the current voting system offers no protection against later Conservative governments tearing up these hard fought gains as they have in the past. The world's most equal and progressive societies all use forms of proportional representation which prevent rule by a right-wing minority and lock in the hard-won victories of their Labour movements.

Opinion polling from just before the General Election found that 76% of Labour members believe the party should back a change in the voting system, with just 12% opposed. We believe that the time is right to campaign for change.

Conference therefore resolves:

- to adopt a policy of opposing First Past the Post and instead supporting moves to explore, select and introduce a new voting system for the UK
- to hold regional educational events to give members information about how different electoral systems can enable or hinder the left of politics, and how they impact on the kind of policies and outcomes a society ends up with, and to promote debate and discussion amongst members
- to ask the Executive Council to consider reports back from these events which include feedback from members
- to call for the Labour Party to support moves to explore, select and introduce a new voting system, to promote discussion and education amongst its membership, and to commit to including the voting system for general elections in the remit of its planned constitutional convention.

Mover: Norman Chislett South East

Seconded: John Burbage South West

Composite #15: Clause IV
(incorporating Motions 96 and 97)

London & Eastern/Education RISC
South East/6263 South East Building & Contracting Branch

Conference notes:

- Unite is affiliated to Labour Party and that the union has a strong voice into the policies and working of the party
- the decision of the 2019 Labour conference to establish an NEC review to look into a new wording for Clause IV
- we also note that 62% of local Labour Party delegates voted to maintain the original 1918 wording, which committed the Party to common ownership of the means of production.

Conference believes:

- Unite wants Labour Party to be the party of the working class rather than party of the bosses
- to fulfil this obligation, we also believe we should pay tribute to the great contribution of the late Tony Benn to the Labour Party
- as a result, we believe that Labour Party should enshrine into its constitution a new Clause 4, using Tony Benn's own words. This reads as follows:

We stand for the inherent rights of all people to useful work, good homes, education, health care and dignity in retirement, free from all forms of discrimination.

We believe that these rights cannot be fully realised under capitalism where human values are subordinated to the demand for profit. Our aim is to abolish the obstacles to the realisation of those aspirations.

As a socialist party, we do not exist to manage capitalism. We aim to bring about a fundamental transformation of society, which will give to everyone a chance to live a full and satisfying life.

We will adopt the means necessary for that purpose by, amongst other things, the common ownership, under democratic control and management by working people, of the commanding heights of the economy, including the banks and finance houses, the land and all the companies which dominate our economy.

We stand for a democratic socialist society based upon the principle from each according to their ability to each according to their need.

Conference resolves this would be a fitting testament to Tony Benn and Conference calls on Unite to support the new Clause 4 in the forthcoming Labour Party Conference using the above wording.

Mover: Arsalan Ghani London & Eastern

Seconded: Russ Blakely South East (online)

Composite #16: Anti-union Laws
(incorporating Motions 99, 100 and 101)

**London & Eastern/1111 Housing Workers' Branch
South West/001408 Bristol Area Health Sector Branch
West Midlands/6030 Birmingham South Branch**

This union believes that the election of the Boris Johnson's Conservative government represents a renewed threat to the pay, jobs and working conditions of workers, as well as our trade union rights.

The Conservative manifesto contained a commitment to introduce new anti-union legislation, targeted specifically at the rail and transport unions which we believe will be extended to other sectors. The Tory government has therefore made no secret of its intention to act decisively against workers in the interests of big business.

Conference notes the Conservatives put an election pledge to create new laws to force workers to provide a minimum service during transport strikes into the Queen's Speech on 19th December 2019. This flagged their intention to bring such a Bill in this Parliament.

Within hours of the General Election result we witnessed judicial and political mechanisms being used to suppress industrial action. The High Court ruled against strike action across the Royal Mail, despite the Communication Workers Union's overwhelming result of a 97% vote in favour of action on a 76% turnout. This served as an early expression of an increasingly worker-hostile environment. The judgement received implicit support from the new government and will further embolden employers wishing to impose job cuts and detrimental changes to our working conditions.

Events in France have shown that trade unions can mobilise masses of workers and achieve victory over injustice. In early 2020, the Macron government, elected with a huge majority, was forced to give significant concessions to the movement due to militant, co-ordinated strike action.

