



AGENDA

YOUTH CONFERENCE

SATURDAY 21ST JANUARY 2017

The Mechanics Centre LTD

103 Princess Street

(Major Street Entrance)

Manchester

M1 6DD

Message from the General Secretary

Dear Colleagues

I would like to welcome you to CWU Youth Conference for 2017 and I look forward to hearing the debates and your views on the union and our work over the course of the day.

As you will be aware, Simon Sapper, CWU National Officer with responsibility for CWU Youth stood down at the end of 2016 and has now left the CWU. I want to place on record my thanks to Simon for his work for the union as a whole over many years and in particular with CWU Youth.

With this change and with the ongoing review of CWU Headquarters it is important that we take this opportunity to think about our youth structures and how we engage young people in the CWU. I know we have many talented young people in our union and the companies where we have members – I want to make sure we bring them on in the CWU and they have a strong voice to shape what we are doing.

This is extremely important at the current time. We all know that young people are under-represented in the union movement – under 35s make up 40% of the workforce, but less than a quarter of trade union members. Yet at the same time, young people are disproportionately affected by insecure employment and the housing crisis, two of the biggest issues of our time which I want the CWU to lead the way in addressing.

While none of us should be under any illusions of the scale of the challenges we face I think we can and should be optimistic about our ability to meet them.

Last year we saw trade unions making progress in some of the most difficult industrial environments from Sports Direct to Uber, and I believe it is the wide labour movement as a whole that can offer answers to the big political problems in society today. I am keen to hear your views on these issues and the CWU's industrial and political work in the debates today.

For those of you who are attending a conference for the first time I hope you'll take the opportunity to speak at the conference today and I hope everybody here enjoys the day ahead.

Dave Ward
General Secretary

Message from the Officer to the National Youth Committee

Dear Colleagues,

I welcome all delegates, observers, visitors and guests to the CWU's 2017 Youth Conference with very mixed feelings. As most readers will know, this is the introduction to my last CWU Youth event before leaving the union – in fact by the time the conference takes place I will have already gone!

There has never been a more important or necessary time for vibrant, determined and forward thinking activism by young members of our union and for that matter in society as a whole. 2016 was a game-changer in global politics. The viciously – sometimes murderously – bad tempered election campaigns both in the UK and the US masked a sharp shift towards nationalism, isolationism, division, fear and suspicion.

In this sort of landscape, where do respect for employment rights and other civil liberties feature? The answer is not at all if the dominant powers can help it.

Where is the belief that collectively we do and achieve far more than we can as individuals and that's why trade unions and trade unionism are both important and good? Remorselessly trashed by a right wing government and righter wing press.

So we gather in Manchester to democratically debate and decide policy, to draw strength from each other, and to collectively commit ourselves to progressive values, an inclusive society, a rejection of hatred, a belief in a fair distribution – "from each according to the means, to each according to their needs."

It has been an amazing experience and great privilege to have been the officer for CWU Youth. The future is unwritten. Make sure it tells your – our – story.

Thank you and good luck.

Simon Sapper
National Officer

Message from the Chair, Youth Advisory Committee

Dear Colleagues,

Hello everyone; it is a pleasure to welcome you all to the 2017 Youth Conference here in Manchester at the Mechanics Institute – the birthplace of the Trade Union Congress (TUC).

Youth Conference is a major event for young activists and the youth structure as a whole within the CWU; as this is where we decide on what we want to change as young workers and gives us an opportunity to participate in the changing of policy within the union. It does work - last year a motion on workplace stress that had come from a branch, was passed at Youth Conference, taken to General Conference and was subsequently carried there - it is now policy within the CWU. This was made possible by our young members wanting to make a difference, bringing it to Youth Conference and participating.

Although a serious policy conference, Youth Conference is a little more relaxed and forgiving – so don't feel nervous about contributing. Try not to feel too scared if this is your first time speaking at conference and remember - everybody in this room was in your position at some time or another – even myself not so long ago!

For those returning, welcome back! Please try to welcome any faces you haven't seen before, share your experiences with others and help fellow members wherever you can. If anyone has any questions or queries please do come and see one of us on the Youth Committee or one of the Officers, we will be more than happy to help.

I hope you enjoy the conference and participate if you can and hopefully you will leave today feeling you have made a difference.

