

No. 016/24

12th January 2024

TO: ALL BRANCH SECRETARIES

Dear Colleagues,

CWU Young Workers Conference 2024 - Agenda Pad

Branches would wish to know that the agenda for the CWU Young Workers Conference has now been published on the website and can be accessed by opening the attachment or pasting the link into your browser:

<https://www.cwu.org/wp-content/uploads/2023/11/Young-Workers-Agenda-2024-Full.pdf>

Branches are reminded that delegates and observers to the Young Workers Conference which is taking place in Manchester on 31st January **MUST** be registered prior to the conference using the online registration system <https://conference.cwu.org> before **Friday 19th January 2024**. Not registering causes a delay in registering and affects the seating at the venue and catering.

Any enquiries regarding this LTB should be addressed to Angela Niven by telephoning 020 8971 7256 or by post to head office or by email to conferences@cwu.org

Yours sincerely,

A P Kearns
Senior Deputy General Secretary

AGENDA

CWU
YOUNG
WORKERS

CONFERENCE 2024

31ST JANUARY 2024

THE MECHANICS INSTITUTE, MANCHESTER

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Message from the General Secretary

Dear Colleagues,

Happy New Year to all our young workers representatives and members. 2023 was a very difficult year for all workers and their families and one that has posed many challenges to our members, the CWU and the wider trade union & Labour movement. As society moved out of the pandemic we have all been faced with unprecedented levels of change in our workplaces, a cost of living crisis, very worrying international conflicts and of course the ongoing climate emergency.

There were many disputes across the CWU last year, including some of the biggest in the history of the union. The first strikes in over 30 years in BT, a brutal and bitter dispute in Royal Mail and also lengthy strike action in POL. These disputes took place not just in a cost of living crisis but also in a rapidly changing industrial landscape. Participation in strike ballots and action and votes on settlement agreements, are an integral part of being a trade union member and activist and many of you will have gained considerable experience during this period. I look forward, alongside our Deputy General Secretaries, to discussing all of this with you in and around the conference.

In the midst of all these difficulties the CWU and trade union movement also stepped forward to defend the rights of working people and to continue to campaign for a new deal for workers. This has now become a flagship Labour Party policy. The almost unprecedented scale of industrial action being taken across every sector of the economy is testament to the enduring strength of the trade union movement to stand up for and raise a collective voice for workers across the UK.

Against this background, there has never been a more important time for us as a Union to be focused on strengthening the role that young workers play in our Union. Supporting our young representatives and members is central to our ability to secure a better future for all workers and their families.

As we move into 2024 we want to see our young representatives and members becoming ever more involved in the work of our Union, leading the way on how we campaign effectively for the interests of young workers both in the workplace and within society.

The next step is this Young Worker Conference which provides you with an important space to democratically debate your ideas and issues and ultimately to create policy that is important to young workers. This is also a chance to have your say on the direction of the union and to give your opinions on our industrial, wider trade union and political work.

I encourage all delegates to find a way to engage in this important democratic process; get up and speak at the rostrum, encourage new delegates to get up and speak, consider how you can make these policies a reality in your branch and region and most importantly build solidarity with other young members from across the union. If we face the challenges in front of us together we will continue to influence and shape our member's terms and conditions, the world of work and deliver a change of Government at this year's General Election.

Finally, this year will see CWU undertake a major restructuring programme including the need to up our game in recruiting new members in both the organised and unorganised companies. It is crucial that you as young workers have a voice in what type of union we need to be going forward. Please take that opportunity.

I wish all delegates a productive and enjoyable conference and I thank you for your work and contribution to the Union throughout the year.

Dave Ward
General Secretary

Message from the Chair, National Young Workers Committee

Dear Colleagues,

On behalf of the National Young Worker's Committee, I welcome delegates and visitors to this National Young Worker's Conference 2024 of the Communication Workers Union.

Last Year has been a struggle as we saw a continuous rise in action against businesses and employers. For many of our young workers are seeing for the first time aftermath of the strikes against two of our biggest employers {Royal Mail and BT Group} and the steps required to build a sense of normality in workplace. We have not given up, we have not back down, and the results are visible. We have far to go but we are strong in the many. Our members are seeing the passion and fire, we possess to fight for them. The road ahead is not going to be easy, but we have the drive to go the whole way.

