

No. 269/25

10th December 2025

To: All Branches

Dear Colleagues

TRADES UNION CONGRESS 2025: CWU DELEGATION REPORT

The 2025 Trade Union Congress Conference was held in Brighton from Sunday 7th to Wednesday 10th September 2025.

For your information the below attachment is the report on the decisions taken by the CWU delegation at their meeting which took place on Sunday 7th September.

Any enquiries on the above LTB should be addressed to the General Secretary's office dlynch@cwu.org.

Yours sincerely



Dave Ward
General Secretary



TUC DELEGATION
MINUTES 2025.docx

COMMUNICATION WORKERS UNION

2025 TRADES UNION CONGRESS – BRIGHTON

MINUTES OF THE TUC DELEGATION MEETING HELD IN THE RENAISSANCE SUITE, ROOM 2, HILTON HOTEL, KINGS ROAD, BRIGHTON ON SUNDAY 7TH SEPTEMBER AT 11 A.M.

PRESENT: Dave Ward, Tony Kearns, Andy Mercer, Mick Kavanagh, Martin Walsh, Kate Hudson, Maria Exall, Michelle Bailey, Tina Holmes, Rob Wotherspoon, Adam Alarakhia, Sajid Shaikh, Lee Starr – Elliott, Steve Croke, Tom Walker, Trish Vollans, Louise Short, Deji Olayinka, Moira Cahill

IN ATTENDANCE: Chloe Koffman, Lionel Sampson, Chris Webb, Bill Taylor, Dawn Lynch, Dawn Jeffery, Ann-Marie O'Brien

1 WELCOME - INTRODUCTIONS & APOLOGIES

The Chair welcomed all CWU Delegates to the meeting, in particular those who were attending the TUC Congress for the first time and asked the delegation to introduce themselves to the meeting.

Apologies were received from Karen Rose due to OUB.

2 GENERAL SECRETARY OVERVIEW

The General Secretary welcomed all delegates and talked and discussed the CWU motions, 'Reform of the TUC' and 'Sectoral Bargaining'.

3 EXPLANATION OF TUC DOCUMENTS

Bill Taylor provided an explanation of the TUC pack provided at the meeting which included:

- General Council Report 2025
- Final Agenda 2025
- GPC Report and Consolidated Final Agenda 2025
- Congress Guide 2025

4. CWU POLICY POSITION ON MOTIONS AND AMENDMENTS

Chloe Koffman and Bill Taylor went through the CWU policy position on motions and amendments.

TUC Congress 2025 Provisional Agenda**Policy recommendations for the delegation meeting and suggestions for CWU interventions****Table 1: CWU motions to move, amended by CWU, and possible other interventions**

Action	Motion	Title/description
Move	02	Sectoral Collective Bargaining
	76	Reform of the TUC
Amended by CWU	28	Tax wealth to fund public services
	34	Restructuring the economy to shift wealth and power in favour of working people
Possible other interventions	07	Supreme Court ruling – active support for trans and nonbinary workers
	08	Expanding equal pay legislation
	35	Taxation
	50	Zane's Law
	63	AI and the future of work
	66	Artificial intelligence and worker security in the finance sector
	71	The crisis in Palestine
	75	Year of trade union climate action 2025–2026

Table 2: Policy recommendations for the delegation meeting

Motion	Details of Motion	Union	CWU Position S = Support O = Oppose
SECTION 1 – A GROWING AND DIVERSE MOVEMENT			
01 Organise the unorganised	Congress calls on the General Council to convene a summit to agree a charter and subsequent activity to 'organise the unorganised. This is based on greater cooperation between unions and concrete steps to establish sectoral collective bargaining.	National Education Union	S
02 Sectoral bargaining	Congress agrees that the TUC produces a sectoral bargaining strategy to be agreed by the General Council, including a plan to introduce sectoral level agreements in at least three sectors within the next six months.	CWU Amend NASUWT Amend PCS	Move
03 Organising	Success hinges on our ability to equip reps and organisers with the skills to leverage new rights and digital tools, fostering inter-union collaboration, and navigating new legislation adeptly. Congress instructs General Council to seek discussions with the government and combined authorities to ensure the continued provision of TUC Education	Accord	S