Thanks

Jake Fear
South Wales Branch
Chair of the National Youth Committee

Youth Conference 2017 Standing Orders

1. The sessions of the 2017 Conference shall commence in accordance with the timetable.

2. TIMETABLE

- a
 - 10.00 Registration
 - 10.30 Chairpersons opening remarks
 - 10.35 Dave Ward, General Secretary
 - 10.55 Standing Orders Committee Report and Adoption of Standing Orders
 - 11.00 Section I Motion
 - 11.15 Section II Motions
 - 12.45 Guest Speaker – UNI Presentation
 - 13.00 Lunch
 - 13.45 Section II Motions Continued
 - 14.15 Guest Speaker
 - 14.30 Workshops TBA
 - 15.30 Officers Comments
 - 15.45 Result of Ballots and closing remarks
 - 16.00 Conference closes
- b The doors of Conference will open at 10.00 with conference commencing at 10.30 and closing at 16.00

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

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

3. PROCEDURE IN DEBATE

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

SPEAKERS

- b A delegate when speaking from the rostrum shall address the Chairperson. If two or more persons desire to speak at the same time the Chairperson shall decide to whom priority will be given. No person shall be allowed to speak twice on the same question.
 - c All speeches shall be confined to the subject under discussion.
 - d Delegates may only refer to documents which have a bearing on the subject under discussion.
 - e
 - (i) Motions standing in the name of a Branch must be moved by a delegate from that Branch.
 - (ii) Motions standing in the name of a Regional Committee if appropriate, must be moved by a delegate from that body (in line with Rule 10).
- (ii) Motions must be seconded or else they shall be deemed to have

fallen.

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

**COMPOSITE
MOTIONS**

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

h The mover of a motion shall be allowed to speak for not more than 5 minutes and any other speaker (including the mover exercising the right of reply) for not more than 3 minutes. **In EXCEPTIONAL CIRCUMSTANCES a speaker may request the special permission of Conference to speak for a longer period, if agreed, it shall not exceed a further 3 minutes.**

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

j The Advisory Committee (including the relevant Officer) shall in addition to moving and exercising the right of reply be allowed a maximum of one speaker in a debate on motions standing in the name of the Advisory Committee (SO3i applies to the Advisory Committee).

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

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

**ENDING
DEBATE**

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

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

WITHDRAWAL

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

**POINT OF
ORDER**

p Any person wishing to question the proceedings of Conference may rise on a "point of order", and when called shall state the procedural point in exact terms, whereupon the Chairperson shall immediately give a ruling or refer the matter to the Standing Orders Committee for a decision.

Any person raising points of order must seek to prove one or more of the following:-

- (i) That the speaker is using unparliamentary language.
 - (ii) That the speaker is digressing from the subject of the motion.
 - (iii) That the rules of the Union are being broken.
 - (iv) That there is an infringement of the customary rules of debate.
 - (v) That there is an infringement of the Standing Orders (which shall be referred to the Standing Orders Committee).
- q The Chairperson's ruling on a point of order shall be final unless it is challenged. The correct method of challenging the ruling shall be to move: "I wish to challenge your ruling." Such a motion shall be carried by a simple majority.
- r The Standing Orders Committee shall have the right to enter debate on all matters affecting the decisions and role of the Committee.

4. VOTING PROCEDURE

- a Voting at the Youth Conference shall normally be by a show of hand voting cards which shall be issued on the basis of one per Branch in attendance.
- b A card vote may be called for either by the Chairperson of the Youth Conference or when 5 or more delegates call for such a vote immediately on the announcement of the decision of the hand vote.

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

Instructions on the card vote will be given by the SOC.

When the motion being voted upon has a consequential effect on the following motion(s), Conference will proceed to the next item of business unaffected by the card vote result. When the card vote result is announced Conference will return to the earlier item provided it is within the timetable.

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

5. PROCEDURE FOR EMERGENCY MOTIONS

- a Emergency motions may only be submitted for inclusion in the Agenda if they refer to a matter which because of the circumstances giving rise to them could not possibly have been submitted by the published closing date for motions. Such emergency motions will only be accepted by the SOC if they constitute a significant and important matter, which requires a decision by Conference.
- b Emergency motions must reach the Standing Orders Committee at CWU Headquarters by midnight on **Tuesday 17th January 2017**. Delegates will be advised by the SOC whether or not the emergency motion has been accepted for inclusion to the Agenda prior to the commencement of Conference.
- c Any emergency motion submitted after the above date must be notified to the Standing Orders Committee as soon as possible. Delegates will be advised by the SOC whether or not the emergency motion has been accepted for inclusion to the agenda as a matter of urgency.

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

6. APPEALS/REFERENCE BACK PROCEDURE

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

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

must reach the Standing Orders Committee at CWU Headquarters by midnight on **Tuesday 17th January 2017**. Such written notice must advise of the intention to appeal/move reference back to alter the published agenda with details and reasons for doing so.