I want to say a massive thank you to all that supported and helped to fight against injustice. Moreover, those that have been supporting other unions in their fight for justice and fairness. I know that we will continue in this journey against the employer attacks on our members and us.

This conference is an opportunity for us to shape the future of the union and workplaces that we have recognition with. It's where we can debate motions and agree the changes we want to make. I would love to see as many people speaking as possible, it is an excellent opportunity to speak to a smaller crowd before the annual conference. It is a chance for you to get your voice and your opinion across.

The Young Workers Conference is a great place to make friends and memories you will never forget.

You must take this opportunity to learn and prepare for the General and Industrial Conference in April and be sure to go back to your Branch Secretary and ask to be part of your branch delegation.

So, for the year ahead we face some important issues for our members. As National Chair my message to you is simple – take the chance to get involved in the work of the CWU, make your voice heard and progress as a rep. For those of you who are attending an event for the first time I hope you'll take the opportunity to speak today and I hope everybody here enjoys the debates.

On behalf of the National Young Worker's Committee, I wish all delegates and visitors an enjoyable and successful event.

Yours sincerely,

Quincy Raymond
National Chair of the Young Worker's Committee

Message from the Young Workers Co-ordinator

Dear Colleagues,

Firstly I would like to welcome all Young Worker delegates', observers and guests to Manchester for Young Workers Conference 2024.

As most of you know this is my first year in post as Young Workers Co-ordinator and this will be my first attendance at a Young Worker Conference. I am very much looking forward to the motion debates and getting to know more of you in person for the first time.

As we all know we are living in very difficult times, having just come through a pandemic we are now facing a cost of living crisis, economic uncertainty, and war abroad. Many young people entering the world of work this year and over the next few years will have been born the year of the global financial crash and will never have known anything but economic crises, austerity and job insecurity.

However despite this bleak picture they are also entering a world of work where trade unions are again on their feet across the country standing up for workers' rights; we are in a period of trade union renewal one which the CWU has been and will continue to be part of.

There is a huge opportunity for us to step up as a union in defence of young workers, to increase engagement from our existing base of young members, to reach out to young workers who remain unorganised and to voice the alternative to dangerous far right ideas which are gaining traction in many communities. To do this we must organise, educate and agitate.

A crucial role for CWU now is to support our young members and ensure we facilitate their activism both in the workplace and in the community so they can reach out to other young workers as advocates of a renewed trade union movement, and representatives of a trade union which is organising and campaigning for the rights of young workers across the UK.

The Young Worker conference is a vital democratic tool for our young members to debate and discuss ideas and then set programme of work for the coming year. I encourage everyone to wholeheartedly participate in the Conference and I look forward to working with all of you to deliver on your objectives for the coming year.

Peace & Solidarity,

Kerry Fleck
Young Worker Co-ordinator

Contents

	Page
Message from the General Secretary	1
Welcome from Chair, National Young Workers Committee	2
Welcome from Young Workers Co-ordinator	3
Welcome from the General Conference Standing Orders Committee	4
Standing Orders	5
Timetable	10
Section I: Industrial Issues	Motions 1 11
Section II: National Issues	Motions 2-7 12
Motions Not Admitted to the Agenda	Motion 8-9 16

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Welcome from the General Conference Standing Orders Committee

Dear Colleagues,

Welcome to the CWU Young Workers Conference of 2024 on behalf of the General Conference Standing Orders Committee.

This year we have again used the same criteria for motions that will be used for General Conference 2024, as such, the Standing Orders are as close as possible to those that will be in place for that Conference.

We have, recognised an issue with Emergency motions being submitted at times where we have no facilities to deal with such motions. To rectify this issue the submission of Emergency motions will close at noon on **Thursday 25th January 2024** as reflected in the standing orders.

The Standing Orders Committee will be in attendance during the Conference should any Delegate have any questions over procedures, and to conduct the Ballot(s) for motions to go forward to General and Industrial Conferences 2024. Further information will be given at the start of the conference as well as prior to the commencement of the ballots.