Conference believes:

- (1) that the UK has the toughest anti-trade union laws in Europe, the Tories already made balloting for strike action considerable harder with the 2016 legislation; unchallenged and given the opportunity they will keep making it harder and harder for workers to take effective collective action;

- (2) if the Bill goes through Parliament to impede the effectiveness of transport strikes the government may try to do similar things in other industries;
- (3) it is only by coming together as a union movement that these attacks can be stopped, we need unity and solidarity of the entire movement;

This union resolves:

- to break bad laws through organised action if necessary; after all, our trade union rights were won through decades of struggle and civil disobedience
- to call on the TUC to call a national campaign against this legislation which should include a national Day of Action and to prepare the union movement for attacks by the Conservative government by means of a special conference open to all union members or democratically elected delegates
- to call on the TUC to organise a Saturday London demonstration demanding repeal of all anti-union laws, defend the transport unions and the CWU; should the TUC fail to act to organise the campaign ourselves in a coalition of the willing
- to ensure that no union fights alone; if any union is targeted by anti-union laws, Unite will lead others in rallying to their aid.

Mover: Torkwase Holmes South West

Seconded: David Oladele London & Eastern

Composite #18: National Health Service
(incorporating Motions 111 +A and 113 +A)

**South West/Health RISC
West Midlands/Coventry & Warwickshire AAC
London & Eastern/524 Central London Voluntary Sector Branch (A)
South East/6259 Bracknell Branch (A)**

The National Health Service is one of Labour's proudest achievements, a dearly loved public institution which we all benefit from. It is the envy of the world and is the best in the world.

A decade of Tory health cuts and privatisations has pushed our greatest institution to the brink; our hospitals are crumbling, equipment is outdated, IT systems are inadequate and community facilities are neglected. We are having to cope with around 100,000 staff vacancies in NHS England, including a shortage of 44,000 nurses and 15,000 fewer hospital beds.

The Tories declared they would "throw money at the NHS" in 2019 and the concern is that this will support the transformation plans of the STPs (now called 'Healthier Together') to continue to privatise and soften us up for an American style system where we have to buy insurance before we get any kind of health service.

In all of this staff are under tremendous pressure yet still deliver for everyone.

We now face at least five more years under a Tory government with its ideological conviction that privatisation is best and the risk of the installation of the UK as a subservient junior trading partner of the US, where profit-hungry multinationals are already demanding privatisation of our NHS.

Conference calls on Unite to campaign for:

- safe staffing limits for all staff;
- investment in training and developing NHS staff throughout their careers;
- re-introduction of a fully adequate training bursary for nurses, midwives and allied health professionals;
- a review of tax and pension changes implemented by the Tory government to ensure that the workforce is fairly rewarded and that services are not adversely affected;
- provision of mental health support for staff;
- creating a working environment within the NHS that is safe, flexible and free from harassment, bullying or violence;
- an end to all further privatisation, the internal market, and the Government's proposed Bill which, if enacted, will bring private providers even closer to the heart of the NHS;
- the strengthening of our campaign against NHS privatisation in collaboration with other unions;
- full support for any pay claim put forward by NHS workers;
- full PPE for all NHS staff and outsourced workers that need it;
- exposing and stopping the corrupt handing over of millions of pounds in public money to private companies to carry out work which should be carried out by the NHS.

Mover: Emma Barton West Midlands

Seconder: Joyce Still South East

Composite #19: Local Authority Cuts
(incorporating Motions 117 and 118)

London & Eastern/Regional Retired Members' Committee
London & Eastern/1228 Waltham Forest Council Branch

Conference reaffirms Unite's opposition to all cuts, whoever implements them and wherever they occur. This policy has raised our standing inside the public sector as a fighting-back union.

Local authorities have been particularly hard hit by ten years of Tory-led austerity. By May 2019, almost 60p of every £1 in central funding had been taken from councils, amounting to a cut of almost 22% of expenditure on services.

Even before the Covid pandemic, councils of all political persuasions have made cuts including so-called 'financially sensible' Tory councils, like Northamptonshire and Somerset, who have been forced into effective bankruptcy or near bankruptcy. The solutions imposed on working people in all these cases have been more cuts, rises in council tax and or increases in charges for services, which is having a detrimental effect, particularly on pensioners.