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

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

7. SUSPENSION OF STANDING ORDERS

- a Motions to suspend Standing Orders shall only be allowed to deal with business or circumstances that could not have been foreseen when the Timetable/Programme of Business was adopted.
- b The Chairperson may accept a motion for the suspension of Standing Orders provided no motion is on the floor being debated. Any such motion must state the Standing Order/Orders involved and also state the nature and urgency of the business as to why the suspension is required.

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

8. BALLOTS

- a There will be a ballot to select two motions this Conference will forward for submission to the 2017 General Conference.

The ballot paper for General Conference selection will be printed on the reverse of the hand voting card.

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

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

- b Should there be a request at General Conference to remit a motion in respect of the 2017 Conference motions, the mover of the motion at General Conference will be deemed to have the authority to agree to the remittance on behalf of the 2017 Conference, subject to the agreement of General Conference.

There will be a ballot to select the two delegates that will represent the Youth Conference at the 2017 General Conference

9. PROHIBITIONS

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

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

Timetable and Programme of Business

- 10.00 Registration
- 10.30 Chairpersons opening remarks
- 10.35 Dave Ward, General Secretary
- 10.55 Standing Orders Committee Report and Adoption of Standing Orders
- 11.00 Section I Motion
- 11.15 Section II Motions
- 12.45 Guest Speaker – UNI Presentation
- 13.00 Lunch
- 13.45 Section II Motions Continued
- 14.15 Guest Speaker
- 14.30 Workshops TBA
- 15.30 Officers Comments
- 15.45 Result of Ballots and Closing remarks
- 16.00 Conference closes

DELEGATES ARE REMINDED THAT THE BALLOT BOX WILL BE LOCATED AT THE SOC TABLE.

Youth Advisory Committee

1. TERMS OF REFERENCE

Rule 8.13 defines the terms of reference for the Youth Committee.

2. ACTIVITIES

(a) Meetings

The Youth Committee meets quarterly and its Minutes are circulated via the NEC to Regional Committees and Branches. Copies are available on request. Young CWU members are always welcome as observers. In 2016 the committee met in London, Manchester, Birmingham and Cardiff. Ben Abrams (Leeds Amal No 1) was Chair and Jake Fear (South Wales) was Vice-Chair until June. The election for new officers took place in October and saw Jake returned to the position of Chair and Jimi Brown (South Midlands) becoming Vice-chair.

(b) Training

The newly elected and expanded committee held its inaugural meeting in October 2016 and it agreed to continue its practice of arranging training sessions prior to their scheduled committee meetings. The committee is working with the Education and Training department to develop a bespoke 2 year programme to support Youth Committee members.

(c) Communications

The CWU Youth newsletter is *eFutureProof*; it is distributed direct to members and is designed to be as accessible as possible. Editorial control of content remains with the Youth Committee. The committee continues to look at alternative methods in communicating news to young members to keep it fresh and up-to-date. Constructive discussions with the Communications Department about the role of young members in the union's overall communications strategy have taken place throughout the year. Work on a possible CWUYouth smartphone app takes place under the umbrella of the Communications Department's overall strategy

The Youth Committee continues to produce and host podcasts, downloadable from the CWU Youth website. Our Facebook Fan Page (<http://on.fb.me/qkjp36>) and Twitter feed (@cwuyouth) continue to attract attention and members/followers. A recent survey placed our twitter feed as the 35th most influential in the UK labour movement, eclipsing many national unions.

The youth website is expected to benefit from the overhaul of the CWU's digital communications. It continues to retain editorial independence and its own web address www.cwuyouth.org as well as being accessible from the main www.cwu.org site.

(d) External Bodies

UNI – The Youth Committee plays an active role in the UNI structures, primarily at European level. Becca Hufton (Kent Invicta) was elected President of the UNI Europe Youth Steering Group, and we sent a delegation of five young activists to the UNI Global Organising Conference in Cape Town in October. A report of the event can be found can be supplied upon request email youth@cwu.org.

TUC – The Youth Committee plays an active role in TUC Youth structures. Ben Abrams, Becca Hufton and Alan Bebbington (all National Youth Committee), comprised a pool of delegates to attend the Youth Forum, TUC Youth Conference and other TUC events up until June. Becca, Adam Gibbins, Dan Cole and Laura Snell took over this responsibility upon the election of the new committee. Becca represented CWU Youth at the TUC’s main congress in September.

CWU Youth was invited to present its youth engagement strategy to a special TUC seminar in June, where it received a warm reception. CWU Youth also contributed to the TUC Young Workers’ Forum month of action in November.

STUC – Scott Hartles (Scotland No 2 branch) sits on the STUC Youth Committee.

ICTU – The recently reformulated ICTU Youth Steering Group is supported by CWU, and Northern Ireland members of the Committee attend as regularly as they can.