May you all enjoy a successful Conference.

Paddy Magill and Rob Aldritt
General Conference Standing Orders Committee

Young Workers Conference 2024 Standing Orders

1. The sessions of the 2024 Conference shall commence in accordance with the timetable.

2. **TIMETABLE**

- a 10.00 Registration
10.30 Chairperson's Opening Remarks
10.35 Carl Webb, Regional Secretary North West, Welcome
10.40 Dave Ward, General Secretary
10.55 Adoption of Standing Orders Committee Report (including appeals/reference back)
11.00 Section I Motions 1
11.15 Section II Motions 2-7
12.30 Lunch
13.30 Section II Motions 2-7 continued
14.00 Comfort Break
14.25 Chairpersons closing remarks & ballot result
14.30 Close of Conference

The following Panel Session will take place at the close of conference and run no later than 16.00

- **Title of Panel:** "What do young people bring to the Trade Union Movement
- **Description:** A panel discussion looking at the role of young workers in the trade union movement and what benefits they bring in keeping the movement relevant and energised in today's changing political, social and economic climate
- **Speakers:** Andy Mercer (NEC), Fiona Curtis (T&FS Executive), Luke Elgar (PE Member), Matt Buckley (former Chair UTAW), John Carson (NEC Young Worker)

- b The doors of Conference will open at 10.00 with conference commencing at 10.30 and closing at 14.30

Conference is divided into two half-day sessions. If the business of any section is completed within the timetable, the Conference shall proceed immediately to the next section of business.

If all the business of the final section is completed within the timetable, the Conference shall return to the earliest uncompleted business.

3. **PROCEDURE IN DEBATE**

- a Every member of the Conference must remain in their seat, except the one who may be addressing the Conference and, should the Chairperson rise, no-one else shall continue standing nor shall anyone else rise until the Chairperson has resumed the Chair.

SPEAKERS

- b A delegate when speaking from the rostrum shall address the Chairperson. If two or more persons desire to speak at the same time the Chairperson shall decide to whom priority will be given. No person shall be allowed to speak twice on the same question.
- c All speeches shall be confined to the subject under discussion.
- d Delegates may only refer to documents which have a bearing on the subject under discussion.

- e (i) Motions standing in the name of a Branch must be moved by a delegate from that Branch.
- (ii) Motions standing in the name of a Regional Sub-Committee if appropriate, must be moved by a delegate from that body (in line with Rule 10).
- (ii) Motions must be seconded or else they shall be deemed to have fallen.

f A motion may be seconded formally or by a speaker making a seconding speech.

COMPOSITE MOTIONS

g All sponsors of a composite motion will be responsible for agreeing the allocation of moving and seconding speakers from amongst those named within the composite motion, notwithstanding the terms of SO3e(i) and (ii).

h The mover of a motion shall be allowed to speak for not more than 4 minutes and any other speaker (including the mover exercising the right of reply) for not more than 3 minutes. **In EXCEPTIONAL CIRCUMSTANCES a speaker may request the special permission of Conference to speak for a longer period, if agreed, it shall not exceed a further 3 minutes.**

i The moving speaker shall have the right of reply to the debate only if there has been opposition and shall not introduce any fresh matter but shall be limited to answering the debate.

j The National Young Workers Committee (including the relevant Officer) shall in addition to moving and exercising the right of reply be allowed a maximum of one speaker in a debate on motions standing in the name of the National Young Workers Committee

k The National Young Workers Committee (including the relevant Officer) shall only be allowed one speaker in debate on all other motions not standing in the name of the National Young Workers Committee.

l No motion shall be spoken upon except by the mover, until it has been seconded. The mover of a motion who sits down without speaking upon it shall lose the right of addressing Conference, but shall still have the right of reply (SO3i) applies. The seconder of a motion who sits down without speaking upon it shall not lose the right of addressing Conference.

