

Standing Orders Committee

Report No. Three

1. ORDER OF BUSINESS

Please see the attached scheduled business and the Remaining Order of Business. We are not printing the list of non-prioritised motions again but delegates can view it in SOC Report Number 2.

SOC has written to the NEC, Regions, Self Organised Groups, Young Members, Private Contractors Forum and Retired Members regarding the re-prioritisation of motions for Friday afternoon. SOC would repeat its suggestion that these bodies use the most democratic means available to select their items for re-prioritisation. Also, to repeat, the SOC are clear that this exercise takes place amongst the prioritised Remaining Order of Business and not the Non-Prioritised Items.

2. WITHDRAWALS

The Standing Orders Committee has approved the following withdrawals under Standing Order P.10.1:

Motions and Amendments

Amendment 48.2 and Amendment 48.3 – National Executive Council

3. OFFICIAL COLLECTION

The Standing Orders Committee has decided the beneficiary will be Clock Tower Sanctuary, Brighton.

PINK

4. EMERGENCY MOTIONS

The SOC received 13 emergency motions. SOC has made decisions on all of them. The following motions has been accepted on to the agenda and the text are in this report.

Motion	Submitted
EM1. Say no to Trump's visit to Britain	London Fire and Emergency Planning Authority
EM2. Say no to Trump's visit to Britain	Portsmouth City
EM3. Stop Trump	National Executive Council
EM4. Stop no to Trump visiting Britain	Camden
EM5. Abortion rights	Cardiff County
EM6. Abortion rights	Camden
EM7. Securing reproductive rights for women in Northern Ireland	Mater Hospital
EM8. This rail chaos must stop	West Yorkshire Combined Authority and Transport
EM9. Justice for the Windrush generation	National Executive Council

The SOC believes that there is the possibility of two Emergency Composites on Stop Trump and Securing Reproductive Rights for Women in Northern Ireland involving the following Emergency Motions: EM1, EM2, EM3, EM4, EM5, EM6 and EM7. A meeting of the relevant bodies was convened yesterday and the Emergency Composites were agreed, placed on the agenda and printed in this report on pages 30-32.

The Emergency Motions and Emergency Composites have been placed at the foot of the Order of Business and are available for reprioritisation.

The following motions were not felt to meet the various criteria applied by the Committee to be emergency business for Conference.

The table below lists those not admitted to the agenda and the texts are attached except where they could place the union in legal jeopardy.

Summary of Emergency Motions Not Admitted to the Agenda

Motion	Submitted by	Notes
End the hostile environment for the Windrush generation	Hackney	Could place the union in legal jeopardy.
President's Email Issued on 17th December 2015	Kirklees	Not an emergency.
Assistant Certification Officer's Report	Kirklees	Not an emergency.
Securing Reproductive Rights for Women in Northern Ireland	Northern Ireland	In conflict with the rules.

UNISON NATIONAL DELEGATE CONFERENCE

19 – 22 JUNE 2018

ORDER OF BUSINESS

Motion	These items will be scheduled at the following times:	Notes
	<u>Wednesday 9.30 am</u>	
	The Eric Roberts Young Members' Organising Award	
8	Make 2019 the Year of Young Workers	
8.1		
Composite A	Strategic Review of UNISON	Reprinted at the end of this report. If Composite A is carried 129 falls.
	Return to remaining Order of Business	
	<u>Wednesday 2 pm</u>	
89	The UK EU Withdrawal Agreement and the Future UK – EU Relationship Campaigning for a New EU Deal Fit For Workers	
89.1		
89.2		
89.3		
89.4		
90	Working People Already Paid for the Financial Crisis, they should not pay for Brexit	
91	Exiting the EU and Devolution	
	Return to Remaining Order of Business	

Remaining Order of Business		
12	Promoting the Union as an Organising Union	
12.1		
12.2		
12.3		
53	Crisis in Local Government	
53.1		
106	Race Equality Act – How far have we come since 1968?	
99	Inclusion in our union – improving equality outcomes	
99.1		
45	Housing Affordability is a growing concern for public service workers	
45.1		
45.2		
46	Homelessness	
46.1		
48	Public Housing Post Grenfell	
48.1		If 48.1 is carried 48.2 and 48.3 fall.
48.2		Withdrawn
48.3		Withdrawn
48.4		
59	Privatisation and PFI – Building the Campaign	
59.1		
Composite C	Wholly Owned Subsidiary Companies (WOC's)	
Composite D	Universal Credit	
130	A CASE system for UNISON branches	If 130 is carried or lost 131 falls.
15	Better Training and Support for Branch Activists	
17	Work Related Stress and Mental Health Wellbeing	
17.1		

28	Mental Health Awareness in the Workplace	
34	Equal Pay	
32	Pay Up Now! - Real Pay Rises For All Public Service Workers	
32.1		
32.2		If 32.2 is carried 32.3 falls.
32.3		
105	Tackling Xenophobia and the Far Right	
105.1		If 105.1 is carried or lost 105.2 and 105.3 fall.
105.2		
105.3		
44	Dignity in Social Care, People Before Profit, Building for the Future	
44.1		
64	Public Service Mutuals: A Form of Privatisation	
64.1		
64.2		
14	Learning for the Future	
36	Pension Charges and Transparency	
121	Education is a Public Service	
121.1		
129	Branch funding	If Composite A is carried 129 falls.
129.1		
131	A national case system for UNISON	If 130 is carried or lost 131 falls.
18	Branch Treasurer Training	
38	Keeping public services at the top of the agenda in preparation for a snap election	
42	NHS Underfunding, Social Care Cuts And The Danger of STPs	