But Labour councils have also made cuts, and we recognise that this was an issue in the 2019 general election, with disillusion amongst Labour voters at the failure of Labour councils to improve the standards of living in their districts. A determined struggle for increased funding would have raised confidence in deprived working class communities that Labour would act against Tory central government.

Increasingly councils are resorting to policies that both reduce expenditure and raise revenue, at the expense of their workforce, jobs, and the residents of the council area, and which affect retired people. These include:

- the selling off of public land to property speculators for the development of residencies, flats or houses, normally not at genuinely affordable prices. This brings in revenue to buy the land, resulting in the loss of public space, and increased revenues in council tax, but in most cases does nothing to deal with genuine housing need when such new buildings sell for several multiples of the average wage or pensions in a council area;
- the increased establishment of trading companies, legally separate from but run by councils, which are used to avoid union-negotiated agreements on pay and conditions. These are similar to the 'wholly owned subsidiaries' in the NHS. We welcome Unite's recent pamphlet 'Insourced Public Services' as a first step to fighting to take services back in-house;
- the buying of property, particularly retail outlets such as malls, as a means of generating new income; this at a time when the retail outlets are diminishing as a result of tight consumer spending and the competition of digital shopping, a process that was accelerated by the collapse of physical retail due to the pandemic.

These practices and others have inherent risk, including from the cycle of the capitalist economy, but which the lockdown has accentuated and highlighted. They are no sustainable basis to maintain public services in the long term other than a substantial rise in public spending can do that. The myth of the 'magic money tree' has been blown open by the billions of pounds found by the Government to protect public services from the collapse in revenue caused by the closure of services, increased public assistance and other actions during the pandemic that have simultaneously reduced revenue and increased expenditure.

Having lost the General Election, campaigning is our only way forward to restore funding to local councils. Unite can lead the way on this by strengthening its campaigns with the National Pensioners Convention (NPC), other unions and campaigning bodies.

Mover: Theresa McKay London & Eastern

Seconded: Kevin Parslow London & Eastern

Composite #20: A Sustainable Unite (incorporating Motions 138 + A, 139 and 140)

East Midlands/Community Youth Workers & Not for Profit RISC
East Midlands/Energy & Utilities RISC
Scotland/Education RISC
Ireland/NI/B0053 Belfast Hospitality Branch (A)

As the largest trade union in the country we hold a number of diverse responsibilities, but the overriding priority is the support and welfare of our members. This can come in a number of ways from salaries, terms and conditions and job protection to welfare and safety.

As a large organisation we need sometimes to take an overview and determine how we might look and evolve in the future and, to this end, this Conference asks that we should commit fully now to examining the initiative to combat climate change and determine how Unite can support this.

It has become apparent that the concerns relating to climate change has become a driving force, especially among young people, and this Conference believes it would reflect well upon all of our activities if we can be seen to respect this and encourage support for sustainability, reduction, reuse or recycling of material.

This has the potential to reinforce that we are a trade union with a conscience and we can begin this process in fairly small ways initially by encouraging recycling at events and conferences and ensuring recycling facilities are available at all Unite buildings.

Unite's principles are founded on creating a fairer society for all workers without detriment to employees' working conditions and environmental standards. Unite recognises that the hospitality sector has suffered a period of low trade union density and lack of collective bargaining rights as a consequence of an assault on hospitality workers' terms of employment. This has been exacerbated by opportunistic employers using the cover of the coronavirus pandemic.

Therefore Conference demands that all Unite branches and regional offices recognise the need to source food from sustainable and ethical providers. It is important that Unite members bare this in mind and exemplify such solidarity in their practice when engaging hospitality workers.

Conference calls upon all Unite the Union branches and offices, wherever possible, to implement the following actions without delay:

- source food and drink from local business that have not made moves to exploit the Covid-19 pandemic to further wage assailant on hospitality workers' working conditions, be that fire-and-rehire, abuse of JRS or failure to ensure a safe working environment for staff; instead Unite should use, where possible, and encourage local businesses who pay the Living Wage and who provide guaranteed employment

status to staff; Unite recognises that in order to achieve this last point the union acknowledges the need for additional resources to be devoted to organising in the sector

- food provided must be sourced sustainably and have as little impact on our environment; tea, coffee and sugar should be Fairtrade
- food and drink must be served with crockery and cutlery and washed up in the dishwasher to reduce single use plastic and paper plates; whenever Unite representatives gather together either at Unite premises or at external events, the event organiser do everything possible to ensure that local procedures are in place to support recycling of all relevant materials
- we must seek to minimise waste and reduce left over lunches; when practicable; adhering to food safety guidelines, seek to ensure that any leftover food is used in the most sustainable fashion possible - be it donation to local charitable organisations, being made available to people living on the street, or if no longer suitable for human consumption that it is used in either animal feed, or composting.