ENDING DEBATE

m Any delegate who has not spoken on the motion before Conference may move "That the motion be now put" on the seconding of which the Chairperson shall immediately and without discussion put this motion to the vote. In the event of it being carried by a simple majority of Conference, Conference shall proceed to vote on the question itself, subject to SO3k and the right of reply as stated in SO3i being exercised.

n Any delegate who has not spoken on the motion before Conference may move "That Conference proceeds to next business", on the seconding of which the Chairperson shall immediately and without discussion put this motion to the vote. In the event of it being carried Conference shall at once proceed to the next item on its agenda.

WITHDRAWAL o Any motion or composite motion may be withdrawn from the Agenda at any time by the sponsor(s) who shall notify the Standing Orders Committee at the earliest opportunity. Once it has been moved and seconded, however, it shall not be withdrawn except with the agreement of Conference by a simple majority vote.

POINT OF ORDER p Any person wishing to question the proceedings of Conference may rise on a "point of order", and when called shall state the procedural point in exact terms, whereupon the Chairperson shall immediately give a ruling or refer the matter to the Standing Orders Committee for a decision. Any person raising points of order must seek to prove one or more of the following:-

- (i) That the speaker is using unparliamentarily language.
- (ii) That the speaker is digressing from the subject of the motion.
- (iii) That the rules of the Union are being broken.
- (iv) That there is an infringement of the customary rules of debate.
- (v) That there is an infringement of the Standing Orders (which shall be referred to the Standing Orders Committee).

q The Chairperson's ruling on a point of order shall be final unless it is challenged. The correct method of challenging the ruling shall be to move: "I wish to challenge your ruling." Such a motion shall be carried by a simple majority.

r The Standing Orders Committee shall have the right to enter debate on all matters affecting the decisions and role of the Committee.

4. VOTING PROCEDURE

a Voting at the Young Workers Conference shall normally be by a show of hand voting cards which shall be issued on the basis of one per Branch delegate in attendance.

b A Formal count may be called for either by the Chairperson of the National Young Workers Conference or when 5 or more delegates call for such a vote immediately on the announcement of the decision of the hand vote.

DURING A FORMAL COUNT ALL PERSONS MUST REMAIN IN THEIR SEATS AND NO PERSON SHALL ENTER OR LEAVE THE FLOOR OF CONFERENCE.

Procedure for a formal count shall be as follows, the voting delegates of each branch shall be required to clearly indicate using their voting card for or against, on the question requiring the decision.

c A motion will be deemed carried if it obtains a simple majority of the votes cast.

5. PROCEDURE FOR EMERGENCY MOTIONS

a Emergency motions may only be submitted for inclusion in the Agenda if they refer to a matter which because of the circumstances giving rise to them could not possibly have been submitted by the published closing date for motions. Such emergency motions will only be accepted by the SOC if they constitute a significant and important matter, which requires a decision by Conference.

b Emergency motions must reach the Standing Orders Committee at CWU Headquarters by noon on **Thursday 25th January 2024**. Delegates will be advised by the SOC whether or not the emergency motion has been accepted for inclusion to the Agenda prior to the commencement of

Conference. **No Emergency Motions will be accepted after that date.**

- C A decision taken by Conference shall not be open to the emergency procedure at the same Conference.

6. APPEALS/REFERENCE BACK PROCEDURE

- a Written notice of appeals/intention to move reference back against decisions of the Standing Orders Committee as published in the Agenda regarding:-

- (i) motions not admitted to the agenda
- (ii) inclusion/exclusion of motions in a composite
- (iii) the priority/placement given to a motion
- (iv) timetable/programme of business
- (v) the Standing Orders for Conference
- (vi) the consequential rulings on motions

must reach the Standing Orders Committee at CWU Headquarters by Noon on Thursday 25th January 2024. Such written notice must advise of the intention to appeal/move reference back to alter the published agenda with details and reasons for doing so.

After consideration of appeals/reference backs by the SOC, Branches, NYW Committee, and Regional Committees (if appropriate) wishing to continue their appeal/reference back must seek to do so by addressing Conference at the commencement of conference.

- b Challenges to other SOC decisions as printed or announced in supplementary SOC reports must be made at the time the supplementary report is moved.
- c All appeals/reference backs will be deemed carried if they have the support of a simple majority of Conference.
- d The National Young Workers Committee will also be required to follow these procedures.