Labour Party – Gary Daw sat on the National Executive of Young Labour until May, and Scott Hartles represented the union at their national conference in September.

(e) National Youth Education Event

The fifteenth National Youth Education Event was held in Sheffield on 14 October – 16 October 2016.

Following the disappointing level of attendance in 2015, both the Youth Committee and Head Office are reviewed youth engagement to understand fully the causes of this, and a number of changes were introduced as a result.

A total of 76 people in attendance over the course of the weekend: 56 young participants from 46 branches – of those participants 32 were “first timers”.

Attendance was significantly higher than in 2015, reflecting the impact of significant efforts to encourage participation. The weekend was a particularly success, judged by the feedback forms from those who were there.

The weekend retained its traditional format with roundtable discussions giving participants access to the Deputy General Secretaries, in order to put their concerns directly to them. These sessions were very well received. We also held workshop sessions hosted by Jon Trickett MP, the “London Recruits” film project, and the General Conference Standing orders Committee. A plenary session with Joe Rollins from the Orgreave Truth and Justice Campaign was very well received.

Part of the output from each workshop was motions that formed the agenda of a Mock Conference session on the Sunday, at which Cat Smith MP was a guest speaker.

The Committee wishes to thank Jo Thair at HQ for co-ordinating the event, and the President, Senior Deputy General Secretary and other senior officers for, once again, making time to address the event, despite extensive external pressures.

A copy of the report on the NYEE can be supplied upon request. Email youth@cwu.org.

3. UNDER-REPRESENTATION/PROPORTIONALITY

The committee continues to be fully supportive of the union’s work on proportionality.

In the case of women, the committee convened a further meeting of the Women’s under representation Working Party in October. The committee and its female members will be considering how to develop this area of work further.

4. YOUTH CONFERENCE

The eleventh Youth Conference was held in Manchester on 23 January 2016. The action taken on the motions adopted in 2015 was published online and via an LtB. The 2017 Youth Conference will be taking place on 21 January again at the Mechanics Institute in Manchester.

5. BRANCH YOUTH OFFICERS

In 2006, General Conference adopted Rule amendment Motion 119 which obliged branches to create and fill the role of Branch Youth Officer on branch committees.

The committee continues to work with branches and regions to encourage the development of Branch Youth Officers. For the first time since 2008, a Branch Youth Officers' forum was held in June. The event was well-attended. A report was published to branches and is available upon request. The action points included a revised BYO Toolkit, more resources on the history and structure of the CWU and a fresh emphasis on the personal histories of young CWU activists (the "This Is Me" project)

The 2017 BYO forum has been scheduled for June. The location and venue to be advertised in the Spring.

The new membership database allows greater visibility of all CWU representatives and the committee has identified a number of branches where there are young officers but no Branch Youth Officer. Arrangements are being drawn up for alerting those branches to the possibility of the BYO role being undertaken by a young branch officer who is already in an alternative role. Indeed, ensuring that BYOs are more aligned with the IR rep structures is seen as a key objective moving forward. This was highlighted in a features article in the November/December edition of CWU Voice.

6. REGIONAL YOUTH COMMITTEES

General Conference 2006 adopted Rule amendment Motion 121 which obliged Regions to establish or reconstitute Regional Youth Committees.

Regional youth activity is now either in place or is being actively developed in all regions.

The committee would like to express it's appreciation for the strong support from all Regional Secretaries.

The committee has reissued the protocol to try and bring consistency to the way in which the committee works with branches in each region.

7. CAMPAIGNING ACTIVITIES

During the year the Committee has forged effective relationships within the CWU to promote its tow key campaigns - housing and mental health.

On housing, the CWU NEC has adopted this as a major project. Feature articles have appeared in the Voice and the union provided a platform for leading housing campaigner Alex Hilton to launch a comprehensive report containing research which showed t he even conservative voters d supported rent control. At time of writing a Housing conference is planned to enable our own activist to determine the policy priorities and structure going forward.

On Mental Health, there is now much closer liaison between the Health, safety and Environment department and CWUYouth and together with the Equal Opportunities Department as joint fringe event was held at Annual Conference. Additionally, the Youth Committee has established a relationship with Papyrus, the prevention of young suicide charity.

Finally, the committee has further developed its relationship with CWU Humanitarian Aid, and hopes to provide participants in future aid missions.

8. RELATIONSHIP WITH THE INDUSTRIAL EXECUTIVES

A formal link between the Youth Committee and the TFS and PEC was established at Conference 2008, and the Chair and Vice-Chair attend their respective Industrial Executives on an *ex officio* basis. Work is ongoing to support PEC and TFS organising and recruitment initiatives wherever possible.