Motion	Details of Motion	Union	CWU Position S = Support O = Oppose
04 Organising and delivering for young workers: age-related redundancy pay	<p>Following the revised remit for the Low Pay Commission to help eliminate the wage disparity for young people in the national minimum wage, Congress agrees that the next step is looking at other age-related employment provisions with a view to removing all age-related discrimination.</p> <p>This includes addressing age discrimination within statutory redundancy pay.</p>	Union of Shop, Distributive and Allied Workers	S
05 Recruitment and retention of young members	<p>Young workers face significant challenges, including insecure work, low pay, and lack of workplace protections.</p> <p>Congress calls on the TUC to encourage all unions to develop youth-focused recruitment strategies, targeting industries with high numbers of young workers, such as retail, hospitality, and the gig economy.</p>	TUC Young Workers Conference	S
06 Self-employed workers	<p>While £126bn is generated for the UK economy annually by creative industries, this wealth doesn't benefit the vast majority of creative workers.</p> <p>Congress calls on the TUC to use the AUE's July report into the lives of their members to raise concerns of self-employed workers and to campaign for fair/equal pay, safe and healthy</p>	Artists' Union England Amend Community	S

Motion	Details of Motion	Union	CWU Position S = Support O = Oppose
	working conditions, access to pensions, affordable housing and studios.		
07 Supreme Court ruling – active support for trans and nonbinary workers	Conference believes that: i. transgender rights are human rights Conference notes that: a. the Supreme Court ruling of the 16 April goes against both recent and past European Court of Human Rights judgements Conference therefore calls for the TUC, LGBT+ Committee to: 1. campaign publicly on its policy for gender self-declaration	TUC LGBT+ Conference	S
SECTION 2 STRONGER RIGHTS AT WORK AND PROTECTION FROM DISCRIMINATION			
08 Expanding equal pay legislation	the Labour government, under the Plan to Make Work Pay proposals, must go further when expanding equal pay legislation We call on the TUC to support: i. increasing the scope of the current proposals on race and disability pay gaps from employers with over 250 employees to those of 50 and over	Unite	S
09 Tackling the far right	Congress congratulates both the TUC on the publication of their strategy to tackle the far right and affiliates for implementing the strategy and giving it such high priority	Union of Shop, Distributive and Allied Workers	S (motion and amendments)

Motion	Details of Motion	Union	CWU Position S = Support O = Oppose
	Congress calls upon the Labour government to be bold in its vision, to push back on rather than pander to far-right narratives and to commit to delivering for working people quickly.	Amend Unison Amend UCU	
10 Challenging the far right in all its forms	Congress notes with alarm the continued rise of far-right ideologies across the UK and internationally. Congress calls on the General Council to: a. continue to coordinate the trade union movement to counter far-right ideologies.	Educational Institute of Scotland Amend Unite Amend National Association of Head Teachers	S (motion and amendments)
11 Challenging the misogyny, misogynoir and anti-feminism of the far right	Congress calls for the TUC to: i. review its leading union education courses, to highlight the misogyny, misogynoir and anti-feminism that is foundational to the contemporary far right	Chartered Society of Physiotherapy	S
12 Tackling misogyny, sexism, the rise of incel culture and the far right	Conference recognises the publication of the National Police Chiefs Council's report on violence against women and girls (VAWG) and its description of online influencers driving misogyny. Conference calls on the TUC: a. to raise awareness of the incel ideology and the dangers it presents to women and girls	TUC Women's Conference	S

Motion	Details of Motion	Union	CWU Position S = Support O = Oppose
	b. Women's Committee to continue to campaign against sexual stereotyping in all its forms		
13 And Then it Clicked...	<p>Conference notes with concern that racialised sexual harassment and misogyny in the workplace goes unreported and unacknowledged.</p> <p>We call upon Congress to:</p> <p>i. ensure misogyny is recognised as violence and racialised sexual harassment of Black women</p>	TUC Black Workers Conference	S
14 Immigration white paper	<p>The government's white paper heralds significant changes to the UK's immigration system. Congress asserts that migrant workers are not responsible for poor pay or exploitation within the labour market.</p> <p>Congress therefore calls on the TUC and its affiliates to campaign for a sector wide visa scheme in social care, and greater protections for migrant workers from exploitation and strengthened access to trade union rights</p>	UNISON Amend NEU	S (motion and amendment)