42.1		
42.2		
42.3		
42.4		Falls as 43 was lost.
57	UK Emergency Services Cuts - The need for greater coordination	
57.1		
82	Trump: Hands Off Jerusalem, Free Palestine Now	
82.1		
126	Looking After Our Carers	
9	Supporting digital organising in UNISON	
27	Mental Health and Employment	
56	Higher Education as a Public Service	
73	Ending austerity through progressive taxation	If 73 is carried or lost then 74 falls.
78	Triple-Lock on State Pensions	
93	Trade Democracy after the EU Exit We need to Stop the Deregulatory Trade Agenda	
110	English and Yorkshire devolution	
120	Hospital Car Parking Charges - A Stealth Tax	
26	Disability Leave Agreements	
40	End Winter Crisis in the NHS	
41	Social Care	
101	An end to sexual harassment at work	
104	Equal Marriage = Equal Widowhood	
109	Islamophobia and Prevent	
10	Using Digital Media to meet our objectives	

21	Effectively Representing members working across Service and Geographical Boundaries	
52	Cuts and the Council	
66	Campaign for Asylum Seekers Right to Work in the UK	
86	Free Abdullah Öcalan from 19 years of imprisonment	
128	Promoting the Political Fund and Defending our Political Voice	
23	Maternity Rights	
29	Apprenticeships	
29.1		
29.2		
29.3		
30	The importance of Health and Safety	
30.1		
37	Public Service Champions 2018/19	
55	The future of the Careers Service and Careers Professionals	
63	All Public Services Brought Back into Public Control	
63.1		
71	Working Together with Campaign Groups	
71.1		
112	Campaign for Climate Change Resilience Strategy and Funding for Climate Change Resilient public services	
61	PFI windfall profits tax	
72	Democratic Socialism	
74	Ending austerity through progressive taxation	If 73 is carried or lost then 74 falls.

122	Cuts To Our Safety Net	
122.1		
122.2		
50	Justice 4 Grenfell	
50.1		
87	Colombia	
16	Training for Stewards in sign posting members with mental health conditions	
16.1		
60	Campaigning For an End To Public Sector Privatisation	
60.1		
75	Robin Hood Tax	
102	Disability awareness	
127	Decriminalisation for safety	
65	Treating Terminally Ill People with Dignity in the Benefit System	
70	'The Total Eclipse of the S_N' Campaign	
79	Modern Slavery	
69	End period poverty	
94	A Trade Deal with the EU Should Not Limit Direct Provision of Public Services	
96	Defend Free Movement of People	
96.1		
107	Stand Up to Racism	
107.1		
Emergency Composite 1	Stop Trump	

Emergency Composite 2	Reproductive rights in Northern Ireland	
Emergency Motion 8	This Rail Chaos Must Stop	
Emergency Motion 9	Justice for the Windrush Generation	

Composite A

STRATEGIC REVIEW OF UNISON

(Motions 1, 2, 3, 4, 5, 6, and 7; Amendments 1.1, 1.2, 1.3 and 1.4)

As UNISON celebrates 25 years of being the biggest and best Union for workers delivering our public services in the public, private, voluntary and community sectors we need to start preparing for the next 25 years.

Our union has come a long way in this time. We've been innovative. We've grown. We've found new ways to represent members and speak up for public services.

We didn't give up when the UK Tory government imposed its ideological austerity measures on our members and citizens across our country. We've remained strong and financially viable, a testament to the world class union we are.

During this time we have organised millions of workers, developed new leaders, defended public services, challenged discrimination and the absence of rights, demanded equality and supported peace with and for our members, their families and their communities. We have championed such causes at home and throughout the world, in solidarity with our brothers and sisters facing oppression, exploitation and discrimination. We are a force to be reckoned with!

Our ability and willingness to initiate new ways of organising and recruiting, the hiring of over 300 fighting fund organisers to support hard stretched branches, our courage in taking the hardest of employment cases and continuing to train and educate activists and stewards despite a seventy per cent cut in external funding reflects a true determination to confront these challenges and test new solutions.

We have led the way in developing new structures, new forms of democracy and self-organisation to make sure all voices are heard in UNISON and shown that despite the challenges, our union, more than any other, is proud to represent our whole membership.

However, we cannot afford to stand still. Our structures need to be fit for purpose for the next 25 years with resources placed where they are needed to reflect the ever changing fragmented work environment and new models of public service delivery.

In a union with a majority of women members, the politics of time has always been paramount. We now live in a world where the demands on our members' time is even more critical than it was 25 years ago.

As we celebrate 25 years of UNISON, this milestone presents a unique opportunity to celebrate our success, to review our progress and achievements, and to look forward and to boldly map out what type of union we need for the future, what our priorities should be and more crucially how we match our resources accordingly.

Our future resource allocation must also reflect the major changes that the last 25 years have brought in terms of devolution of powers to Wales, Scotland and Northern Ireland and the significant implications this has had for the delivery of public services in these regions and nations.

In order to thrive, we have to be fit for purpose with appropriate structures, improved organisation and sufficient resources placed where they are needed, not historically allocated.

There are demographic, political and social trends facing our trade union:

- 1) The aging demographic and medical advances place growing demands upon public services, models of delivery and how public services are resourced;
- 2) The post Brexit political scene merely heightens the constitutional debate in a “disunited kingdom” of growing civic nationalism and regionalisation. The unsettled will for political change, the growing plurality of politics, which will have further implications for government and governance;
- 3) In turn, these are issues of plurality and diversification for the trade union to address in policy, organisation and resourcing;
- 4) The workforce will be more diverse, increasing frequency of health issues and working lives that are disrupted with associated learning and new-skill challenges;
- 5) The more diverse models of procurement and contracting, leading to more private/not for profit/community employers to organise and service, to redefine local and sectoral bargaining;
- 6) Responding to these new models of public service delivery will have implications for working practices, ratios of organising/resource/ administration and support to branches, more home working/networking, fewer buildings, smaller estate.

In order to thrive, we have to be fit for purpose with appropriate structures, improved organisation and sufficient resources placed where they are needed not historically allocated. All resourcing must reflect the ever-changing fragmented work

environment and new models of public service delivery that continue to place a huge burden on branches striving to represent every member across multiple employers.

The lack of facility time, limited access to non-core employers and members in isolated and fragmented workplaces continue to add to that pressure. Any future resource allocation must also accommodate the new and growing demands placed on the national union for faster, speedier communications, more strategic large-scale litigation, more flexible, targeted training and more demanding and complex, sector based bargaining arrangements.

