

No. 226/25

17th October 2025

TO: ALL BRANCH SECRETARIES

Dear Colleagues,

Agenda Pad – CWU Young Workers Conference – 5th November 2025

Branches would wish to know that the agenda for the CWU Young Workers Conference which is being held at the Mechanics Institute in Manchester on Wednesday 5th November 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/2025/09/2025-YOUNG-WORKERS-CONFERENCE-AGENDA.pdf>

Branches are also reminded that Branch Secretaries should register delegates and observers by emailing conferences@cwu.org by no later than Monday 27th October 2025. Confirmation of requests will be sent to branches within 72 hours. Should confirmation not be received within this time branches are asked to contact Angela Niven on 020 8971 7237.

Attached is also a nomination form relating to the ballot that takes place at the conference to determine the two delegates to represent the Young Workers to attend General Conference 2026.

All individuals must be willing to accept nomination, and must have the nomination of their own branch and/or the Young Workers Committee, to be eligible. The exception to this are members of the National Young Workers Committee themselves who may be proposed for these positions but need to have the nomination of the National Young Workers Committee and/or any Regional Young Workers Sub Committee.

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,

Dave Ward
General Secretary



Nomination Form
2026

AGENDA

YOUNG WORKERS CONFERENCE

WEDNESDAY 5TH NOVEMBER 2025

The Mechanics Institute
103 Princess Street
Manchester
M1 6DD

Message from the General Secretary

Dear Colleagues,

I want to welcome all CWU young workers to this Conference. This is a vitally important time to discuss the issues facing the young workers in our union and in our wider society, as well as to meet with other workers and reps.

Although inequality between the wealthy and the working-class has been growing steadily for decades, the structural imbalance of power within our economy has never been more clear- and young workers are paying the price.

Whether it is soaring inflation, the crisis in the housing market or the growing far-right movements spreading division and chaos across our country, until working people come together and push back against the managed decline of our society, a generation of young people will be worse off than their parents.

Now is the time that we can build a movement out of this crisis and towards a better future for our members and their communities. The union will continue to stand with you and empower you to get more involved in the union and also build collectivism in your communities.

I am proud of the solidarity continually shown by our young workers and by those who are stepping up to become union representatives and getting involved in their branches. If you are considering taking up an active industrial role in the union, we encourage you to do so and to get involved with organising your colleagues in the workplace and beyond.

The CWU has many brilliant young representatives and we want to help develop your skills, confidence and design our structures so that they support you and give you a direct voice in shaping the future of the union and our movement. The Young Workers Conference represents a chance for you to participate in the democracy of the union and I would encourage you to not only speak about young workers' issues – but to form your opinions on our industrial work, our political strategy and our key campaigns.

Finally, I wish all delegates a great Conference, get involved in any way you can – speaking at the rostrum, networking or even just preparing a report back to your Branch.

Thank you for all you do for our members and the union – let's build on this momentum and grow the trade union movement.

Dave Ward
General Secretary

Message from the Chair, National Young Workers Committee

Dear Colleagues,

To all delegates and visitors both new and returning, I would like to welcome you all to the National Young Workers Conference 2025.

I commend you on taking this opportunity to be part of shaping the work our union will pursue to enhance and improve the working lives of young people over the coming year.

There will be difficult yet important discussions during this conference and I would encourage you all to make your voices heard on behalf of both you and the young people in the workplaces that you are here to represent. This is a safe space to engage in meaningful discussion and sharing of ideas with likeminded colleagues, and a place to enhance your skills and understanding of how union action plans are created and carried forward.

Young people are facing some of the worst challenges to date, with the cost-of-living crisis, mental health crisis, housing crisis etc. we must do more to address these challenges and advocate for ourselves, we must step up, step out of comfort zones and demand real change on mass to better the lives of not just ourselves but those joining the workforce after us. This is why conferences like this are so important, to encourage the active engagement of those most affected by the issues taking place today, what you are all in this room to be part of.