Motion	Details of Motion	Union	CWU Position S = Support O = Oppose
15 Skilled Workers Visa	<p>Congress recognises that the Skilled Workers Visa scheme, introduced in the aftermath of Brexit, has consistently failed to meet its intended objectives.</p> <p>Congress commits to supporting all workers facing deportation under this flawed system. We further demand an immediate suspension of all deportation proceedings related to the Skilled Workers Visa until a fair and humane alternative is implemented.</p>	<p>Public and Commercial Services Union</p> <p>Amend GMB</p>	S (motion and amendment)
16 Sustainable recruitment and retention of overseas trained allied health professionals (AHPs)	<p>Short-termism and underinvestment created the NHS's workforce crisis. Congress calls on the TUC to:</p> <ul style="list-style-type: none"> i. champion the importance of international recruitment in sustaining an NHS recovery ii. actively oppose any immigration rule changes that make it harder to recruit and retain internationally trained allied health professionals (AHPs). 	Society of Radiographers	S
17 Employment Rights Bill	<p>Congress notes that since a Labour government have been in power they have informed the POA that they do not intend to restore the right to strike for prison officers in England/Wales or Northern Ireland.</p> <p>Congress condemns government for not exploring potential avenues of agreement with TUC intervention and Congress vows to</p>	Prison Officers Association	S

Motion	Details of Motion	Union	CWU Position S = Support O = Oppose
	continue the campaign to bring government to the table for negotiations on a without prejudice basis.		
18 Strengthening the Employment Rights Bill	<p>Congress believes the Bill prioritises individual rights over collective ones, leaving in place many anti-union laws that continue to limit workers' ability to organise, take action and win improvements through collective strength – especially the continued ban on solidarity action.</p> <p>Congress therefore calls on the TUC to: draft a comprehensive workers' rights package of amendments, including:</p> <ul style="list-style-type: none"> – immediate repeal of all anti-union laws 	Bakers Food and Allied Workers Union	S
19 Enhancing maritime employment protections	<p>Offshore employment contracts persist in the shipping industry and have the effect of denying many UK resident seafarers full UK employment and social protections.</p> <p>Congress calls for the delivery of legislation that will support and protect the employment of UK resident maritime professionals</p>	<p>Nautilus International</p> <p>Amend RMT</p>	S (motion and amendment)
20 Action against assaults on public-facing workers	Congress believes assaults should never be considered 'part of the job' and agrees to hold a day event with unions no later than Congress 2026 to discuss strategies to assist the General	<p>RMT</p> <p>Amend FBU</p>	S (motion and amendment)

Motion	Details of Motion	Union	CWU Position S = Support O = Oppose
	Council in producing an action plan to support affiliates in their campaigning against workplace assaults.		
21 Dignity for train drivers	<p>Many transport workers lack many basic necessities like clean, safe fully functioning toilets.</p> <p>Congress therefore calls on the general council to convene a roundtable of relevant trade unions from the transport and logistics sector to discuss the issue of welfare facilities and breaks, building on the TUC's current campaign.</p>	ASLEF	S
22 Protecting transport workers from harmful dust, fumes and poor air quality	Congress calls on the TUC to lobby government and transport authorities to introduce legally binding, higher quality air quality standards for dust and fumes in transport environments, in line with recommendations from the WHO and the Institute of Occupational Medicine.	TSSA Amend Royal College of Podiatry	S (motion and amendment)
23 Championing inclusive support for neuro-diverse patients and staff	Cost-effective and neuro-diversity sensitive changes in hospitals can improve productivity and outcomes for all staff and patients. Congress therefore calls on the TUC to work with unions and relevant charities to champion inclusive practice as part of a safer and more productive NHS.	Society of Radiographers Amend Chartered Society of Physiotherapy	S (motion and amendment)