The review must also recognise that the ability to take effective industrial action remains central to an organising union. It should consider how our structures, resource allocation and procedures can best support UNISON members to take part in effective lawful industrial action taking into account the impact of the Trade Union Act of 2016 and learning from collective experience within UNISON, and the wider trade union movement.

The financial formula devised in 1993 and revised in 2004 was established on single employer branches and streamlined bargaining arrangements both barely recognisable today. Fragmentation, outsourcing and devolution continue to reshape the world in which we operate, yet our financial allocations and current formula fail to reflect this.

Branches having to deal with sometimes hundreds of private employers makes life very difficult for branch representatives and stewards who are the backbone of the union. The union also centrally faces additional demands, with increased costs across the board.

Changing the way we resource our branches has rightly been the topic of much debate in recent years. The debate however has failed to reach the heart of the problem, creating further tensions across branches. Tackling one area of underfunding at the expense of another will never provide the long term financial solution we need for the viability of the whole union.

If UNISON is to remain a strong and growing union, we must continue to work as one union.

A strong strategic centre that supports strong organising regions and active branches is far more viable than a federation of independent fragmented branches. We seek our strength from our unity and the resources of our union belong to us all, to be shared fairly guided by the trade union principles of solidarity and equity. As demands change those resources must be redirected to where they are needed for the benefit of all, and not to the detriment of some and directed to ensure that every member wherever they work can be represented. That is our challenge.

So as we rightly celebrate 25 years of UNISON, this milestone presents a unique opportunity to look forward. To boldly map out what type of union we need for the

future, what our priorities should be and more crucially how we match our resources accordingly. The review must be inclusive, transparent and bold, examining our structures, operations and objectives with nothing ruled out, while reflecting the founding principles of UNISON:

- a) Ensuring a strong member-led union which is accountable through democratic structures to members;
- b) Recognising the role of member activists who represent the union to members, potential members and the community and who are the bedrock of the union;
- c) Ensuring members are able not only to be represented, but that we seek to provide space and resources to facilitate members to be organised;
- d) Aiming to ensure that UNISON should always be about increasing the power of members in the workplace facing their employer;
- e) Recognising that devolution of political powers to the nations and administrative responsibilities to regions requires a union that can organise at these levels and develop policy appropriate to that devolved power.

The past quarter of a century has shown that we are at best when we work together. For those who wish to strengthen and enhance our union and build on our achievements of the past 25 years there can be no more pressing issue.

Conference instructs the National Executive Council to:

- i) Initiate a comprehensive strategic and functional review of the union's organisation, structures and resources at branch, regional and national level, including full consideration of the impact of devolution on these activities including a review of the Devolution Protocol;
- ii) The purpose of the review will be to ensure the most effective use of UNISON's resources to ensure all levels of our union are best placed to meet the challenges of the next 25 years;
- iii) The review group shall be inclusive and include 12 members of the National Executive Council and one representative from each region - including representatives from branches, service groups, self-organised groups, Young Members and Retired Members;
- iv) Conference agrees the need for a thorough review of all parts of the union after 25 years of operation and calls for regular reviews on a five yearly basis to ensure as a union we can effectively meet future challenges;
- v) Report back to Conference in 2019 with a view to tabling proposals which if agreed by Conference can be implemented immediately together with any additional proposals which may take longer to take effect and could require rule changes to be considered by Conference in 2020;
- vi) Conference believes that nothing should be excluded from consideration from this review and calls on the National Executive Council to:

- A) Invite submissions and views from all parts of the union;
- B) Produce a six-monthly update;
- C) Report back to Conference with proposals to renew our union structures to improve our operation, effectiveness and relevance in the future and with specific proposals which could include the level of branch resources which could take place with effect from 1 January 2020.

Areas which the review should consider will include the following issues but may also consider other areas which may arise in the course of the review:

- I) Is the current branch funding formula fit for purpose?
- II) What additional branch resources and organising capacity can be put in place, where needed, by 1 January 2020?
- III) Rather than the no longer relevant (in most cases) approach of branches being based on single employers should the union to move towards geographical based branches where desired and appropriate?
- IV) Are all current Conferences within the union cost effective in terms of frequency, length and relevance in delivering the best level of services to branches and members?
- V) Are there alternative means which could achieve the objectives of the union and maintain internal democracy and accountability?
- VI) Do our service groups structures, functions and conferences reflect the reality of the environment we work in going forward and are there options to better organise across the union?
- VII) Whether there should be a cap on branch reserves and if so what the level should be?
- VIII) Should branches receive less funding on a sliding level until they meet any agreed cap?
- IX) Should there be a nationally agreed cap on the level of individual honoraria in Branches which can be applied and a cap on branch honoraria in % terms of branch funding in a formula taking account of the size of branches?
- X) Should branches be able to apply to jointly fund additional organising capacity in a scheme based on cost sharing from branch and national level?
- XI) Has the current overly bureaucratic model of self organisation as an approach delivered the intended aims and objectives of the union and could the equalities agenda be more effectively progressed through alternative means?
- XII) How can communications be improved within the union in a cost effective manner including access to a national directory of branches to assist good

practice reflecting new working environments such as devolution, multi regional /national employers / academy chains, employers where we do not have recognition agreements, etc?

- XIII) Are there ways to improve the management and effectiveness of national and regional resources and for them to be restructured and refocused to better deliver for members and branches and in the process identify resources to enable branch funding to be increased?
- XIV) Can improvements be made in the use of resources in terms of national and regional union premises through a reduction in renting properties where there may be cost effective alternatives to buy so we have assets rather than liabilities and could the union incentivise branches to consider doing the same where possible and appropriate?
- XV) How could we involve more representatives and members in decision making in the union and how could that objective influence our union structures and organisation?

National Executive Council, Yorkshire and Humberside Region, Broadland 1

National Young Members' Forum 1.1

National Retired Members' Organisation 1.2

Plymouth in UNISON 1.3

Tower Hamlets 1.4

West Midlands Region, Birmingham Health Care, Walsall General 2

Scotland Region 3

Northern Ireland Region 4

Cymru/Wales Region 5

North West Region 6

Northern Region 7

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129. BRANCH FUNDING

Conference notes that UNISON's branches are of ever-increasing importance in the provision of support for members. The reduction of employers in national bargaining arrangements and the fragmentation of the workforce point to this trend.