7. SUSPENSION OF STANDING ORDERS

- a Motions to suspend Standing Orders shall only be allowed to deal with business or circumstances that could not have been foreseen when the Timetable/Programme of Business was adopted.
- b The Chairperson may accept a motion for the suspension of Standing Orders provided no motion is on the floor being debated.

Any such motion must state the Standing Order/Orders involved and also state the nature and urgency of the business as to why the suspension is required.

The Chairperson shall immediately refer such a motion to the Standing Orders Committee who shall express their view before the vote is taken. A motion for the suspension of Standing Orders will be carried if supported by a simple majority of the Conference and shall take no longer than 15 minutes.

8. BALLOTS

- a There will be a ballot to select two motions this Conference will forward for submission to the 2024 General Conference, and one motion to each of the Postal Group and Telecoms Industry Conferences 2024.

The ballot paper for General Conference selection will be printed on the reverse of the hand voting card. Branches will be given an additional ballot paper(s) to allow them to vote under the appropriate constituency within their branch to select the motion to go forward to each of the Postal Group and Telecoms Industry Conferences.

Motions in Section I of the agenda that are carried are eligible for the ballot to Postal Group and Telecoms Industry Conference.

Motions in Section II which are carried are eligible for the ballot for General Conference. The ballot will take place at the end of Section 2 motions.

The ballot box will be open subject to the timetable of Conference and located next to the administration table. The SOC shall be responsible for counting the ballot and advising the Chairperson of the result, which will be announced prior to the close of Conference. In the event of a tie, the SOC will administer an exhaustive ballot.

- b Should there be a request at General Conference to remit a motion in respect of the 2024 Conference motions, the mover of the motion at General Conference will be deemed to have the authority to agree to the remittance on behalf of the 2024 Conference, subject to the agreement of General Conference.

There will be a ballot to select the two delegates that will represent the Young Workers Conference at the 2024 General Conference

9. PROHIBITIONS

The use of mobile telephones are prohibited anywhere within the confines of the Conference Hall.

No documents, posters or banners shall be circulated, distributed or displayed within the Conference Hall without the permission of the Standing Orders Committee.

Timetable and Programme of Business

- 10.30 Chairpersons opening remarks
- 10.35 Carl Webb, Regional Secretary North West Welcome
- 10.40 Dave Ward, General Secretary
- 10.55 Adoption of Young Workers Conference Standing Orders
Committee Report (including appeals/reference backs)
- 11.00 Section I Motion 1
- 11.15 Section II Motions 2-7
- 12.30 Lunch
- 13.30 Section II Motions 2-7 continued
- 14.00 Ballot, Comfort Break
- 14.25 Chairpersons closing remarks and Ballot Result
- 14.30 Conference closes

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- Description: 'A panel discussion looking at the role of young workers in the trade union movement and what benefits they bring in keeping the movement relevant and energised in today's changing political, social and economic climate'
- Speakers: Andy Mercer, (NEC), Fiona Curtis (T&FS Exec), Luke Elgar (PEC), Matt Buckley (former Chair UTAW), John Carson (NEC Young Workers)

SECTION I INDUSTRIAL ISSUES

- 1** Conference recognises the need for a thorough review of BT Group's current Paternity Leave policy.

The existing policy fails to adequately address situations involving complications during childbirth, adoption etc where the partner's extended presence and support become essential.

Limiting paternity leave to a mere two weeks of paid time off can create undue stress for families precisely when the partner's support is most needed.
BT Group's current policy appears insufficient and outdated.

Conference instructs the National Young Workers Committee to collaborate with the T&FS Executive to explore and propose an extension of the paid paternity leave entitlement for our members. With a report on progress back to the National Young Workers Committee no later than September 2024

This extension should not only align with industry standards but also consider the diverse family structures and needs of our workforce, including same-sex couples, adoptive parents, and other non-traditional family setups this list is not exhaustive.

North East

SECTION II NATIONAL ISSUES

- 2** This conference notes that currently, those aged between 16-22 are some of the most at risk of the financial hardship and strain caused by the current cost-of-living crisis due to the appalling lower Minimum Wages to which they are legally entitled.