Motion	Details of Motion	Union	CWU Position S = Support O = Oppose
24 Advancing neurodiversity rights in the workplace	Conference calls on the General Council to campaign for strengthened equality legislation that explicitly protects neurodivergent workers and mandates neurodiversity training for employers.	Aegis Amend USDAW Amend FDA	S (motion and amendments)
25 Paid worktime for nursing parents	We call on all workplaces to ensure that nursing parents have the option for paid time off to feed their child without facing stigma or penalties. We therefore urge the TUC to actively campaign to remove barriers for parents in their workplaces.	Royal College of Podiatry	S
26 Player workload and wellbeing	Congress supports the work being undertaken by the Professional Footballers' Association to address the damaging impacts on its members of increased player workload.	Professional Footballers' Association	S
SECTION 3 – A FAIR ECONOMY AND STRONG PUBLIC SERVICES			
27 School support staff deserve better	Congress calls on the government to work with National Joint Council unions to ensure the School Support Staff Negotiating Body (SSSNB) delivers a national terms and conditions handbook and nationally agreed fair rates of pay, training and career progression routes for all support staff, including in academies	GMB Amend UNISON	S (motion and amendments)
28 Tax wealth to fund public services	We call on the TUC to: i. campaign for the urgent introduction of a progressive wealth tax	Unite Amend CWU	S (motion and amendments)

Motion	Details of Motion	Union	CWU Position S = Support O = Oppose
	ii. oppose austerity and promote tax justice as a means to fund public services	Amend FBU	
29 Funding for public services and infrastructure	Congress calls on the General Council to campaign for full funding of our public services to ensure that schools, colleges and other frontline services can recruit and retain the staff needed to deliver the high-quality services that the public expects of the welfare state.	NASUWT Amend NEU	S (motion and amendment)
30 A new approach to public services	Congress calls on the TUC to press government for a new approach to public sector pay, with the government committing to pay restoration across the public sector over the lifetime of the current parliament, with annual pay rounds settled by the start of each financial year from 2026, and that future pay rises are funded with additional public expenditure rather than cuts to services.	Chartered Society of Physiotherapy	S
31 UK resilience	Congress welcomes the government's intention to review of UK resilience. Congress therefore calls on the General Council to press for government action to ensure that all relevant bodies, including incident responders, are fully resourced and invest to retain and develop their skilled staff.	Prospect Amend FDA	S (motion and amendment)

Motion	Details of Motion	Union	CWU Position S = Support O = Oppose
32 Public sector productivity	Congress calls on the General Council to work with affiliates, academics and Govt to help develop a more robust methodology on measuring public sector productivity and to ensure that worker involvement and consultation remain at the heart of the TUC approach to digital and AI.	FDA	S
33 Standards in government	Congress calls upon government to set a firm timetable for establishing their promised Ethics and Integrity Commission to deliver consistent and coherent standards across public service, and to establish a principle of regulatory rather than voluntary standards.	FDA	S
34 Restructuring the economy to shift wealth and power in favour of working people	<p>The government's industrial strategy and Employment Rights Bill do not go far enough to tackle the legacy of decades of weak business investment, offshoring, outsourcing, privatisation and austerity.</p> <p>Congress believes Labour should adopt policies that begin to restructure the economy to improve productivity and investment and bring about a fundamental and irreversible shift in the balance of wealth and power in favour of working people.</p>	RMT Amend CWU	S

Motion	Details of Motion	Union	CWU Position S = Support O = Oppose
35 Taxation	The government must urgently explore how the UK's tax system could be reformed, including to ensure that wealth and the highest incomes are taxed more fairly.	Accord	S
36 Welfare	Congress agrees to campaign to increase taxes on wealth and on those with the highest incomes and to boost social security spending – and the incomes of the unemployed, disabled people, and pensioners.	Public and Commercial Services Union	S
37 Wages not weapons	<p>Congress believes:</p> <p>Congress believes:</p> <ol style="list-style-type: none"> 1. we should stand, in our best traditions, for peace and against militarisation 2. that actively campaigning for ever-higher spending on arms risks signalling approval of a wider drive to war, in the dangerous context of renewed great-power rivalry 3. that British participation in the F-35 programme implicates it in Israel's grave violations of international law in Gaza.S <p>Congress resolves to:</p> <ol style="list-style-type: none"> I. reverse policy, dating from 2022, of support for immediate increases in defence spending 	University and College Union	S