Since 2010, the large increase in collective reorganisations at the local level due to cuts in central government expenditure and outsourcing, and the increase in resultant individual casework, have all shifted the workload further onto our branches. Facility time of lay activists has come under attack since 2010, placing further strain on activists within branches.

Many branches now deal with hundreds of employers, for which they receive no consolidated facility time, which puts an increasing strain on branches if member needs are to be successfully met.

Conference also notes the continuing need for branches to campaign for their members, particularly as austerity cuts continue under the current Tory government.

However, Conference notes that despite all these changes to the terrain in which the union operates, UNISON has not changed its branch retention formula to bring the union up-to-date to meet these challenges.

Conference notes that Motion 121 was passed at National Delegate Conference 2016 which provided for activity-based budgeting processes within branches. In 2017 this was implemented by the National Executive Council with arbitrary limits placed on the additional activity-based funding that branches could receive. Motion 103 was passed at National Delegate Conference 2017 which provided for the removal of arbitrary limits to activity-based budget funding.

Conference notes that our union recorded surpluses of approximately £10million and £3million in the 2015 and 2016 accounts respectively, and holds reserves of over £200million. Whilst the introduction of the Trade Union Act with its requirement that DOCAS agreements be in place by March 2018 provides a significant challenge to our union, Conference notes that the union is in a reasonable financial position. Any uncertainty there may be during the period whilst DOCAS agreements are reached does not of itself remove the need for the union to respond to the shift in where the support our members need is provided from. The fact remains that the overwhelming bulk of this work is done in branches, and our union's funding structures must adapt to meet this change.

Nevertheless, Conference fully accepts that our trade union must live within its means. Therefore a review must be undertaken to prioritise activity and expenditure at the union's regional and national tiers in order to free up sufficient funds as are

necessary to support branches in their critical and growing work, the success or failure of which will determine the future of our union.

Notwithstanding the continued operation of the activity-based budgeting process which this Conference supports, there remains in UNISON a mismatch of where the union's resources are and where they need to be. Therefore Conference calls for all appropriate national committees to consider:

1) A new scheme of funding to be in operation by 1st January 2019, based on the following principles:

a) Any branch with more than £16 per full member in general reserves at the annual point of calculation will not qualify for additional funding;

b) All other branches will receive an increase in the standard entitlement of total annual subscription income from 20.0% to 25.0%;

c) If a branch is just under the recommended notional reserve of £16 per member, and an increase in the standard entitlement would take the branch above £16 per member, that branch will only receive that portion of the increase in the standard entitlement which would take them up to £16 per member;

d) All additional percentage enhancements for branches will remain unchanged;

e) This will result in the fixed proportion of total annual subscription income allocated to branch funding increasing from 23.5% to no more than 28.5%, and the fixed proportion of total annual subscription income allocated to the regions and national office decreasing from 76.5% to no less than 71.5%;

f) That over time there will be significant further devolvement of resources to branches.

2) A review of activity and expenditure at the union's regional and national tiers, to be commenced during the remainder of 2018 so as to prioritise union activity and expenditure at regional and national tiers with a view to reducing or ceasing expenditure that may no longer be affordable. This review should be lay member led.

*South East Region
Bolton Metropolitan
Hackney
Salford City
West Sussex
Wirral*

129.1

In point 1) a) delete "will not qualify for additional funding" and replace with "will be funded at the standard entitlement of 20%".

In point d) add after Branches "with reserves below £16 per full member at the annual point of calculation" and continue with rest of bullet point.

North Yorkshire

EMERGENCY MOTIONS ADMITTED TO THE AGENDA

EMERGENCY MOTION 1 SAY NO TO TRUMP'S VISIT TO BRITAIN

Conference notes with concern the invitation of the UK government to US President Donald Trump to visit Britain on 13 July.

Conference believes that Trump represents all the values that our union opposes. He has sought to ban migrants from Muslim countries from entering the USA and encouraged systematic deportation of migrant workers, many of whom have lived and worked in the US for most of their lives. He is on record as describing the violent racist right, including the Klu Klux Klan as "fine people" and formerly included an open fascist, Steve Bannon, in his government. He has a record of sexual harassment of women of which he has bragged publicly. He has pushed through massive tax cuts for the wealthy, leading to cuts in the already minimal welfare provision for the poorest in the USA and the public services on which they depend.

Conference believes that his reactionary views are not just a matter for US citizens. In the Middle East Trump has poured oil on the flames of conflict by moving the US Embassy in Israel to Jerusalem in a calculated provocation to the Palestinian people. Under his leadership, the US has instigated a trade war with the EU and China and pulled out of the Paris accord on climate change. As the leader of the most powerful nation on earth his open espousal of racism and sexism legitimises these views across the world.

Conference:

- 1) Calls on Theresa May to withdraw the government's invitation to Trump to visit to this country;
- 2) Notes that an alliance called the Together Against Trump has called demonstrations across Britain during Trump's visit. This includes the Stop Trump Coalition whose signatories of its launch statement included Dave Prentis;
- 3) Conference calls on branches and regions to support these protests and encourage members to attend.

London Fire and Emergency Planning Authority

EMERGENCY MOTION 2 SAY NO TO TRUMP'S VISIT TO BRITAIN

Conference notes with concern the invitation of the UK government to US President Donald Trump to visit Britain on 13th July.

Conference believes that Trump represents all the values that our union opposes. He has sought to ban migrants from Muslim countries from entering the USA and encouraged systematic deportation of migrant workers, many of whom have lived and worked in the US for most of their lives. He is on record as describing the violent racist right, including the Klu Klux Klan as "fine people" and formerly included an open fascist, Steve Bannon, in his government. He has a record of sexual harassment of women of which he has bragged publicly. He has pushed through

massive tax cuts for the wealthy, leading to cuts in the already minimal welfare provision for the poorest in the USA and the public services on which they depend.