Over the last year, your National Young Workers Committee has acknowledged these difficulties, we reviewed and reevaluated our structure and what worked and did not work well and implemented the necessary changes to improve information sharing and the functionality of the committee. We have welcomed many new faces and continue to welcome more as we seek members to fill the vacant seats and to continue to advocate for our young people and issues we face across the entirety of the UK.

Young people make up a huge percentage of total CWU membership, and it is time we started to utilise that power, being here today and attending any of our events is a huge step towards that aim and I would like to congratulate you on taking that step.

Please also use this opportunity to learn more from and network with others here today, share experience, knowledge and hopes for the future of our union, make connections that you can carry forward during your progression through the union structures and wider trade union movement. Please utilise the support and resources available in this room, ask questions and keep in touch with your committee, we are here to support you in the work you complete in branch and provide you with information to feel confident in doing so.

Thank you to all for attending and I hope you enjoy and learn from this experience and that I see you at many more events to come.

Kind Regards,

Shannon Connor
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 our Young Workers Conference 2025.

This is my second conference as CWU Young Workers Coordinator and I am delighted to see such a growth in attendance and motions which is absolutely down to the hard work of our National Young Workers Committee reps who have gone from strength to strength over the last year or so.

As we all know we are living in very difficult times, an appalling high cost of living mixed with 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.

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 in which the CWU has been to the fore and will continue to do so.

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

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Welcome from the General Conference Standing Orders Committee

Dear Colleagues,

Welcome to the CWU Young Workers Conference of 2025 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 2026, 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 **Monday 27th October 2025** 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 2026. 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 Tony Sneddon
General Conference Standing Orders Committee

Young Workers Conference 2025 Standing Orders

1. The sessions of the 2025 Conference shall commence in accordance with the timetable.
2. **TIMETABLE**
 - 10.00 Registration
 - 10.30 Chairperson's Opening Remarks
 - 10.35 Carl Webb, Regional Secretary North East & 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 1-5
 - 12.30 Lunch
 - 13.30 Section II Motions 6-15
 - 15.10 Ballot and Comfort Break
 - 15.25 "CWU Political Strategy Open Discussion: Chloe Koffman CWU Political Lead"
 - 15.55 Chairpersons closing remarks & ballot result
 - 16.00 Close of Conference

- b The doors of Conference will open at 10.00 with conference commencing at 10.30 and closing at 16.00.

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 **Monday 27th October 2025**. 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 Monday 27th October 2025. 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 2026 General Conference, and one motion to each of the Postal Group and Telecoms Industry Conferences 2026.

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, Postal & T&FS Conferences to remit a motion in respect of the 2026 Conference motions, the mover of the motion at General, Postal & T&FS Conferences will be deemed to have the authority to agree to the remittance on behalf of the this Conference, subject to the agreement of the appropriate Conference.

There will be a ballot to select the two delegates that will represent the Young Workers Conference at the 2026 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 Motions 1-5
- 12.30 Lunch
- 13.30 Section II Motions 6-15
- 15.10 Ballot, Comfort Break
- 15.25 "CWU Political Strategy Open Discussion: Chloe
Koffman, CWU Political Lead"
- 15.55 Chairpersons closing remarks and Ballot Result
- 16.00 Conference closes

SECTION I INDUSTRIAL ISSUES

- 1** With the ever-growing amount of Artificial Intelligence (AI) being bought into BT Group both in engineering in Openreach and desk-based roles throughout the business. Conference notes great concern about how quickly this is being bought into our place of work but also the seeming lack of awareness about how the data is collected, used, stored and monitored.

We have seen how the addition of new technology in the workplace can greatly impact our members for example with 'Horizon Scandal'. We cannot allow history to repeat itself with the causalities being our members once again.

The introduction of AI into our workplaces also brings with it the removal of certain tasks that our members currently complete in their day-to-day jobs. This can be seen in tools which streamline their role in various ways including, but not limited to, providing summaries of emails or letters, AI assistant chat bots and automated diagnostic tools. Conference notes the impact this may have on our members' job security, if safeguards are not put in place.