Motion	Details of Motion	Union	CWU Position S = Support O = Oppose
	<p>II. prioritise campaigning for public investment in Britain's public realm, decimated by austerity</p> <p>III. commit to a safe, liveable planet</p> <p>IV. reaffirm that our movement's priority is welfare and wages, not weapons and war.</p>		
38 Disabled workers oppose welfare reforms	<p>This conference notes with anger the government's spring statement, published on 18 March 2025, which attacks disability benefits.</p> <p>Conference calls on TUC Disabled Workers Committee to work with the General Council, and other trade unions to lobby government to stop the proposed changes and work with disabled people and workers on any proposed welfare changes.</p>	TUC Disabled Workers Conference	S
39 Oppose disability benefits cuts emergency	<p>This conference notes the Labour government's spring statement published 18 March 2025 attacking disability benefits.</p> <p>This conference instructs the TUCJCC to campaign to oppose the attacks on disability benefits.</p>	TUC Trades Councils Conference	S

Motion	Details of Motion	Union	CWU Position S = Support O = Oppose
40 Subsidiary companies	Congress condemns the call from the NHS England chief executive for NHS trusts to outsource swathes of functions to SubCos (subsidiary companies) in order to make financial savings. Congress calls on the General Council to support unions in their national campaigning against subsidiary companies.	UNISON Amend GMB	S (motion and amendment)
41 Inequalities in maternity care	Congress notes with grave concern the continuing inequalities apparent in maternity services, including that: i. the risk of maternal death for Black women in England is three times that of white women Congress, therefore, calls on: 1. the investigation to include recommendations aimed at eliminating inequalities in maternity care	Royal College of Midwives	S
42 Supporting student midwives and newly qualified midwives	Congress notes that: a. many midwifery students across the UK face significant financial hardship Congress therefore calls on UK governments to:	Royal College of Midwives	S

Motion	Details of Motion	Union	CWU Position S = Support O = Oppose
	1. implement the recommendations of the RCM's 2024 'State of UK midwifery student finance report'		
43 Invest in allied health professionals	This Congress notes with concern the growing pressures on university finances and the serious impact this is having on their capacity to deliver sufficient courses for allied health professionals (AHPs). We therefore call on Congress to support efforts to secure sustainable funding for universities and for AHP education.	Royal College of Podiatry Amend Chartered Society of Physiotherapy	S (motion and amendment)
44 Retaining and valuing the NHS workforce to deliver the NHS 10-Year Plan	Congress welcomes the ambition of the NHS Long Term Workforce Plan but warns it will not succeed unless the government takes immediate action to retain existing staff. Congress calls on the UK government to: i. commit to a funded strategy for fair, above-inflation pay and restore NHS pay to competitive levels.	British Dietetic Association Amend Royal College of Podiatry	S
45 Reducing health inequalities through nutrition and prevention	Congress notes with concern the deepening health inequalities across the UK, driven in large part by unequal access to affordable, nutritious food. Congress calls on the	British Dietetic Association	S

Motion	Details of Motion	Union	CWU Position S = Support O = Oppose
	government to: expand and properly resource food access schemes including Healthy Start.		
46 Protecting the public and healthcare professionals from role substitution in health care	Congress believes that patients must be protected from the potential harm from situations where there is confusion about roles of healthcare team members. It must be mandatory to ensure patients are clear of the role that any member of the healthcare team performs.	Hospital Consultants and Specialists Association	S
47 Local government funding crisis	Congress is alarmed by the ongoing financial crisis facing local government. Congress believes a fair funding settlement for local government is essential to rebuild services and restore dignity to local government work. There is money in the economy – local government must be a political and economic priority.	UNISON Amend NASUWT	S
48 Fair funding for local authorities	Conference notes with deep concern the mounting debt crisis facing local authorities across the UK. Conference believes that workers and communities must not bear the burden of a crisis they did not create. We call on the TUC to campaign urgently for restructuring or cancellation of local	Unite	S