In particular, the committee met with Royal Mail's National Diversity and Inclusion Manager in October, and RM's Springboard programme will include a youth strand from early 2016 onwards.

Committee members are also actively involved in the TFSE's Regional Organising Committees.

Motion 107 from General Conference motion 2014 which (essentially) calls for a mentoring programme for newly elected Branch Youth Officers has been superseded by a union-wide mentoring programme, agreed by the NEC, which will be launched early in 2016.

9. The Future

CWU Youth is justifiably proud of having the most sophisticated and well developed youth structure of any UK union. Our influence is felt within the TUC, Labour Party, UNi and a host of other organisations. But obstructive acts by employers in the form of late refusals or rescindment of leave and the unwillingness or inability of a minority of branches to identify and support young activists are two specific challenges we must meet.

While there is an absolute need for CWU Youth to be effective at engaging, nurturing and delivering our union's leaders in the near and mid-term future, youth activism is sometimes not seen as mainstream or as an end in itself. Both perceptions are self-limiting and need to change.

Both within the committee and at HQ, the process of engaging with young members and prospective members to best effect is our top priority. Developments will be shared with BYOs, youth activists and members.

**CWU Youth Conference 2016 – Action taken on Motions
Carried or Remitted**

**SECTION II
NATIONAL ISSUES**

Number	Motion	Action Proposed
2	<p>Conference recognises the need for succession planning within the union’s branch structures. Therefore conference instructs the National Youth Committee to work with the NEC to come up with a shadowing scheme allowing younger reps the chance to learn from more senior reps and avoiding holes being left when senior reps leave.</p> <p align="right">National Youth Committee</p>	Submitted to General Conference where it was not reached.
3	<p>Conference instructs the National Youth Committee to lobby the NEC to develop a union advice service specifically relating to issues affecting members on housing and rent with legal help and advice.</p> <p align="right">National Youth Committee</p>	<p>Referred to Legal Services and Unionline. Productive meeting held with Unionline in October. Awaiting update on practicalities of what service could be offered and how.</p>
4	<p>Conference notes with alarm the increasing levels of workplace stress affecting young CWU members. Increasing drive to meet customer demands is leading to an ever increasing work load for our members, and there is no evidence of the pressure decreasing. Conference instructs the national youth committee to lobby the NEC to investigate the main issues of workplace stress and report back any findings.</p> <p align="right">South Wales</p>	<p>Submitted to General Conference where it was accepted.</p> <p>The H&S Department has ensured both RMG and BT have signed up to the “Time to Change” pledge.</p> <p>A Joint Fringe Meeting “Time to Change” was held at CWU Conference involving the H&S, Equal Opportunities and Youth Departments. LTB 267/16 was issued on this over 170 people attended.</p> <p>LTB 291/16 gave details of the forthcoming “UK Work Stress Network Annual Conference 2016”.</p> <p>Motions supported at the 2016 TUC Congress.</p> <p>CWU Website Article and LTB 597/16 published on World Mental Health Day (10th October 2016).</p> <p>LTB 595/16 detailing new RMG stress risk</p>

		assessment process and guidance and RMG Stress toolkit.
5	<p>This conference believes in paying everyone the living wage as a minimum, therefore believe as best practice all Future CWU youth events should be booked at venue's where they pay their staff the living wage, this should also include any group bookings for Accommodation.</p> <p>The Youth Committee is instructed accordingly.</p> <p style="text-align: right;">Gloucestershire Amal</p>	This has been forwarded to all those who have responsibility for booking accommodation for CWU Youth Events.
6	<p>Youth conference would like to thank the NYC for setting up the EU Referendum debate at the previous Education event however due to time limitations and the style of the workshop we believe this limited debate from our activist's.</p> <p>Therefore this conference instructs the NYC to hold an event, separate from the Education Event, as near to the date of the EU referendum as possible. This event should be to promote an open debate amongst our activists on the EU referendum, with Q and A workshops to include both pro and Eurosceptic MP's, MSP's and Welsh Assembly Members.</p> <p>The Youth Committee is instructed accordingly.</p> <p style="text-align: right;">Great Western</p>	Referred to General Secretary's Department
7	<p>Conference instructs the Youth Advisory Committee to lead a CWU campaign on the importance of giving blood and to lobby for and support existing campaigns for a change in the restrictions on who may and may not donate blood in the UK.</p> <p style="text-align: right;">Tyne and Wear Clerical</p>	Advice sought from LGBTAC and Stonewall on best way to input into this campaign.
8	<p>Conference notes with alarm the increasing levels of workplace stress affecting not just CWU members, but people across the UK. Conference believes that a long hours culture is a major contributor to the current unsatisfactory situation. Conference therefore welcomes the developments in Sweden where government action to introduce a 6 hour working day has been taken, with resulting increases in productivity. Current levels of salary would be protected, the only change would be the hours you work, not the salary you earn. Conference instructs the NEC to lobby government for similar changes in the UK.</p> <p style="text-align: right;">Central Counties and Thames Valley</p>	<p>Branch has met with GS to discuss work on the motion. The Research Department has produced a document setting out the background to the issue and the current themes in debate. Work ongoing.</p> <p>This forms part of the Union's campaign for "A new deal at work".</p>
9	<p>Conference recognises that many young people are turning to alcohol to mask anxiety or depression, or other mental health problems without realising it. In fact according to a survey run by IPOS MORI based on young people's drinking attitudes it can be confirmed that 44% of 10-17 year olds have a drink to cheer themselves up.</p> <p>According to drinkaware statistics show that more than half (53%) of young people that have an alcoholic drink suffer from low mental health. This is compared to the 36% of young people that have a good level of mental health.</p> <p>Therefore, this conference instructs the National youth committee to make contact with drinkaware and work with them on building a campaign that provides information and raises the awareness amongst our young members about</p>	<p>Made contact with Drinkaware to discuss collaborative work. Material relevant to Christmas and "Dry January" posted on www.cwuyouth.org.</p> <p>Need to co-ordinate with pre-existing work on this theme by other HQ departments.</p>