Conference therefore instructs the National Young Workers Committee to work with the T&Fs Executive to establish clear and firm guidelines within relation to AI, including but not limited to:

- Upskilling and enhancing member's roles making them experts in that field rather than replacing them ensuring job security.
- Ensuring firm guidelines on how data is collected and stored.

Putting in place a robust process ensuring that only relevant parties/people have access to this data and agree a process that involves the CWU to access it if required

National Young Workers Committee

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- 2** Conference recognises the large number of redundancies that have been and continue to be rolled out across BT Group either through Enhanced Voluntary Redundancy schemes or compulsory Redundancy schemes. In many instances this sees the company reducing the UK workforce with work being moved offshore to be completed at cheaper rates, a move away from the promises made by the company in 2015/16 to bring customer facing roles back to UK call centres.

Additionally, engineering work is being contracted out to third party suppliers with reductions in Openreach numbers.

Conference instructs the National Young Workers Committee to work with the T&FS Executive to start a campaign to call for BT Group to bring work back in house to protect and futureproof the work of all employees of the company with direct labour.

Scotland No.1

- 3** With the rise of Artificial Intelligence (AI) being brought in Royal Mail group. Conference notes with great concern about how it is being brought into the workplace.

We have seen this happen in the past previously with the "Horizon Scandal" where a new technology was brought in and caused a devastating amount of damage with our members the victims of this.

We cannot allow our members to be victims again and for history to repeat itself.

Conference therefore instructs the National Young Workers committee to work with the PEC to ensure that AI is implemented with clear and firm guidelines across Royal Mail Group.

South East Regional Young Workers Committee

- 4** We have come to a time where there is a big difference in how absence is treated between BT Group contracted employees and workers on newer EE contracts.

According to the relevant policies, employees that are on NewGrid contract can get 6 months of full company sick pay (CSP) in a 12-month period. After the limit of 6 months full pay is reached, they will then drop to half pay. Payment of full or half rate CSP will continue until the employee has been absent for up to 365 days within a rolling 4-year period. For Workforce2020 contracts, you are entitled to 3 months full pay and then 3 months of half pay in a rolling 24-month period.

Meanwhile, employees that are on EE contracts, depending on how long they're employed by the company they may get anything from no CSP, up to a maximum of 8 weeks of full pay. You are not entitled to any CSP for the first 6 months of your tenure at EE. You are then entitled to 4 weeks CSP if you have been employed for 6 months to 2 years or 8 weeks CSP if you have been employed for 2 years or longer. Those periods of full CSP are not followed by any half pay, like they would be in BT group contracts.

Another major difference in these contracts and policies is the fact that if an employee on an EE contract currently has attendance warning active, they aren't eligible to any company sick pay and only then after 3 days of sickness the statutory sick pay starts.

We understand and acknowledge that the NewGrid terms will not be brought back. However, we believe it is only fair that newer colleagues are entitled to the same CSP as those doing the job next to them and those being hired in other parts of BT Group today.

Conference instructs the National Young Workers Committee to work with the TFSE to negotiate with BT Group to align the EE attendance policy with the BT Group Workforce 2020 contract regarding company sick pay entitlement.

Northern Ireland Telecoms

- 5** This Conference recognises the importance of young worker engagement in building the future of our union.

Conference believes that workplace visits by the Postal National Young Worker Committee Reps are vital in supporting branches, increasing participation, recruiting non members and ensuring that the voices of young members are heard.

Conference therefore instructs the National Young Workers Committee to request the Postal Executive work to secure Postal National Young Workers Committee Reps are provided with one day per week facility time to carry out workplace visits and engagement activity with young members across the postal constituency.

National Young Workers Committee

SECTION II NATIONAL ISSUES

- 6** Conference recognises the continued hard work of this Union to protect and enhance employment rights amidst challenging economic headwinds driving the pressure to erode worker terms for the protection of profit.

The strategies for modernisation are often underpinned with technology which enables the persistent and rapid strive for efficiency. This relentless pursuit yields reward for stakeholders that is failing to provide equal and just terms such as above inflation pay rises or improved sick pay. These trends will not improve with age.