Conference believes that his reactionary views are not just a matter for US citizens. In the Middle East Trump has poured oil on the flames of conflict by moving the US Embassy in Israel to Jerusalem in a calculated provocation to the Palestinian people. Under his leadership, the US has instigated a trade war with the EU and China and pulled out of the Paris accord on climate change. As the leader of the most powerful nation on earth his open espousal of racism and sexism legitimises these views across the world.

Conference:

- 1) Calls on Theresa May to withdraw the government's invitation to Trump to visit to this country;
- 2) Notes that an alliance called the Together Against Trump has called demonstrations across Britain during Trump's visit. This includes the Stop Trump Coalition whose signatories of its launch statement included Dave Prentis. Conference calls on branches and regions to support these protests and encourage members to attend.

Portsmouth City

EMERGENCY MOTION 3 STOP TRUMP

Conference notes that Donald Trump has been invited to visit the UK on July 13 by the UK Tory government.

Conference notes UNISON's consistent opposition to Trump and his regime, including our consistent financial, political and organisational support for the Stop Trump Coalition.

Conference believes that Donald Trump is a divisive bigot, who has used his position to attack women, Black people, disabled people, immigrants and public service workers.

Conference believes that Donald Trump stands opposed to all that UNISON and our members hold dear. Trump represents the opposite of the decent, humane values of community and public-service on which our union rests. His actions in pulling out of the Paris Climate Change Agreement, Iran nuclear deal and re-locating the US Embassy in Israel have made the world a less safe place.

Conference believes that Donald Trump should not be given a political platform for his bigoted views, and should be opposed at all points during his UK visit.

Conference calls on the National Executive Council to continue to support the Stop Trump coalition in opposing Trump's visit to the UK both organisationally and financially and:

- 1) Play a leading role in Stop Trump demonstrations, including encouraging UNISON members to take part in those demonstrations;

- 2) Work with Labour Link to encourage the Labour Party to take a firm stance against Trump's July 13 visit and any subsequent visits;
- 3) Work with other unions through the TUC and STUC to support the Stop Trump coalition in their campaign against Trump's July 13 visit;
- 4) Work with our sister unions in America as they fight against Trump and his divisive agenda.

National Executive Council

EMERGENCY MOTION 4 SAY NO TO TRUMP VISITING BRITAIN

Conference notes with concern the invitation of the UK government to US President Donald Trump to visit Britain in July.

Conference believes that Trump represents all the values that our union opposes. He has sought to ban migrants from Muslim countries from entering the USA and encouraged systematic deportation of migrant workers, many of whom have lived and worked in the US for most of their lives. He is on record as describing the violent racist right, including the Klu Klux Klan as "fine people" and formerly included an open fascist, Steve Bannon, in his government. He has a record of sexual harassment of women of which he has bragged publicly. He has pushed through massive tax cuts for the wealthy, leading to cuts in the already minimal welfare provision for the poorest in the USA and the public services on which they depend.

Conference believes that his reactionary views are not just a matter for US citizens. In the Middle East Trump has poured oil on the flames of conflict by moving the US Embassy in Israel to Jerusalem in a calculated provocation to the Palestinian people. Under his leadership, the US has instigated a trade war with the EU and China and pulled out of the Paris accord on climate change. As the leader of the most powerful nation on earth his open espousal of racism and sexism legitimises these views across the world.

Conference:

- 1) Calls on Theresa May to withdraw the government's invitation to Trump to visit to this country;
- 2) Notes that an alliance called the Together Against Trump has called demonstrations across Britain during Trump's visit. This includes the Stop Trump Coalition whose signatories of its launch statement included Dave Prentis. Conference calls on branches and regions to support these protests and encourage members to attend.

Camden

EMERGENCY MOTION 5 ABORTION RIGHTS

Conference recognises the importance of the historic landslide vote by the people of the Republic of Ireland to repeal the eighth amendment to the Irish constitution, Conference applauds all those that fought hard to win this huge victory for a

women's right to choose both in the Republic of Ireland but also those that continue to fight the world over for access to legal, free and safe abortions.

Conference recognises that not all women have the basic human right to choose what she does with her own body and welcomes the renewed call being led by the women of Northern Ireland for abortion to be decriminalised in Northern Ireland. Conference also notes Theresa May's reluctance to intervene as her Government is propped up by the anti-abortionist DUP.

Conference also recognises that as we celebrate 100 years of some women's right to vote, the 1861 Offences against the person's act a law that was passed before this right to vote was won continues to dictate how a woman can choose what she does with her own body. With abortion continuing to be a criminal offense across the UK.

Conference resolves to:

- 1) Give our full support to the campaign to decriminalise abortion in the whole of the UK including Northern Ireland;
- 2) Give our full support to Abortion Rights UK the national pro-choice campaign with regions and branches considering how they can support the campaign alongside the support already given nationally;
- 3) Call on Labour Link to support Stella Creasy's call within the Labour party to support a woman's right to choose and decriminalise abortion.

Cardiff County

EMERGENCY MOTION 6 ABORTION RIGHTS

Conference applauds the historic landslide vote by the people of the Republic of Ireland to repeal the eighth amendment to the Irish constitution and recognises the huge victory for a women's right to choose both in the Republic of Ireland but also as a beacon of hope for all women where ever they live who are still fighting for access to free safe abortions.

Conference welcomes the renewed call for abortion to be decriminalised in Northern Ireland and notes Theresa May's reluctance to intervene as her Government is propped up by the anti-abortionist DUP.

Conference resolves to give our full support to the campaign to decriminalise abortion in the whole of the UK including Northern Ireland.

Camden

EMERGENCY MOTION 7 SECURING REPRODUCTIVE RIGHTS FOR WOMEN IN NORTHERN IRELAND

Conference notes with serious concern that following the result of the referendum in Ireland to repeal the eighth amendment of the Irish Constitution, Northern Ireland will become the only jurisdiction in these islands to persist with restrictive abortion laws that breach human rights. Conference believes that the time has come for Parliament to take clear action to address the situation.