It is important that Unite the Union communicates these actions when providing food to its delegates, so members understand the reasons behind the practice, their role in implementing this change and the promotion in similar behaviour in their own workplaces and home environments.

Conference notes Labour Party Policy on introducing a “zero carbon homes standard” for new build homes which embraces better energy efficiency standards and renewable energy sources.

The policy will mean the day to day running of the new home would not add additional carbon to the atmosphere and could mean all new homes would be fitted with solar panels, super-efficient insulation and triple glazed windows.

Conference instructs Unite to adopt this policy for all their future new build projects, and work towards existing builds becoming carbon neutral where financially viable.

Mover: Adam Umney East Midlands

Seconder: Deena Bettison East Midlands

Supporting Speaker: Stuart Forrester Scotland

Composite #21: Organising in the Post Covid World

(incorporating Motions 146, 148)

**Scotland/Executive Committee
West Midlands/Regional Committee**

Conference notes that the TUC's New Deal makes sensible points about organising workers in the pre-Covid environment, but hardly any of these were put into practice. The employers' opportunist attacks on workers during the pandemic has shown that real organisation, not just trade union membership, is the key to resistance and fighting back.

Some features of this have been:

- a. key workers: while key workers have been widely applauded, government and employers have still sought to suppress pay and conditions
- b. home working & IT: home working has seen workers separated from their workmates, and employers have sought to exploit this; however, IT savvy workers have also found ways to use what employers see as the means of control, to unite and manage their own situation
- c. community organisation: tenants have been at the forefront of the struggles to resist exploitation, and tenants and community unions, based on trade unions, but geared to reacting quickly with widespread mobilisation, have proved invaluable
- d. gig economy: the iniquities of the gig economy have become even clearer during the pandemic, but TUC affiliated unions have been slow to understand the nature of the workforce, and to develop appropriate ways of organising
- e. TU structures: workers in insecure employment tend to be unrepresented on committees, and so the structures tend to preserve the status quo, rather than respond to new circumstances
- f. industrial action: while the legal route to industrial action has been used effectively during the pandemic, so have more informal actions; collective actions have to be suitable for the issue at hand, and timely.

All these phenomena show that trade unions are only effective and sustainable if they are able to respond quickly and effectively to any developments. Trade unions must become enabling, not monolithic.

Conference also notes that, post pandemic, many employers - and many workers - will seek to continue homeworking, either fully or as part of a "blended working" approach. Conference, therefore believes that there is a need to further develop organising and bargaining strategies relating to homeworking. Conference believes that these strategies must be based on consideration of both the potential advantages and disadvantages of homeworking.

Conference welcomes the production by Unite of a "template homeworking framework agreement."

However, Conference believes that there is a need for further strategy and policy development in this area, with the aim of identifying:

- additional bargaining demands to build on minimum standards
- how we can ensure that all officers and shop stewards are fully informed, trained and supported to deliver homeworking agreements
- additional steps to meet the challenge of organising, recruiting and retaining homeworkers in membership.

Conference calls for measures to:

- ensure that our membership records are complete and more regularly updated in order that we can effectively communicate with existing members working from home and involve them in online discussions and meetings.
- map workforces (as well as workplaces) and reach out to potential members who are working from home.
- improve our communications to reach out to homeworkers, including additional resource regarding our digital communications.
- learn from previous campaigns to communicate and organise remote workers (e.g. our offshore workers campaign).
- apply lessons from homeworking surveys and campaigns conducted and/or supported by Unite and other unions (including internationally).
- conduct more face-to-face post-Covid doorstep/household communication with members and potential members, with a particular role for Community Organisers resourced to build community organising teams.
- provide both “stand alone” training on organising homeworkers and the integration of sessions on this in general shop stewards courses.
- build collective actions of homeworkers, including “a right to disconnect” and pressure for legal changes around electronic balloting.