Therefore, Conference instructs the National Young Workers Committee to work with any part of CWU structures for engaging members across CWU represented sectors to galvanise and focus the power of the effective young workers voice to shape the future value of the worker.

Potential actions to achieve these goals:

- Survey members to build a representative view on young worker key concerns for the future – job security, pay, terms, etc.
- Capture contractual differences in policy to collate benefit ranges to tackle external benchmarking practices feeding the race to the bottom.
- Reinvigorate a focus on activism to facilitate campaigning objectives such as calls to legislate against offshoring.
- Engage all (or defined) levels of CWU structure to understand Young Worker density across recognised and unrecognised companies with a view to develop workplans
- Support and develop Young Worker involvement in existing campaigns to enhance rights and terms through the Shorter Working Week (SWW) campaign or the charge for the Employment Rights Bill.
- Educate young workers on the impact of long term employment terms and benefits, such as pensions, and campaign to for employers to embed this learning agenda into regular review points.

This list is not exhaustive and young workers views will shape the focus of the National Young Workers Committee.

Edinburgh, Dundee and Borders

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- 7** All young workers should be paid national living wage.

While the higher rate of National Living Wage is available to workers 21 and over (£11.44ph) young workers only received the National Minimum wage. As a Union we believe this represents a deep unfairness towards younger workers. All workers regardless of age have been affected by the cost of living crisis, they have to manage the same bills as other workers and there is no justification for this different treatment.

After enduring a pandemic and now a cost of living crisis everybody is struggling financially yet the government expects young workers aged 16-20 to be able to manage on appalling rates of pay: 18,19 and 20 year olds earn £8.60ph whilst 16-17 year olds earn £6.40ph. While these are increase annually the change barely keeps up with inflation leaving young workers struggling financially while being expected to deliver the same work rates and productivity as older workers.

Punishing the younger generation with less pay isn't going to help them and instead will drive them further into debt and leaving more and more people struggling.

There is a misconception that young workers don't have the same responsibilities as older workers or have the option to live at home, that is not universally true and depends on individual circumstances.

The CWU asks why do we accept these misconceptions? Why are young workers expected to survive on this reduced pay compared to everybody else? Why do we think this is an acceptable way for young people to enter the world of work? Young workers have a right to reasonable and affordable pay. Placing such financial burden on young workers has negative impact on mental health and increases the stress levels of our workforce. It is contributing to a mental health epidemic. We demand fair pay and a work life balance for all young workers.

Reducing the age for a right to the living wage to 21 had very positive outcomes for those in that age category but we need to go farther and demand 16-20 year olds the same right.

Conference therefore instructs the national young workers committee to work with the NEC to lobby the relevant government bodies to campaign that the national living wage should be extended to everyone working 16 and above. If you're old enough to work you should be compensated as such!

Midland Regional Young Workers Committee

- 8** After 14 years of Tory rule we have finally seen the change in Government to the Labour Party which we welcome and have high aspirations for however we cannot forget that many people across the entirety of the UK will still be struggling to get by for some time.

Across the UK we have seen child poverty on the increase with many children not having access to 3 meals a day and in most cases only having one meal a day. This isn't right or fair to the future generations across the UK. We as a trade union should be at the forefront of trying to stop child poverty through sponsoring breakfast clubs/after school clubs which is the aim of this motion. This will enable children to have access to meal before/during and after school. Not only will this help end child poverty but also allow us as a union to rebuild connections into the local communities of which many of our members work on a daily basis.

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

- Encourage Regions to find the deprived areas and school in their region
- Sponsor/Donate to these school for the funds to be used for the Breakfast and Afterschool clubs so that children have access to meals before/during/after school.
- Visit into these schools and rebuild links with the local communities.

London Regional Young Workers Committee

- 9** Conference recognises the importance of engaging with young people at the earliest possible stage in their working lives to raise awareness of trade unions, workers' rights, and the role of a collective voice in the workplace.