Theresa May has taken the position that Westminster legislating in this area would breach the devolution settlement, something her Government seems to have no difficulty with in relation to the claw-back of powers within the EU Withdrawal Bill. Whilst both health and justice are devolved matters, this position disregards the obligation placed on the Westminster Parliament under the Good Friday Agreement to “legislate as necessary to ensure the United Kingdom’s international obligations are met in respect of Northern Ireland” (Paragraph 33(b), Strand 1).

Northern Ireland abortion law is incompatible with international human rights obligations which the UK has signed and ratified. Most recently the UN Committee for the Elimination of All Forms of Discrimination Against Women has found in February 2018 that the current law on abortion in Northern Ireland “violates the rights of women in Northern Ireland by unduly restricting their access to abortion”. The Committee called for the repeal of legislation criminalising abortion under the Offences Against the Person Act 1861 and urged that the UK legislate to provide for expanded grounds to legalise abortion in a range of areas.

The UK Supreme Court has recently found that the current law in Northern Ireland is disproportionate and incompatible with Article 8 of the European Convention on Human Rights (ECHR) in so far as it prohibits abortion on the grounds of rape, incest or fatal foetal abnormality. The Court however did not issue a formal declaration of incompatibility due to the manner in which the case was taken. Conference believes that the views of the court in relation to the current restrictive laws compatibility with human rights are clear. Conference considers it inevitable that the law will be deemed incompatible with the ECHR in due course.

Conference calls on the National Executive Council to demand that the UK Government introduce legislation through Parliament to ensure that the law in Northern Ireland is compatible with international human rights obligations, in order to guarantee that women in Northern Ireland do not continue to suffer a serious deficit in rights protections.

Mater Hospital

EMERGENCY MOTION 8 THIS RAIL CHAOS MUST STOP

On Sunday 20 May a new rail timetable came into force across the UK. What followed was an unmitigated farce.

With little or no consultation with customers or staff, train companies withdrew services, radically changed their timetables and routes. Overnight passengers found

that they could no longer get to work on time or their regular train no longer stopped their local station.

Conference believes the events of the last month presents ourselves, other unions and politicians with a great opportunity. With private rail in the dock for its inability to provide a service fit for purpose, there has never been a better time to start a campaign for a publicly managed and owned national railway.

Therefore we call on National Executive Council to:

- 1) To engage with the Labour Party through UNISON Labour Link, Campaign for Better Transport and other bodies to promote and develop workable practical plans for a properly accountable publicly owned and managed railway network;
- 2) To encourage and work with other unions, through the TUC, to run a vigorous and coordinated campaign, promoting the desirability of a public owned and managed railway;
- 3) Engage with and confront politicians at all levels, nationally and regionally, calling on them to speak out in favour of a transport system run for the benefit of the passengers and the country as a whole, rather than shareholders.

West Yorkshire Combined Authority and Transport

EMERGENCY MOTION 9 JUSTICE FOR THE WINDRUSH GENERATION

Conference notes that while the Windrush scandal has led to the resignation of Home Secretary Amber Rudd on 30 April 2018, the policies themselves are still in operation and compensation schemes will be delayed while public consultations are held.

Conference is appalled at the treatment that UNISON member Michael Braithwaite and other members of the 'Windrush Generation' have been subjected to. Many have been deported, detained, lost jobs, homes, savings and access to vital public services. Those affected came from the Commonwealth, responding to the call of the UK Governments in the post-war period to come and rebuild the country and our public services. Conference believes that inhumane treatment of commonwealth citizens, many of whom have been failed at the very point they should have been looking forward to a well-earned retirement, echoes the racism they have had to fight all their lives.

It heightens our resolve to challenge the institutional racism that humiliates, threatens and treats the 'Windrush generation' and the migrant people who followed in their wake, like second-class citizens in this country.

Conference is also deeply concerned that the Home Office is about to gain sweeping powers in the Data Protection Act to strip any migrant person or British citizen of their data protection rights whenever they use public services, if it is for the purpose of 'immigration control'. UNISON is disappointed that despite lobbying hard in the Commons, a cross-party attempt to prevent this failed narrowly on 9 May 2018. This

exemption will restrict the rights of those affected by the 'hostile environment' effectively to challenge Home Office decisions, the very same right used by UNISON member Michael Braithwaite to successfully challenge the UK government.

Conference notes that on 10 May 2018 the government called for personal testimonies and evidence from affected people from the "Windrush Generation", in order to draw up a compensation scheme, with a further technical consultation to run over the summer. In the meantime, those affected will continue to experience great suffering. Conference believes that immediate redress must first take place, including the release from detention of any facing deportation, the return of those wrongly deported, rights to legal aid and speedy and meaningful compensation not only for financial losses incurred but also injury to feelings.

Conference calls for an Independent Commission to review the workings of the Home Office and the legal framework of the 'hostile environment'. Parliamentary scrutiny over the past few months has exposed the fact that the Home Office knew before and after they implemented the hostile environment that it would result in problems for people legally resident in the country and for British citizens who did not possess certain documents. The Home Office's failure to heed multiple warnings, to monitor the impact of its policies and to follow its own rules has also been exposed.

Conference calls into question the operation of new immigration legislation since 2014 which has turned public sector employees such as nurses, doctors, teachers and teaching assistants into de facto immigration officers. Conference notes that landlords now face fines and liabilities for providing housing to anyone lacking documentation with the result that Black people now find it even harder to access decent housing. Conference notes that the offence of 'illegal working' criminalises vulnerable workers themselves and makes them vulnerable to the very worst employers. Conference asserts that this is a crisis created Theresa May during her tenure as Home Secretary and now as Prime Minister.

Conference believes that lacking sufficient documentation, as many members of the 'Windrush Generation' do, does not mean a lack of rights to reside, work or access public services. Conference believes that public service workers cannot be expected to act as immigration officials or make judgements about who is legitimately here or can access services if even the Home Office cannot. Conference notes that the Home Office themselves destroyed vital records held on the 'Windrush Generation', which should have supported their appeals and should have been preserved as a part of the cultural heritage and history of this country.