Conference instructs Unite to canvass the views of all Unite NISCs, RISCs and Branches on the good and bad examples of trade union action and organisation during the pandemic, and prepare a paper for the Executive Council drawing these lessons and recommendations together for organising in the “new normal” workplace post-Covid.

Mover: Agnes Tolmie Scotland

Seconder: Stuart Hedley West Midlands

Composite #22: Covid-19, Sick Pay and Support (incorporating Motions 147, 153 and 155)

**South West/Regional Committee
Engineering, Manufacturing & Steel NISC
Food, Drink & Agriculture NISC**

Over the period of the Covid-19 pandemic in the UK, Unite has led the way in ensuring that workers receive the best possible advice and support. This has led to a number of concessions by central government including the introduction and adaptation of the Job Retention Scheme.

Unite is seeking agreements with all employers and government support to maintain normal pay to those who self-isolate.

On 9 April the Government confirmed that employees who are self-isolating or on sick leave can be placed on 'furlough' and paid in accordance with the new job retention scheme. However, one area that central government has repeatedly failed to address, is in respect of calls to provide support for no loss sick pay provision for those without contractual provision entitlement.

This had an inarguably dramatic impact on infection levels and spread, particularly in areas like health and social care and, as was seen, had a terribly devastating loss of life impact in care homes. The evidence also shows that the elderly, infirm, BAEM communities and socially deprived areas in particular, were disproportionately affected.

The current Covid global pandemic has had a devastating and unparalleled effect on our members, their families and loved ones and communities worldwide. The UK government response has been nothing short of catastrophic and we cannot allow this to ever happen again. We are now in a world where the next pandemic or global catastrophe could be imminent and we cannot afford to be complacent.

Conference salutes the courage and steadfastness of all the frontline workers treating and nursing all those suffering from Covid-19 with inadequate PPE and a criminally negligent government. The frontline casualties of the pandemic have more than earned society's gratitude, yet in many cases face the consequences with little or inadequate support. By June this year, it is estimated 120,000 UK health care staff and over 1 million people have been affected by Long Covid.

The Covid pandemic is this country's most significant crisis since World War II and has highlighted who the crucial people in our society are – very often the lowest paid and over worked, with lower life expectancy.

Conference notes France, Germany, Spain and many other countries as of May this year have already classified Long Covid as an occupational disease, and are covering the economic losses of the individuals affected, and that the Department of Health and Social Care is dodging the government's responsibilities towards frontline workers in their

response to the Covid crisis and that the criteria laid down by government for the Industrial Injuries Advisory Council (IAC) is loaded in favour of employers and is totally arbitrary.

In response to the Covid pandemic and long-standing health inequalities of our society, Conference calls upon Unite to:

- continue to lead a campaign in conjunction with sister unions, the Labour Party and other supportive organisations for the introduction of full sick pay entitlement for all individuals unable to attend work. This should be mandatory at a time of national crisis like the global pandemic;
- campaign for indefinite full salary pay for all employees of NHS Trusts, associated companies, and the care sector generally, plus all workers involved in the frontline care and transport of Covid patients to and from hospitals and care homes who have had, or have, debilitating conditions following Covid 19 infection;
- the extension of the £60,000 death grant to all families of the frontline workers who died in the course of work caring for and transporting Covid patients to and from hospitals and care homes.
- commence an immediate increase of social security sickness and universal credit payments to a minimum of the Real Living Wage to be paid from day one of the onset of a debilitating or dangerously infectious illness.
- establish a Pandemic Charter based on the needs and requirements of all sectors in order to protect all of those impacted by the fallout and will form the basis of a charter that will future proof our members against further pandemics or similar. As a minimum the following fundamental points should be considered when formulating the document:
 - all workers regardless of role, ability or level of earnings forced into furlough schemes or similar should be paid a minimum of 90% of average earning for the duration of such a scheme;
 - all workers to be paid full pay whether absent through sickness, having to self-isolate or similar as a result of a pandemic and enforced absence not recorded as sickness regardless of company policy or contract;
 - abolition of fire and rehire culture. All employees made redundant or laid off given the right to return on a minimum of the same terms and conditions of original contract of employment.
- lobby Parliament with the intent of establishing the charter as law following formulation of the charter.