In 2022 a person under 18 will only be entitled to earnings of approx. 50% that of someone 23 and over with this percentage gradually increasing with age, 21-22 year olds still earning only approx. 96% of the National Living wage for those 23 and over.

In no way are the people within these age brackets benefiting from reduced costs on their rent, utilities, or other expenses and so we would question why they are still expected to take home a significantly reduced rate of pay. This having various negative effects on their standard of living and mental health with many having to take on additional jobs.

In 2021, under the recommendation of the Low Pay Commission (LPC) 23 and 24 year olds were moved from a youth pay rate to that of the National Living Wage, a change which has seen positive effects on their work-life balance and mental health.

It has been further advised by the LPC to further look to make it necessary for 21-22 year olds to receive the National Living Wage by 2024, which we whole-heartedly support but would like to go a step further to see this extended to all workers regardless of age.

Conference believes this should be mandated to reduce the inconsistencies felt in the standard of living between generations and feel that this age inequality within workplaces should be addressed. Pay equality will be the first step in securing a brighter future for our young workers and will allow them to be able to directly contribute to the economy more sustainably.

Conference instructs the National Young Workers Committee to work with the NEC to:

- Work with all relevant government bodies to lobby that the National Living wage is extended to everyone of working age; 16 and over.
- Continue to show support for and publicise events and campaigns such as the TUC New Deal for Workers and Enough is Enough to address these issues.
- Campaign for all workplaces to offer the National Living Wage to all workers regardless of age in order to end age discrimination and pay inequality in the workplace.

National Young Workers Committee

- 3** *Conference Notes that:*

1. The UK is increasingly becoming a hostile place for Trans people.
 - a. There has been a rise in reports of hate crimes and violent attacks against LGBTQ+ people. Hate crimes against transgender people have risen. In the year ending March 2023, hate crimes against Transgender people hit a record high with 4,732 crimes recorded, up 11% from the year before.
2. Remarks from senior politicians, including the Prime Minister at the 2023 Conservative Party undermine the validity of Trans peoples' identities and act as a dog whistle for Transphobia.

3. This government's plans to no longer recognise Gender Recognition Certificates (or equivalent) from a range of jurisdictions is not compatible with the basic level of respect and equity that our trans comrades deserve.
4. Trans people are more likely to take their own life than non-Trans people, 45% of young Trans people have tried to take their own life.
5. There has been a failure from the Conservative Government to implement meaningful reform to the Gender Recognition Act, one of many commitments that this government has rolled back on.
6. Access to gender affirming healthcare in Britain is increasingly difficult, with people waiting up to seven years for an initial appointment.
7. Additionally, a lack of access to adequate mental health care is harming trans people.
8. Access to Trans healthcare in the UK is dysfunctional and is leading to real detriment and harm to Trans people.

Conference believes that:

1. Gender self-determination and access to gender affirming healthcare are both fundamental rights that should be afforded to all people as a key aspect of bodily autonomy.
2. Access to gender affirming healthcare should be available to all those who require it without undue delay or barrier.
3. There is a lack of adequate systems in place to offer gender-affirming healthcare in England.
4. Gender-affirming care is underfunded and insufficiently resourced.
5. Delays in accessing gender affirming healthcare is a crisis that disproportionately impacts young adults.
 - a. Particularly that the distress caused by an inability to progress with transition is causing a mental health crisis amongst and;
 - b. A lack of provision for mental health care for those waiting for gender affirming treatment is having a compounding impact on the severity of this crisis.
6. Addressing and remedying the insufficient transgender care provision under the NHS should be a priority.

Conference instructs the National Young Workers Committee to:

1. To work with the National Executive Committee to actively lobby government officials and policymakers, to prioritise and expedite the necessary reforms to improve transgender healthcare accessibility in line with the accepted Standards of care published by the World Professional Association for Transgender Health.
2. To support and promote initiatives aimed at raising awareness about the challenges faced by transgender individuals in accessing healthcare and advocating for positive change.