Motion	Details of Motion	Union	CWU Position S = Support O = Oppose
	government debt to future-proof local authorities.		
49 Fund our fire and rescue service	Congress condemns 14 years of damage to the fire and rescue service under Conservative-led governments. Congress resolves to support the FBU's campaign to lobby the Westminster government and devolved governments for sustained investment	Fire Brigades Union	S
50 Zane's Law	Congress wholeheartedly supports the Truth About Zane campaign, which is fighting to address the crisis of contaminated land. Congress further supports the introduction of Zane's Law, which demands that every local authority must keep a regularly updated register of land that may be contaminated and other measures.	Fire Brigades Union	S
51 For national renewal: a national education service	Congress notes: i. across the UK, post-16 education faces an unprecedented crisis	University and College Union Amend Artists' Union England	S (motion and amendment)

Motion	Details of Motion	Union	CWU Position S = Support O = Oppose
	<p>ii. one in two universities are making job and course cuts and up to 15,000 job losses are predicted in 2025</p> <p>Congress resolves to:</p> <p>1. campaign for a fully funded national education service ensuring decent pay, secure employment, and professional autonomy</p>		
52 Stand up for quality education	<p>Congress notes its concern that education throughout the UK is underfunded. Congress calls on the General Council to support and amplify affiliates' campaigning to outline the benefits to individuals and society of a well-funded, quality education system.</p>	<p>Educational Institute of Scotland</p> <p>Amend Community</p>	S (motion and amendment)
53 Scrap audition fees and other hidden costs for arts courses in higher education	<p>Audition fees are the tip of the iceberg in terms of barriers facing working-class performers building a career in the performing arts, alongside low pay, precarity and inadequate social security.</p> <p>Congress calls, therefore, on the TUC to:</p> <p>a. support Equity's demand of education institutions to scrap audition fees, following the example set by the Liverpool Institute for Performing Arts, who scrapped such fees in 2022 in an "effort to increase access and diversity"</p>	Equity	S

Motion	Details of Motion	Union	CWU Position S = Support O = Oppose
54 Inclusivity in our schools	<p>Congress believes the national curriculum and qualification specifications must promote further inclusivity for all students.</p> <p>Conference calls on the TUC to build on and further develop their work in challenging discriminatory rhetoric in wider society, which inevitably influences school children.</p>	National Association of Head Teachers	S
55 Ending Physical Punishment of Children (EPOCH)	Congress resolves to urge the UK government to legislate against all forms of corporal punishment, including at home, in England, in line with international human rights standards – and to call on the Northern Ireland Assembly to follow suit.	Association of Educational Psychologists	S
56 Knife crime and social media	Congress notes with deep concern the growing role that social media plays in escalating violence among young people, particularly in relation to knife crime. Congress calls on the General Council to campaign for stronger regulation of social media platforms, including mandatory reporting, faster removal of violent content, and meaningful penalties for failure to comply	NASUWT	S

Motion	Details of Motion	Union	CWU Position S = Support O = Oppose
57 Safer Inside Prisons Charter	Congress supports the Joint Unions in Prisons Alliance (JUPA) Charter to address the urgent and growing concerns around safety, wellbeing and working conditions for staff across the prison estate	POA Amend Prospect	S (motion and amendment)
58 Probation workload crisis – a danger to public safety	Congress notes the serious position in relation to the workload crisis in the Probation Service. Congress commits to explore opportunities to publicise the crucial role that probation workers have in our communities and supports the campaign objectives of their recognised trade unions.	Napo	S
59 Where next for Cafcass?	Congress calls on government to establish an urgent independent review into Cafcass workloads underpinned by time and motion studies. This will help determine measures to identify a safe individual workload figure to protect staff from burn out or exploitation and provide safe and adequate staff, so that a higher quality of service can be offered to future children and familie	Napo	S
SECTION 4 – MEETING THE CHALLENGES OF THE FUTURE			
60 Back Britain's potteries	The Stoke-on-Trent potteries are the historic home of the UK ceramics industry, providing highly skilled, decent and unionised jobs in working-class communities. However, global	GMB	S

Motion	Details of Motion	Union	CWU Position S = Support O = Oppose
	undercutting and failure to provide UK energy security has left the potteries in crisis. Congress calls on the TUC and affiliate unions to pledge support for GMB's campaign to save Britain's pottery industry by signing The Potters' Pledge petition		
61 Securing our steel industry	Congress acknowledges the Labour government's commitment to delivering for steelworkers through the development of a steel strategy and deployment of the £2.5bn steel investment fund. Congress recognises, however, that UK steelmaking remains under huge pressure and more must be done to deliver the level playing field we need to be internationally competitive.	Community Amend ASLEF	S (motion and amendment)
62 Generative AI and creative workers' rights	Artists frequently find that their image, likeness or voice has been used in generative AI without consent or remuneration. Meanwhile, the government intends to weaken the protection provided by the copyright regime, by introducing an exception to copyright where content is used for the purpose of training AI. Congress calls on the TUC to campaign for the implementation in full of <i>AI for Creative Workers: a TUC manifesto</i> , and to campaign	Equity Amend Prospect	S (motion and amendment).