Mover: Stephanie Kasprowski South West

Seconder: Mick Joyce North East Yorkshire & Humber

Composite #23: Covid-19 and Mental Health (incorporating Motions 149 and 156)

Chemical, Pharmaceutical, Process & Textile NISC Health NISC

Conference fully recognises and celebrates the work being done by the cornerstone of our union, our workplace reps and activists, in supporting members throughout the Covid pandemic. We are concerned that our reps are being pushed to their limit through the pandemic and are having to contend with an increased number of issues concerning the mental health impact of Covid on workers and their families.

Conference notes that in this year's Unite reps survey over eight in ten respondents reported having to deal with an increase in members reporting mental health-related issues, an 18 point rise on the 65% which topped Unite's May 2020 reps survey.

Conference understands that these mental health issues have been caused, and in some cases intensified, by a variety of pressures including job security, isolation as a result of lockdown, unreasonable work demands, financial concerns, and anxiety over health and safety when returning to the workplace.

Since the beginning of the pandemic, there has been a huge focus on the health and wellbeing of staff working within the Health sector. Reps in Health and in other sectors have been required to provide additional support to our members as well as face our own challenges related to Covid-19.

Although we acknowledge that there are courses and generic materials provided by Unite to support mental health, we ask that a formal process of support is offered by the union. Reps suffering due to the emotional load related to their duties should not be signposted to a leaflet or left on a GP waiting list. Unite has a responsibility to offer formal psychological support from trained counsellors that reps can easily access via the phone or online sessions should they feel at risk from mental health issues related to their duties.

Conference further notes the disproportionate impact of caring responsibilities within families, and that women carers are more likely to report symptoms of mental ill-health. Conference understands the disproportionate impact of mental ill-health on women, who most often carry out these roles as well as working. Conference notes that ONS reported that women reported significantly higher levels of anxiety than men at every point from the beginning of the pandemic in March 2020 to February 2021.

Conference further recognises that for far too many women home just isn't a safe place. This is shown by the statistics which identified increased numbers of women being killed during the pandemic and in the evidence that calls to, and contacts with, the National Domestic Abuse helpline reached more than 40,000 calls during the first three months of the Covid-19 restrictions. Conference recognises that it is vital that services are supported to address domestic abuse and packages are put in place to resource organisations that provide services for victims of domestic abuse.

Conference therefore calls on the Executive Council to:

- build on the excellent Unite mental health toolkit by rolling out a package of tailored educational courses specifically to consider the impact on workplace reps dealing with mental health issues in the workplace.
- deliver access to counselling services for reps that have suffered mental health issues due to the stress of supporting members throughout the pandemic.
- provide a graded response to protect and support the mental health of its reps to include:
 - formal network for regional peer supervision;
 - mental health cafes facilitated by a psychologist or counsellor;
 - telephone help and supplementary 1:1 sessions offered from a team of trained counsellors or psychologists for reps suffering significant stress or other mental health difficulties related to or exacerbated by their work as a rep.
- provide access to bespoke and targeted support and education by joint working with relevant support organisations to support women reps and members with caring responsibilities.

Mover: Paul Peacock North East Yorkshire & Humber

Seconder: TBA Health NISC

Composite #24: Safeguarding and Ensuring Rights of Black and Asian Ethnic Minority, Disabled and LGBT+ Workers against the Effects and the Impact of COVID-19 and Future Pandemics
(incorporating Motions 157, 158 and 159)

**BAEM National Committee
Disabled Members' National Committee
LGBT+ National Committee**

Conference recognises that challenging racism in the world of work requires trade unions to be in the vanguard, responding with robust action plans, collective support and comprehensive strategies to protect BAEM workers.

We will not go back to the old normal of discrimination and exploitation where Black and Asian ethnic minority workers and their contribution to society are invisible, underpaid and undervalued.

Conference therefore calls on Unite to continue its campaign for rights of BAEM workers including to:

1. Ensure workplace COVID-19 cases are properly recorded with race, disability and gender breakdowns and a duty is placed on employers to report occupational infections of COVID-19 in line with health and safety law; raise awareness with

Industrial Sectors of the importance of equality impact assessments of any Government support scheme to ensure BAEM people are able to access the support they need.