	<p>mental health and its association with possible alcohol problems. This could be done through leaflets, social media, The Voice magazine, workshops etc for our young members.</p> <p style="text-align: right;">Kent Invicta</p>	
11	<p>This conference recognises the ongoing issue of proportionality of our rep's and in particular the lack of young women getting involved. This can be seen throughout the CWU and we believe that the CWU Youth should now make this a priority for all Region Youth Committee's and the NYC. This conference therefore instructs the NEC to set up a mentoring programme between the NYC and the regional youth committee's to work on an organising project over the next year to encourage more young women to get involved with the CWU Youth.</p> <p>The Youth Committee is instructed accordingly.</p> <p style="text-align: right;">Bristol and District Amal</p>	<p>There have been several mentoring courses and workshops advertised and delivered in the last two years. These were targeted at BAME and Women activists and were attended by a number of youth reps from within these groups.</p> <p>LTB 374/16 was the last in line of correspondence explaining the creating and continuation of our in-house "CWU Exchange Mentoring" programme. A working group made up of the President, Vice-President, Head of Education and Training, Head of Equal Opportunities, NEC Members and Officers of the Advisory Committees are currently overseeing the project. Mentors have been selected and trained and mentees will be informed in the near future who their proposed match will be with.</p> <p>A primary focus of the project has been to focus on Youth and it is pleasing that a significant number of young activists are part of this first tranche.</p> <p>The NEC and the Working Group very much consider this initiative to be a platform form which to work the model can/will be adopted to further meet the objectives of the remitted motion.</p>
12	<p>Conference recognises the hard work of youth officers up and down the country. Unfortunately at this moment in time the majority of youth officers' work is carried out in their own personal time. Conference instructs the NYC to lobby the NEC and Industrial Executives to work with the companies in securing release for youth officers to enable them to provide the standard of work the CWU strives towards.</p> <p style="text-align: right;">National Youth Committee</p>	<p>Referred to DGS(P) and DGS (TFS)</p>

<p>17</p>	<p>Conference recognises the work being done in campaigning against the government over the TU Bill and also the terrible sell-off of Royal Mail. It is right for us to be doing this and also within Youth to be campaigning on housing and mental health, again these are issues that we should be making a lot of noise about and challenging the Government and employers to do more to help our members.</p> <p>An issue that will create even greater inequality is this Government's National Living Wage. From 1 April 2016 these rates will apply:</p> <p>1. The new National Living Wage follows recent rises in the National Minimum Wage rates to:</p> <ul style="list-style-type: none"> • £6.70 for 21-year-olds and over • £5.30 for 18 to 20-year-olds • £3.87 for under 18-year-olds • £3.30 for apprentices (this rate applies to all apprentices in year 1 of an apprenticeship, and 16 to 18 year old apprentices in any year of an apprenticeship) <p>At the moment, the national minimum wage is £6.50 and applies to everyone aged 21 and over. This will increase to £6.70 from 1 October 2015.</p> <p>18-20 year olds' current rate will increase by 17 pence to £5.30 per hour.</p> <p>The rate for 16 to 17 year olds will increase 8p to £3.87 per hour.</p> <p>But in 2020, only over 25's will benefit from £9 per hour. Anyone aged 16-24 will be disadvantaged in the workplace, doing the same jobs as their colleagues while being paid a large amount less.</p> <p>Under 25's don't receive lower payments on their rent or mortgage and most definitely get the opposite to a discount on their insurance. Why should under 25's receive a lower wage? This is direct discrimination and has been unfair since the original reduced minimum wage for younger workers was introduced.</p> <p>Conference believes the CWU Youth Committee will lobby the CWU to launch a campaign by autumn 2016 to challenge the Government's plans holding the following aims:</p> <ul style="list-style-type: none"> • Demand the Government to introduce a National Living Wage as laid down by The Living Wage Foundation for all from 16+ • Challenge all business' we represent to take on the Living Wage • Challenge all business' we represent to pay all staff from 16+ the same wage <p style="text-align: right;">Bootle Financial Services</p>	<p>This is a restatement of existing policy and will be supported by CWU Delegations wherever applicable (e.g. TUC Young Workers' Conference)</p>
------------------	--	---