Motion	Details of Motion	Union	CWU Position S = Support O = Oppose
	against the government's planned "text and data mining exception" to copyright protection.		
63 AI and the future of work	<p>Congress believes that AI should enhance work – not replace it. We must ensure that AI is used to free up staff time, increase productivity and maintain high-quality employment, rather than undermine job security.</p> <p>The USDAW amendment broadens the motion out to other sectors beyond finance and calls for strong protections against the use of algorithmic management decisions throughout recruitment and employment processes.</p>	Community Amend USDAW	S (motion and amendment)
64 Copyright reform	Congress calls on the TUC to lobby parliament to ensure musicians are fairly paid in relation to AI and music streaming	Musicians' Union	S
65 Artificial intelligence in journalism	Congress instructs the General Council to: <ul style="list-style-type: none"> i. support the NUJ's AI campaign urging an end to rightsholders' copyright breaches by big tech ii. campaign for AI generated content to be labelled as such 	National Union of Journalists	S
66 Artificial intelligence and worker security in the finance sector	Conference notes the rapid integration of AI and automation leading to a threat to jobs in	Aegis	S

Motion	Details of Motion	Union	CWU Position S = Support O = Oppose
	<p>the finance sector Conference calls on the TUC General Council to:</p> <p>i. lobby government for robust AI regulation in financial services, with mandatory employment impact assessments and oversight of job losses.</p> <p>ii. insist on union consultation before AI implementation in workplaces.</p>		
67 AI and worker protection	<p>Congress instructs the TUC General Council to ensure the rights of all workers are protected from AI companies stealing their creative work and to actively campaign for the protection of creative workers' copyright.</p>	Artists' Union England	S
68 Future-proofing UK maritime skills and training	<p>Congress calls upon the TUC General Council to support Nautilus International's campaign for:</p> <p>i. 100 per cent SMarT funding and a minimum training allowance to support trainee maritime professionals, recognising the significant economic return (£4.80 to GDP for every £1 invested)</p>	Nautilus International	S

Motion	Details of Motion	Union	CWU Position S = Support O = Oppose
69 Rail Freight Future	Congress reaffirms its commitment to lobby for the expansion of publicly owned rail freight with a view to re-nationalising the sector.	ASLEF	S
70 A just transition for railway workers	Congress welcomes that train operating companies (TOCs) will be brought into public ownership notes with alarm that unnamed sources from the Department for Transport have suggested thousands of jobs may be lost in the transition due to duplication of roles. Congress resolves to campaign to protect jobs and ensure there is a just transition for transport workers with access to training and redeployment where necessary.	TSSA Amend RMT Amend ASLEF	S
71 The crisis in Palestine	<p>Congress reaffirms its existing policy supporting Palestinian rights.</p> <p>Congress urgently calls on the UK government to:</p> <p>a. take meaningful action to secure an immediate, complete, and permanent ceasefire with full access for food and aid delivery into Gaza</p> <p>b. immediately end all arms trade and military collaboration with Israel</p>	<p>National Education Union</p> <p>Amend UNISON</p> <p>Amend Unite</p> <p>Amend PCS</p> <p>Amend</p>	S

Motion	Details of Motion	Union	CWU Position S = Support O = Oppose
		Artists' Union England	
72 International solidarity with journalists	Congress instructs the General Council to: i. continue to stand in solidarity with journalists globally, condemning attacks against media workers wherever they occur ii. support the proposal of a UN convention on the safety and independence of journalists and other media professionals developed by the IFJ and backed by the NUJ.	National Union of Journalists	S
73 Europe matters	International developments have brought into sharper focus the importance of co-operation with the EU on defence and security. Congress therefore calls on the General Council to ensure that the interests of working people are at the heart of decision-making on the EU, and to critically evaluate proposals to change the Trade and Co-operation Agreement and press trade union priorities through the Domestic Advisory Group.	Prospect Amend UCU	S (motion and amendment)
74 Touring artists	Conference calls on the TUC to maintain pressure on the UK government to make good on their manifesto commitments and remove	Musicians' Union	S