Conference asserts that trade unions must work to protect the rights of workers including migrant workers against exploitation from bosses, deportation and loss of access to public services such as health and education and all racist immigration controls.

Conference calls on the National Executive Council to:

- 1) Campaign for the restoration of full rights for the 'Windrush Generation', Commonwealth British residents and their children arriving in the UK between the 1940s to early 1970s;
- 2) Working through service groups to support and defend affected UNISON members from job losses and detrimental treatment;

- 3) Campaign for the UK government to operate a 'fast track' stand-alone system to enable any of the 'Windrush Generation' to gain immediate citizenship rights free of charge, without citizenship test requirements, whether they are in the country or abroad, as soon as possible;
- 4) Campaign for rights to legal aid and full compensation for any losses incurred including injury to feelings;
- 5) Campaign for an independent inquiry into the workings of the Home Office and the legal framework of the 'hostile environment';
- 6) Campaign against the 'hostile environment';
- 7) Work with Labour Link to ensure that the Labour Party adopts a rights based immigration policy, as a vital part of its mission to end the exploitation of all workers and particularly migrant workers.

National Executive Council

EMERGENCY MOTIONS NOT ADMITTED TO THE AGENDA

END THE HOSTILE ENVIRONMENT FOR THE WINDRUSH GENERATION

Conference is appalled at treatment the so-called 'Windrush Generation' have received at the hands of the British Government. In reality this treatment will affect many people from the Commonwealth that responded to the call of UK Governments before, and during the inter war years through to the '50s, '60s & early '70s to come and rebuild the country.

Conference calls into question the operation of new immigration legislation which not only made many public sector employees such as nurses, doctors, teachers and teaching assistants de facto immigration police, but employers and landlords financially and criminally responsible if they employ or house migrant workers without documentation proving their right to work. Conference notes the increased bureaucratic hurdles faced by many legitimate migrants and black citizens' rights to work and live in the UK and indirect racist overtones of the application of these requirements.

The provisions of the Immigration Act 2014 and the supplementary provisions set out in the Immigration Act 2016 are part of the Tory government's deliberate policy of creating a 'hostile environment' for migrant workers notwithstanding what the basis is for them residing in the UK. This has led to real tragedies where UK residents have lost their jobs, the right to return, the right to housing and health care and some may have even lost their lives.

It is with regret that Conference further notes that only seven Labour MPs were among the 20 who voted against the Immigration Bill at its second reading more shamefully is that it was only six Labour MPs who were among the 18 who voted against it at the third reading.

Conference condemns the Tory government's actions as institutionally racist, many of which would have been illegal, and holds Home Secretaries (both past and present), responsible for the many individual tragedies.

The Home Office, under instructions from the Tory government, have used the disgraceful, divisive rhetoric, including vans with 'Go Home' emblazoned on them, to scapegoat migrants for their failures and to divert attention away from their austerity agenda of benefit cuts, attacks on our NHS, local government funding, schools and other public services in particular.

We do not trust that this Tory government can put the situation right. The apologies, resignations and the promise of compensation are too little, too late and do not go far enough to restore those who may have lost their lives as a direct result of the 'hostile environment'. We believe the trade unions must work with Jeremy Corbyn's Labour leadership to protect the rights of workers including migrant workers against exploitation from bosses, deportation and loss of access to public services such as health and education and all racist immigration controls.

Conference calls on the National Executive Council working in collaboration with the National Black Members Committee to:

- 1) Call an immediate halt to the withdrawal of any rights of the 'Windrush Generation' and those of any other person with a claim to remain;
- 2) Call on the UK government to immediately re-enact the protections against enforced removal under the Immigration and Asylum Act 1999 for the 'Windrush Generation' as well as other Commonwealth migrants;
- 3) Work with Service Group Executives to seek agreement that no member of the 'Windrush Generation' is dismissed from their job;
- 4) Call on the UK government to operate a 'fast track' stand-alone system to enable any of the 'Windrush Generation' to gain immediate citizenship rights free of charge, without any of the citizenship test requirements, whether they are in the country or abroad as soon as possible;
- 5) Work in collaboration with other trade unions to provide a single point of support for the 'Windrush Generation', in particular, facing discrimination from the racist application of immigration policy and to fight for full compensation for all losses suffered, including earnings, legal fees, hospital treatment, as a result of their inhumane treatment at the hands of the government;
- 6) Support a trade union and community enquiry into the decisions that have led to the disgraceful treatment of an estimated 50,000 of the 'Windrush Generation' that puts them at the heart of the enquiry and establishes a democratic compensation arrangement;
- 7) Call for an immediate end to all public sector workers being used to deny services to any migrant workers and for the trade unions to organise workers to resist being used in this way;

- 8) Work with Labour Link to develop an immigration policy based on the policies of UNISON to have a major influence on Labour Party policy as part of a raft of policies to fundamentally end exploitation of all workers and particularly migrant workers.

Hackney

SECURING REPRODUCTIVE RIGHTS FOR WOMEN IN NORTHERN IRELAND

Conference notes with serious concern that following the result of the referendum in Ireland to repeal the eighth amendment of the Irish Constitution, Northern Ireland will become the only jurisdiction in these islands to persist with restrictive abortion laws that breach human rights. Conference believes that the time has come for Parliament to take clear action to address the situation.

Theresa May has taken the position that Westminster legislating in this area would breach the devolution settlement, something her Government seems to have no difficulty with in relation to the claw-back of powers within the EU Withdrawal Bill. Whilst both health and justice are devolved matters, this position disregards the obligation placed on the Westminster Parliament under the Good Friday Agreement to “legislate as necessary to ensure the United Kingdom’s international obligations are met in respect of Northern Ireland” (Paragraph 33(b), Strand 1).

Northern Ireland abortion law is incompatible with international human rights obligations which the UK has signed and ratified. Most recently the UN Committee for the Elimination of All Forms of Discrimination Against Women has found in February 2018 that the current law on abortion in Northern Ireland “violates the rights of women in Northern Ireland by unduly restricting their access to abortion”. The Committee called for the repeal of legislation criminalising abortion under the Offences Against the Person Act 1861 and urged that the UK legislate to provide for expanded grounds to legalise abortion in a range of areas.