Conference believes that our Union has a responsibility to ensure that all young people are given the opportunity to hear about trade unionism before they enter the workplace, and that the CWU should play a leading role in campaigning for guaranteed trade union access to education providers across the UK. We cannot expect the next generation to see the benefits of union membership if they do not have exposure to our ideas early in life.

Conference therefore instructs the National Young Workers Committee to work with the NEC, alongside the Education Department, to:

1. Develop a clear national framework for engaging with schools and colleges, including ready-to-use presentations and resources for activists and organisers.
2. Lobby government and devolved administrations for legislation guaranteeing trade union access to secondary schools and further education providers.
3. Establish a network of trained CWU Young Worker School Speakers in each region, supported by the Regional Education, learning and Training sub-committee, to deliver sessions on trade union values, rights at work, and the benefits of collective organisation
4. Report progress back to next year's Young Workers Conference.

South West Regional Young Workers Committee

- 10** This conference believes that people suffer with endometriosis should be guaranteed protected sick leave to manage the chronic and debilitating symptoms of their condition.

Endometriosis affects approximately 1 in 10 people that menstruate of reproductive age, causing extreme pelvic pain, fatigue, and complications that often go unseen and misunderstood. Despite its severity, those impacted frequently face stigma, disbelief, and workplace penalties for absences due to flare-ups or treatment schedules. The lack of formal protections undermines both equity and basic human dignity. Recent data released by the ONS also shows that workers diagnosed with Endometriosis have on average lower monthly earnings and ability to maintain paid work with reasoning being not receiving promotions or reducing hours at work.

In Portugal as of April 2025, workers with endometriosis or adenomyosis can take up to three paid sick days per month for incapacitating menstrual pain, a medical prescription is needed but does not require monthly renewal. This follows suit of similar menstrual leave for employees granted in a small number of countries around the world including Spain, Japan, South Korea, Indonesia, Taiwan, Vietnam, Zambia, and Mexico.

This motion instructs the National Young Workers Committee to work with the NEC and with likeminded organisations to campaign and lobby the Westminster government and the governments for the devolved nations to recognise endometriosis as a legitimate medical condition that warrants compassionate and tailored workplace accommodations.

Protected sick leave must be enshrined in the Equality Act to ensure that workers who suffer from these conditions are not forced to choose between their health and their livelihood.

Achieving this policy will reduce long-term absenteeism, improve workforce retention, and foster inclusive, supportive professional environments. We must dismantle the silence and systemic barriers that surround menstrual health and affirm that their pain is real, worthy of recognition, and deserving of protection.

Scotland Regional Young Workers Committee

- 11** It is long recognised that Coca-Cola as a corporation operates anti worker and anti-trade union policies. More should be done by the Trade Union movement to raise awareness of the role of Coca-Cola's complicity in the intimidation and murder of trade unionists in Colombia highlighted by Justice for Colombia and the Killer Coke Campaign. In recent years Coca Cola has been added to the list of companies targeted by the Palestine BDS campaign as it operates on illegally occupied land and is there for complicit in the ongoing ethnic cleansing and genocide of the Palestinian people.

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

- Phase out the use of Coca Cola products across all CWU offices and locations
- To phase in a ban on Coca Cola products in CWU buildings in consultation with staff and CWU officers
- To engage in awareness raising with members and Union staff on why they should boycott Coca-Cola products
- Lobby the TUC to encourage all its affiliated unions to ban coca cola products from Trade Union buildings and engage in awareness raising on why this ban should be supported
- Seek to replace the phased-out Coca Cola products with a more ethical alternatives

Northern Ireland Regional Young Workers Committee

- 12** Over 15% of people in the workplace have an existing mental health condition and there are many who suffer in silence. Last year the Samaritans reported that there were 5656 suicides, which is 372 more than 2022.

Mental health is a prevalent topic that is always overlooked and never thoroughly supported whether that's by us as individuals or by employers in the workplace in general. Just like how there is always someone qualified to deliver first aid on site, we believe similar provisions should be made for mental health support. As a Union we believe the presence of mental health first aiders would play a role in combating mental health and offer the real workplace support workers deserve with mental health first aiders available at every workplace and ready to response.