2. Call on Industrial Sectors to ensure employers review HR/equality policies to address race equality impacts of this and future pandemics including measures enabling safe working from home, access to PPE and safety equipment, safe travel to work, protection of jobs, pay and other entitlements; develop a national joint strategy between Unite Health Sector and the National BAEM Committee to tackle health inequalities, with accountability and targets.
3. Ensure proper attention is paid to addressing workplace health and safety and the effects of the pandemic as a key campaign issue; encourage BAEM members to become H&S reps; campaign for employers to complete and act upon individual Equality Impact and Risk Assessments for Black and Asian ethnic minority workers.
4. Develop and implement a new Race Equal Normal that challenges racism in the workplace, ends the race pay gap and delivers economic and racial justice for BAEM workers; ensure COVID-19 is not used to evade recruitment of black and Asian ethnic minority workers.
5. Campaign for the Government to introduce a legal requirement for employers to publish their COVID-19 risk assessments in their annual reports with race, disability and gender breakdowns and mandatory race pay gap reporting for employers with more than 50 employees; enact the socio-economic duty of the Equality Act 2010; to work with the Devolved Administrations to launch a review into the school curriculum to ensure it includes Black British history, colonialism and Britain's role in the transatlantic slave trade; eliminate institutional racism in all aspects of life including employment, health, housing and education.
6. Produce a series of posters/adverts as a campaigning tool with positive images of BAEM workers in various types of workplaces in raising awareness and tackling the issues outlined in this motion.

Conference recognises that two in three people who die from COVID-19 are disabled people and that the lasting effects of Long Covid can be extremely debilitating with symptoms that fluctuate and move around the body.

The pandemic has had and is continuing to have, a disproportionate effect on the employment prospects of disabled workers and is severely impacting on their jobs, pay and entitlements and the Government's measures in response to it has not been very supportive.

Conference calls on Unite to continue to campaign for the rights of disabled people at work including:

- A. A legal duty on employers to consider all disabled workers suitability for working from home including a rewrite of job descriptions so that jobs can be performed from home; ensure employers meet their legal obligation to make reasonable adjustments; reform "Access to Work" to make it easier for disabled workers to work from home; disabled workers to be given a new status of employment protection; an extension of the furlough scheme, or a creation of a scheme for those who are

shielding and cannot work from home; improving the EHRC Employment-Statutory Code of Practice; and campaign for Long Covid to be explicitly recognised as a disability under the Equality Act 2010.

- B. With other unions, call on the TUC to commission research on the specific economic and social plight of disabled self-employed workers for a targeted campaign to support their rights. This research should, in particular, focus on how the government COVID-19 schemes discriminated against disabled self-employed workers. Also, to address the impact on disabled Black and Asian ethnic minority workers.
- C. Raise awareness of the effects of Long Covid accompanied by a guide for reps; provide guidance for reps to ensure employers review HR policies protecting disabled workers in the event of another pandemic; encourage Unite Industrial Sectors to review reasonable adjustments in their workplaces, and to highlight with employers and within their own memberships the disproportionate effect of COVID-19 on disabled members; ensure robust strategies at the bargaining table and beyond to support disabled people stay in work and in more flexible workplaces; produce a series of posters/adverts with positive images of disabled workers, working in the workplace, and at home.

Conference acknowledges that LGBT+ people are at greater risk of experiencing mental health problems because of discrimination, isolation, homophobia, biphobia and transphobia.

Domestic violence and abuse has a particular impact on an individual's mental health and wellbeing.

During the pandemic due to social isolation and lack of financial stability entire families have been forced together. This is particularly the case for younger LGBT+ people with little option but to move back to live with family members who may be prejudiced or otherwise unaccepting of who they are. This in some cases has triggered violent and abusive reactions from hostile family members.

Conference recognises the government's failure to understand the effect of COVID-19 on LGBT+ workers, particularly in terms of mental health and wellbeing, and its failure to address that impact.

Conference believes that mental health and domestic abuse is a workplace issue and calls upon Unite to:

- Support the TUC's work and campaign in this area, and to instigate its own to ensure LGBT+ specific mental health and domestic abuse support services are enhanced and protected post-pandemic.
- Campaign for the government to raise awareness of these issues so that LGBT+ workers are not overlooked and can get help; incorporate LGBT+ specific support and resources in all domestic violence & abuse and mental health work; properly

fund LGBT+ organisations to address the key mental health issues effecting LGBT+ people.

Mover: TBA BAEM National Committee

Seconder: TBA Disabled Members National Committee

Supporting Speaker: Phil Jones LGBT+ National Committee



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