The UK Supreme Court has recently found that the current law in Northern Ireland is disproportionate and incompatible with Article 8 of the European Convention on Human Rights (ECHR) in so far as it prohibits abortion on the grounds of rape, incest or fatal foetal abnormality. The Court however did not issue a formal declaration of incompatibility due to the manner in which the case was taken. Conference believes that the views of the court in relation to the current restrictive laws compatibility with human rights are clear. Conference considers it inevitable that the law will be deemed incompatible with the ECHR in due course.

Conference calls on the National Executive Council to demand that the UK Government introduce legislation through Parliament to ensure that the law in Northern Ireland is compatible with international human rights obligations, in order to guarantee that women in Northern Ireland do not continue to suffer a serious deficit in rights protections.

Northern Ireland Region

PRESIDENT'S EMAIL ISSUED ON 17TH DECEMBER 2015

Not printed

Kirklees

ASSISTANT CERTIFICATION OFFICER'S REPORT

Not printed

Kirklees

EMERGENCY COMPOSITES ADMITTED TO THE AGENDA

EMERGENCY COMPOSITE 1 STOP TRUMP

(Emergency Motions 1, 2, 3, and 4)

Conference notes with concern the invitation of the UK government to US President Donald Trump to visit Britain on 13 July.

Conference notes UNISON's consistent opposition to Trump and his regime, including our consistent financial, political and organisational support for the Stop Trump Coalition.

Conference believes that Donald Trump is a divisive bigot, who has used his position to attack women, Black people, disabled people, immigrants and public service workers.

Conference believes that Donald Trump stands opposed to all that UNISON and our members hold dear. He has sought to ban migrants from Muslim countries from entering the USA and encouraged systematic deportation of migrant workers, many of whom have lived and worked in the US for most of their lives. He is on record as describing the violent racist right, including the Klu Klux Klan as "fine people" and formerly included an open fascist, Steve Bannon, in his government. He has a record of sexual harassment of women of which he has bragged publicly. He has pushed through massive tax cuts for the wealthy, leading to cuts in the already minimal welfare provision for the poorest in the USA and the public services on which they depend.

Trump represents the opposite of the decent, humane values of community and public-service on which our union rests. His actions in pulling out of the Paris Climate Change Agreement, Iran nuclear deal have made the world a less safe place. In the Middle East Trump has poured oil on the flames of conflict by moving the US Embassy in Israel to Jerusalem in a calculated provocation to the Palestinian people. Under his leadership, the US has instigated a trade war with the EU and China. As the leader of the most powerful nation on earth his open espousal of racism and sexism legitimises these views across the world.

Conference believes that Donald Trump should not be given a political platform for his bigoted views, and should be opposed at all points during his UK visit.

Conference calls on the National Executive Council to continue to support the Stop Trump coalition in opposing Trump's visit to the UK both organisationally and financially and:

- 1) Call on Theresa May to withdraw the government's invitation to Trump to visit to this country;
- 2) Play a leading role in Stop Trump and Together Against Trump demonstrations, including encouraging UNISON members to take part in those demonstrations;
- 3) Work with Labour Link to encourage the Labour Party to take a firm stance against Trump's July 13 visit and any subsequent visits;
- 4) Work with other unions through the TUC and STUC to support the Stop Trump coalition in their campaign against Trump's July 13 visit;
- 5) Work with our sister unions in America as they fight against Trump and his divisive agenda.

*National Executive Council
Camden
London Fire and Emergency Planning Authority
Portsmouth City*

EMERGENCY COMPOSITE 2 REPRODUCTIVE RIGHTS IN NORTHERN IRELAND

(Emergency Motions 5, 6 and 7)

Conference applauds the historic landslide vote by the people of the Republic of Ireland to repeal the Eighth amendment to the Irish constitution and recognises the huge victory for women's right to choose both in the South but also as a beacon of hope for all women where ever they live who are still fighting for access to legal, free and safe abortions.

Conference recognises that not all women have the basic human right to choose what she does with her own body and welcomes the renewed call being led by the women of Northern Ireland for abortion to be decriminalised in Northern Ireland. Conference also recognises that as we celebrate 100 years of some women's right to vote, the 1861 Offences against the person's act a law that was passed before this right to vote was won continues to dictate how a woman can choose what she does with her own body. With abortion continuing to be a criminal offense across the UK.

Conference notes with serious concern that following the result of the referendum in Ireland to repeal the 8th Amendment of the Irish Constitution, Northern Ireland will become the only jurisdiction in these islands to persist with restrictive abortion laws that breach human rights.

Conference believes that the time has come for Parliament to take clear action to address the situation.

Conference notes Theresa May's reluctance to intervene as her Government is propped up by the anti-abortionist DUP.

Theresa May has taken the position that Westminster legislating in this area would breach the devolution settlement, something her Government seems to have no difficulty with in relation to the claw-back of powers within the EU Withdrawal Bill. Whilst both health and justice are devolved matters, this position disregards the obligation placed on the Westminster Parliament under the Good Friday Agreement to "legislate as necessary to ensure the United Kingdom's international obligations are met in respect of Northern Ireland" (Paragraph 33(b), Strand 1)"

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Conference calls on the National Executive Council to:

- 1) Give our full support to the campaign to decriminalise abortion in the whole of the UK including Northern Ireland;
- 2) Give our full support to Abortion Rights UK the national pro-choice campaign with regions and branches considering how they can support the campaign alongside the support already given nationally;
- 3) Call on Labour Link to support Stella Creasy's call within the Labour party to support a woman's right to choose and decriminalise abortion;
- 4) Demand that the UK Government introduce legislation through Parliament to ensure that the law in Northern Ireland is compatible with international human rights obligations, in order to guarantee that women in Northern Ireland do not continue to suffer a serious deficit in rights protections.

*Camden
Cardiff County
Mater Hospital*