National Young Workers Committee

- 4 Since the 2008 global economic crash the world has been suffering various ongoing crisis and we now live in the most unequal periods of human history.

The crash which saw millionaire bankers being bailed out with public sector money has been followed by a global pandemic which has cost the lives of 6 million people globally and created the worst mental health crisis on record. The pandemic has been followed with the outbreak of war on the global scene and multifaceted crisis in fuel, energy, housing, health, education, and the obscene rise in the cost of living.

At every turn these various crises have been used as a means by neo conservative politicians to argue that the only way to resolve these crises is through more and more austerity. We have watched as austerity policies have been used to channel public money away from much needed public services such as health and education and into the hands of the rich elite.

The argument that austerity is the only answer does not stand up to scrutiny when we consider how, with the stroke of a pen, the government was able to fund the entire public sector wage bill for furlough during the Covid lockdown. The necessity for austerity is further proven a nonsense when we are witnessing crumbling of public services while the wealthiest 1% in society have increased their wealth by 62% in the last two years.

This concept of 'permanent' austerity has marked the entire lives of many young people who are now entering the world of work. They have experienced little of the advantages of the social democratic consensus achieved after World War Two and are the first generation to be poorer than their parents.

In light of this conference understands that the concept of permanent austerity must be robustly challenged for there to be any hope of a better future for young workers and their families.

Conference instructs the National Young Workers Committee to work with the NEC to lobby for the TUC to re-establish the Young Workers Council of the Isles and to bring together Young Workers from all affiliate unions from the TUC, WTUC, STUC and ICTU to work towards a National Young Workers Summit to oppose permanent austerity and argue for social and economic alternatives through the development of a new deal for Young Workers.

National Young Workers Committee

- 5 Every year that goes by our rights as workers are being stripped away at an alarming rate and younger workers seem to have lost their sense of social injustice and desire for action on these issues. The history of trade unionism in the UK is a long and important topic that is woefully undereducated in our schools and if people are not educated about how our employment rights were fought for, they are not going to see it as the injustice it is. We cannot expect the next generation of workers to care about and make decision on issues they have little knowledge on.

The NYWC is therefore instructed to work with the NEC to bring trade union education into schools and to support existing initiatives from the TUC and other bodies to which the CWU are affiliated.

South West Regional Young Workers Committee

6

The CWU recognises the importance of Mental Health to our members and our reps. This is why the NEC in 2018 developed and relaunched the Union's Mental Health Strategy {LTBs 516/18 and 396/19}. Furthermore, the Union created partnership with Mind to provide a free Confidential Mind Helpline for Reps and resources, to support them and their mental health.

As a result, we believe each region should have a Mental Health First Aid {MHFA} Trainer. These trainers can provide training to our reps so they are equipped to provide initial support and sign post our members that may need further support.

Conference instructs the NYWC to work with the Regional Health and Safety Leads and existing Mental Health First Aider to maximise and utilise the Union's existing Mental Health Initiatives that are available for reps to use for themselves and for members, including MHFA training available in every region.

Tyne and Wear Clerical

7

We need to stand up for all working class people in this country including our own members who are being forced out of affordable social housing by our governments and housing associations. At the end of November 2023, Glasgow City Council declared a housing emergency amid mounting pressure on homeless services. This, coupled with the housing emergency announced by Edinburgh Council 4 weeks previously, highlights and adds to the rapid decline that we are seeing in the number of social housing available in the UK. Despite an increase in the number of people on social housing waiting lists, from 2010, England alone, has seen social housing stock decline by 203,000 even though there has been an increase in the building of homes in this period. Whilst ignoring the rising social housing waiting lists and the homelessness epidemic we are experiencing, all of the governments representing the people in this conference continue to stand idly by and allow these properties to be put on the market for sale and are even pumping money into shared ownership schemes that would surely be better spent on improving current social housing or creating homes for the approx. 400,000 who have none.

The problems do not end with the lack of number of social homes but also with the state that these homes are in. Instead of wanting to renovate and retrofit to improve social housing and support the millions of people living in them, our governments and housing associations do not hide their ambitions of forcing people out of these homes to make way for so called mid-market rental properties, thus forcing good ordinary people out of their homes and having to move from areas that they have lived in their whole lives and being shipped off to unfamiliar places. Not to mention the horrendous impact on the environment that these demolitions have on the communities which are being destroyed both physically and emotionally.