SECTION I INDUSTRIAL ISSUES

1 COMPOSITE MOTION

This conference recognises the hard work of the DGST, Andy Kerr, to secure the additional release for Youth Reps employed by BT plc. This conference believes that postal youth reps should be able to have the same opportunities to complete the work for both the branch and national youth structures.

The National Youth Committee is instructed to lobby the PEC to secure the additional paid release to match the BT agreement.

Western Counties
Greater Mersey and South West Lancs

SECTION II NATIONAL ISSUES

- 2** This conference agrees with concern regarding the increasing number of Youth Homelessness in the UK. According to homeless.org.uk, homelessness figures as a whole of all ages have risen more than 30% in one year (2014-2015) and more than 102% since 2010.

Conference agrees that these numbers are upsetting and conference notes that there is no credible plan to act on this issue in government.

Therefore, this conference instructs the National Youth Committee to launch a campaign by the use of the CWU social media platforms, the CWU Youth website and all other available forms of communication to raise awareness to the membership and the wider trade union movement, of the increasing number of Youth that become homeless in the UK. This is to begin as soon as possible and the National Youth Committee will report back on any progress made at the next National Youth Education Event 2017 or Youth Conference 2018.

Eastern No.5

- 3** Conference instructs the National Youth Committee to explore partnership or association with the charity PAPYRUS, which might involve: working with PAPYRUS to promote one of their awareness campaigns, creating suicide prevention materials for a specific audience, organising a fundraising event, inviting PAPYRUS to speak at a CWU Youth event. This list is not exhaustive.

National Youth Committee

- 4** Conference notes with concern that the biggest killer of men under 45 is suicide, 13 men take their own lives every day: therefore conference calls on the National Youth Committee to set up a campaign which will offer help and support to young men where required.

- * help young men share their feelings in a safe environment where they can feel comfortable
- * end the idea that young men need to "man up" or "stop being such a girl"
- * work with any relevant external bodies and other departments at CWU HQ

This list is not exhaustive

National Youth Committee

- 5** This conference notes given the current media hostility towards Jeremy Corbyn and his recent leadership election victory it is imperative to reaffirm our support for The Labour Party.

The National Youth Committee is instructed to work with all relevant internal and external bodies to publically campaign for the Labour Party and draw particular attention to the policies which stand to benefit young workers the most.

National Youth Committee

- 6 Youth Conference acknowledges the hard work already undertaken by the CWU to tackle the targeting of young workers by performance management in BT, but conference remains concerned with the impact on its young members by the barbaric use of this process and the poor quality of training received.

Conference believes that performance management and micro managing has had a long term and damaging impact on Young workers and therefore instructs the National Youth Committee to lobby the NEC to compile a professional and independent psychological report on the effect performance management and the substandard training in BT has had on its young members.

Great Western

- 7 Conference agrees that youth recruitment and organising is of crucial importance. It therefore agrees to establish an annual youth engagement award, to be presented to the CWU Youth activist who, in the opinion of the National Youth Committee has made an outstanding contribution to this area of work in the past 12 months. The value and nature of the award shall be determined by the Youth Committee, but National Youth Committee members shall be ineligible to receive it.

The National Youth Committee is instructed accordingly.

Bristol and District Amal

- 8 This conference believes that the current name of the CWU Youth section is unsuitable and does not reflect either the members or the representatives of the CWU under the age of thirty. This conference therefore believes that the 'CWU Youth' should be renamed 'CWU Young Workers' which reflects the identity of our section.

The Youth Committee is instructed to draft a model rule change motion in time to be submitted to General Conference 2017 that will enact this change. Once the motion is drafted the Youth Committee should then seek as many branches as possible to submit this model motion to General conference to give it the best chance of getting heard.