Motion	Details of Motion	Union	CWU Position S = Support O = Oppose
	barriers for musicians touring in the EU as part of the reset of the UK-EU relationship.		
75 Year of trade union climate action 2025–2026	<p>Congress recognises:</p> <ul style="list-style-type: none"> i. workers are already suffering from extreme weather, flooding, and unaffordable fossil fuel energy ii. the UK is unprepared for escalating climate disasters <p>Congress resolves to:</p> <ul style="list-style-type: none"> 1. promote green bargaining in all union training, campaign for facility time for green reps, build national and regional green reps' networks <p>support global solidarity initiatives including the Fossil Fuel Non-Proliferation Treaty and climate justice finance such as Brazil's proposed two per cent tax on billionaires</p> <p>instruct the TUC Just Transition team to produce and coordinate publicity and promotion to support affiliates throughout the year.</p>	<p>Bakers Food and Allied Workers Union</p> <p>Amend Unite</p> <p>Unite's amendment says: 'after "billionaires" insert: " , while understanding that future fossil fuel production can only be ended when and where a fully funded workers' plan for jobs has been agreed and delivered in full'.</p>	Support motion

Motion	Details of Motion	Union	CWU Position S = Support O = Oppose
SECTION 5 – A STRONG AND SUSTAINABLE TUC			
76 Reform of the TUC	<p>The challenges that working-class people face cannot be resolved without innovative and radical thinking on how the TUC carries out its industrial and political work.</p> <p>Therefore, Congress agrees that it is time for a top to bottom review of the TUC, including its overall structures, role and purpose in the wider labour movement.</p>	Communication Workers Union	Move

The Following interventions were agreed and notified to the TUC

PROPOSITION	TITLE	SPEAKER
Motion 5	Recruitment and retention of young members	Moira Cahill
Motion 7	Supreme Court ruling – active support for trans and non-binary workers	Moira Cahill
Motion 8	Expanding equal pay legislation	Louise Short
Composite 2	Tackling the far right	Sajid Shaikh
Composite 4	Strengthening the Employment Rights Bill	Deji Olayinka
Composite 6	Advancing neurodiversity rights in the workplace and championing inclusive support for neuro-diverse staff	Kate Hudson
Composite 7	Tax wealth, fund public services and shift power in favour of working people	Rob Wotherspoon
Motion 37	Wages not weapons	Tony Kearns
Motion 38	Disabled workers oppose welfare reforms	Lee Starr-Elliott
Motion 50	Zane's Law	Tina Holmes
Motion 56	Knife crime and social media	Michelle Bailey
Composite 11	AI and the future world of work, including finance sector	Michelle Bailey
Motion 71	The crisis in Palestine	Andrew Mercer

6 ELECTIONS

- GS nominated for General Council
- Maria Exall nominated for General Council (LGBT Section I)
- Kate Hudson nominated for Section D (Women from Unions with fewer than 200,000 members)

The recommended candidates were **agreed**.

7 FRINGE MEETINGS AND RECEPTIONS

The delegation was advised of a number of fringe meetings involving, or of special interest to the CWU.

8 DELEGATION SEATING ARRANGEMENTS

The Chair confirmed that the Congress seating plan was in the Congress Guide. CWU would be situated in Block A, Rows A & B, seats 1 -12.

9 CWU COMMUNICATIONS

Media Contacts

The Chair asked delegates to consult Chris Webb, Head of Comms prior to interacting with the media.

10 ABSENCES DURING CONGRESS

The Chair asked the delegation to confirm to Andy Mercer if they would be absent during Congress, or if they were required to leave Congress early.

11 ANY OTHER BUSINESS

The General Secretary discussed with the delegation an Emergency Motion being submitted to the TUC. The delegation agreed to amend the title to 'Yes to real jobs'.

The meeting closed at 1 p.m.