Conference instructs the National Young Workers Committee to work with the NEC to ensure every branch implements the mental health first aider training that is available, and make sure every branch has a mental health first aider readily available if needed to help improve mental health in the workplace.

National Young Workers Committee

13 Conference notes that according to Gov.uk

1. From 1 April 2025, the National Minimum Wage (NMW) rates are:
 - a. £12.21 per hour for workers aged 21 and over (the "National Living Wage")
 - b. £10.00 per hour for workers aged 18–20
 - c. Lower rates for younger (16–17) and apprentice rates
2. Thus, there is a **£2.21 per hour gap** between 18–20-year-olds and those 21+.
3. Many other rights, responsibilities, and privileges commence at age 18:
 - a. Legal adulthood (in terms of contracts, criminal responsibility, etc.)
 - b. The right to vote
 - c. The right to drink alcohol (in various contexts)
 - d. Access to full legal capacity (in many respects)
 - e. (You can add in others relevant in the UK context)
4. It is inconsistent and unjust to label someone as an adult for many purposes at 18 yet deny them "adult pay" until 21.

Conference believes:

- Age-based wage discrimination between 18 and 21 is unfair, undermines youth dignity, and penalises young workers.
- Work done by 18–20-year-olds is not lesser in worth, effort, or contribution just because of age.
- If society accepts 18 as the threshold of adulthood in many domains, it should do so in labour and pay too.

Conference therefore instructs the National Young Workers Committee to work with the NEC to;

1. To adopt "Adult Pay at 18" as a formal campaign within the CWU Young Workers.
2. To demand that the government remove the differentiated NMW rates, ensuring **the full adult rate (≥ £12.21 or higher) for all workers aged 18 and over.**
3. To lobby MPs, Ministers, and the Low Pay Commission, using the 2025 NMW data as evidence, highlighting the current £2.21/hour differential.
4. To work in coalition with other unions, youth organisations, the TUC, and student bodies to campaign for this change.
5. To produce publicity materials (leaflets, social media campaigns, stories from young workers) emphasising how 18–20-year-olds already take on adult responsibilities and deserve adult pay.

Eastern Regional Young Workers Committee

- 14** Conference instructs the National Young Workers Committee to request that the NEC submit a Rule Change to amend Rule 10.19.3 to read:

Each Branch shall be entitled to submit up to 3 motions to the Young Workers Annual Conference. Up to 1 motion relevant to each of the constituencies in which they have members and 1 General motion.

Greater Mersey Amal

15 Rule Change – Age Limit of Young Workers

Conference instructs the National Young Workers Committee to request the NEC submits the following rule proposal at the earliest opportunity to change the age limit from 29 to 32 or under at the time of election.

Rule 8.12.1 – CWU Young Workers Committee Current wording (2025 Rule Book):

“All candidates shall be aged 29 or under at the time of election”.

Proposed amendment:

Delete “29” Insert “32”

Amended wording:

“All candidates shall be aged 32 or under at the time of election”.

North West Regional Young Workers Committee

NOTES

Nominations to represent Young Workers at General Conference 2026

Name of Branch/Regional Sub Committee...../National Young Workers Committee (delete as appropriate)

Name	Candidate's Branch

Nominees must be members of the Union.

Nominees must have the nomination of their own Regional Sub Committee

Members of the National Young Workers Committee may be proposed but need to have the nomination of the National Young Workers Committee and/or any Regional Sub Committee

I certify that the above-named member(s) have been nominated by the Branch/Region/Young Workers Committee (delete as appropriate)

Signature:
(Regional Secretary)

and/or

Signature:
(Chair/Vice Chair/ Young Workers)

**This form should be returned
by email to conferences@cwu.org
or post to Angela Niven
150 The Broadway, Wimbledon
London SW19 1RX by Noon on
Thursday 30th October 2025**