South West Regional Youth Committee

- 9 Conference instructs the CWU Youth Committee to work with all CWU political officers, the NEC and through those bodies lobby the Labour Party to start a campaign for a full independent enquiry into the misleading and disingenuous tactics used by the VOTE LEAVE EU referendum campaign.

Conference agrees that tactics such as the false claim that £350 million a week that would go the NHS, the stoking of fear of uncontrolled immigration and racial prejudice to further their goals and the campaign's assumption that Britain would remain in the single market without heeding the warnings to the contrary from the European commission should be investigated.

This enquiry should seek to ascertain why the campaign believed it was justified in using misleading or false information to influence the electorate's decision on June 23rd 2016 and should set out new guidelines for all future referendum campaigns so that the public can make an informed choice when it comes to making decisions that will affect our nation for generations to come.

The enquiry should also include detailed examination of the sensationalised media coverage leading up to the referendum and the impact it has had on the dramatic 45% increases in hate crime England and Wales of which 289 incidents took place on 25th June 2016 alone.

Greater London Combined

- 10** This conference is deeply concerned at the apparent collapse of the regional youth structure and instructs the National Youth Committee to hold an urgent meeting with Regional Youth Secretaries, Regional Youth Chairs and Regional Secretaries to look at new ideas and best practise. With the objective to do a re-launch of the union's Regional Youth Structure in 2017 that generates interest from young CWU members and has the buy in of the branches.

North West Regional Youth Committee

- 11** Conference recognises the on-going attacks on the young members of our society by this Government. While children are being born, they are being denied a decent future with a minimal prospect of a world-leading education, well-paid jobs and a chance to enjoy their lives because of the attacks on their future by the previous tory + lib dem coalition and this current government, including our current unelected Prime Minister.

For too long we have allowed the attack on future generations to continue without standing up to this Government.

Conference recognises the following (not exhausted) and continuing list of attacks on young members of society:

- No Equal Minimum Wage for all ages (16+)
- Snooper's Charter
- Lack of funding to community youth services
- Increase in University Education and reduction of maintenance grant
- Removal of the EMA
- Lack of government funding for Mental Health support and education for young adults
- Reduced access to public transport for young people
- Reduction in good working contracts

Conference demands and instructs the National Youth Committee to instruct the NEC + Leadership of our union to support the calls of Motion 1 from the 2011 CWU General Conference and Motion 21 from the 2013 CWU General Conference (both carried) by calling on the TUC and all affiliated unions in coordinating a 24 hour General Strike. This must be supported with lobbying and campaigning of the TUC council and Congress in 2017.

Bootle Financial Services

MOTIONS NOT ADMITTED TO THE AGENDA

- 12** Conference recognises that the lower rate of pay for younger workers is determined by the low wage commission. The lower rates of pay are exploitative and mean that many of our colleagues aged 16-21 are being paid a significant amount less than older employees whilst performing the same work. Conference instructs the National Youth Committee to lobby the NEC and Industrial executives to work with the companies to abolish these degrading rates of pay and give younger workers a fair start to working life as many employers in the UK already have.

Midlands Regional Youth Committee

- 13** Conference recognises the horrifying effects of increasing privatisation and deregulation in the NHS, public services and education as well in the whole of the communications industry in which the CWU organises. Young people and future generations are set to be the hardest hit by the accelerating decaying of living standards and working conditions for working class people.

Conference welcomes the calls by Jeremy Corbyn for re-nationalisation of the Rail industry and other key industries.

Conference instructs the Youth Committee, in conjunction with the NEC and industrial executives to increase campaigning and promotion for the unions policy of re-nationalisation of Royal Mail and British Telecom both amongst members and wider labour movement and also to campaign and lobby the NEC, Labour Party and other relevant bodies to ensure an agenda of re-nationalisation and democratic public ownership of the whole of the Postal and Telecoms industry is part of the Labour Party program and manifesto.

Coventry

- 14** Youth Conference is concerned with the amount of young members in Royal Mail who are on part time contracts despite wanting to be full time.

The 75-25 full time / Part time ratio policy detracts young members as they are forced on part time contracts to maintain the ratio.

Therefore, conference instructs the National Youth Committee to lobby the PEC to move to an 85-25 full time/part time ratio policy.

Gloucestershire Amal

- 15** Conference is aware that young workers are often required to hold a valid driving licence in order to secure employment in many sectors. This requirement places young workers at a disadvantage as driving tests have become more expensive and driving licences are only valid for a smaller number of vehicle categories. Conference instructs the National Youth Committee to lobby the NEC and industrial executives to work with the employers to develop a Driver Training program that will give workers driving lessons and tests in relevant vehicle categories such as cars, van and lorries

South Midlands Postal

NOTES