Conference instructs the NYWC to work with the NEC to:

- Lobby all local governments & housing associations to ensure affordable social housing for all in the country.
- Work with relevant TUC and housing unions to campaign jointly and lobby the government for an increase in social housing building projects and maintenance of current properties to a suitable standard.
- Work with the relevant TUC and housing unions to create simple relevant informational resources per region to provide support and advice to those seeking this housing or those seeking improvements to their current housing which is not fit for purpose. This would be an additional helpful resource to be utilised under the growing waiting lists for local council advice/citizens advice services.

Scotland Regional Young Workers Committee

MOTIONS NOT ADMITTED TO THE AGENDA

- 8** Statistics show 1 in 4 pregnant people in the workplace will suffer a miscarriage at some stage. Alongside this, the number of terminations being carried out is increasing each year, with 2021 showing the highest number in recorded history. As it stands, legislation and workplace policies are not evolving at the same pace.

Miscarriage at the early stages of a pregnancy can have a massive impact on someone's mental and physical health, whether based on a decision to terminate or the pregnancy failing naturally. The physical effect on the body is the same whether you are going through a miscarriage or an abortion. There is a major mental impact in both scenarios also as making the decision to terminate a pregnancy could be considered as difficult as miscarrying during a pregnancy that someone has tried for a long time to make happen.

Currently there is no legislation in place that considers the mental and physical strain a person goes through after the loss of a pregnancy prior to 24 weeks. Legislation such as this would allow the person adequate leave to grieve or recover physically and mentally. Some private companies have policies in place allowing a person some limited time off, but this is often at management discretion and massively varies between organisations.

Conference instructs the National Young Workers Committee to work with all relevant government bodies to lobby that the existing legislation in place for special leave for pregnancy loss be extended to apply at any stage of a person's pregnancy, including miscarriage or induced miscarriage.

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- 9** Conference notes that:

1. Israel's continued attacks on the Palestinian people have levelled entire neighbourhoods in Gaza, killing thousands of people – many of whom are children, and injuring many more.
2. At the time of writing, at least 16,000 Palestians have been killed in Israel's attacks
3. UNI Secretary General Antonio Guterres invoked Article 99, warning of deepening humanitarian catastrophe, and South Africa is taking action in the ICJ against Israel's genocide.

Conference believes that:

1. The situation in Gaza constitutes a severe humanitarian crisis.
2. The international community must take immediate action to address the ongoing violence and protect the rights and safety of the Palestinian people.
3. Israel's actions are tantamount to collective punishment, which is prohibited by international humanitarian law.

Conference instructs the National Young Workers Committee to:

1. Express solidarity with the people of Palestine and condemn the violence against them.
2. Seek support from the National Executive Committee to call on the government to lobby for an immediate ceasefire in the region.
3. Seek support from the National Executive Committee to call on the UK Government to stop arming Israel.

4. To call on the NEC to work with other trade unions and political organisations to which the CWU is affiliated to secure the strongest possible response in line with this motion, including by:
 - a. Mobilising CWU members to attend future mass protests opposing the war on Gaza.
 - b. Raising the inadequacy and complicity of the response by Labour Party (to which the CWU is affiliated) politicians, by contacting LOTO and the Labour Party NEC.
 - c. To call on the TUC to organise a mass campaign of solidarity action across all trade unions.
5. To seek support from the National Executive Committee to ensure that we, as a union, are not complicit in supporting and sustaining Israeli oppression.
6. To call on CWU to issue a statement of solidarity with the Palestinian people, and express support for Boycott, Divestment and Sanctions against Israel to bring it in line with its obligations under international law.
7. Advocate for international cooperation to ensure the delivery of humanitarian aid to those affected by the conflict.
8. Support diplomatic efforts to bring about a lasting and just resolution to the Israeli-Palestinian conflict, recognizing the rights and dignity of both parties.

United Tech and Allied Workers
