



AGENDA

**YOUNG WORKERS CONFERENCE
THURSDAY 18TH JANUARY 2018**

**Scottish Trades Union Congress
333 Woodlands Road
Glasgow
G3 6NG**

Message from the General Secretary

Dear Colleagues

I would like to welcome you to CWU Young Workers Conference for 2018 and I look forward to hearing the debates and your views on the union and our work over the course of the day.

We are coming together at an important time for the CWU and at a time when I believe the CWU is in a good place. We face some big challenges industrially – at the time of writing, among other issues, we are continuing talks on the dispute with Royal Mail and working to protect our members' pensions in BT.

These are matters that will shape CWU members' futures for years to come but where we should feel positive about influencing them. The huge Yes vote in Royal Mail, and the way we are campaigning across the union, shows the CWU is at the forefront of engaging people. I want us to do more on this and for our Young Workers to play a central role in our campaigns.

It is also an important time because of the political context. The result of the general election last year has given many of us a sense of hope that a genuinely transformative Labour government is now possible - and this is especially important for our young members. On the world of work and housing in particular, the truth is that prospects for young people today are worse than they have been for generations. I cannot overstate the importance of the labour movement working to change the balance of forces and in this country.

Alongside these things, the CWU re-design project is also moving forward. 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 project is an opportunity to deliver this.

So, for the year ahead we face some important issues which will shape the future for our members. As General Secretary my message to you is simple – take the chance to get involved in these things and the work of the CWU and make your voice heard in setting the agenda for the year ahead.

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 Chair, Youth Advisory Committee

Welcome to the 2018 CWU Young Workers Conference in Glasgow. 2017 was certainly a very busy year and the 2017 Young Workers Conference certainly set us up for some hard work. You can see how we are doing on those motions elsewhere in this agenda.

2017 saw our members standing up for themselves against employers that are continually looking to lower costs by squeezing its employees to ensure higher profits. The postal dispute saw a historical return in its ballot with an 89.1% of those voting, voting in favour of industrial action. The threshold set by the government was smashed and this demonstrates the power of collective bargaining and people working together and standing up against employers that continually look for corners to cut, money to save and put pressure on their employees to do more for less.

Members in BT are voicing their concerns about proposed changes to their pension scheme, which will ultimately affect those younger employees the most further down the line. The same applies to equality in pay and the EE campaign demonstrates that there is a need to pay the same to agency workers who work alongside colleagues doing the same job. It makes sense doesn't it? It's the right thing to do isn't it?

We have also been doing work on re-activating the young workers regional structures; there was a meeting held in Bournemouth with all the regions and their young workers representatives -it's a step in the right direction in getting every region up and active.

The current campaigns are perfect examples as to why younger members of the union need and should get more involved – after all its your terms and conditions that are being affected either now or in the future.

2017 also saw the National Young Workers Committee launch their Charity Promise which will culminate in members of the committee taking part in the West Highland Way Walk next Spring. Look out for updates and please consider donating money. The walk will be raising money for Papyrus UK, Centrepoint and the Ron Todd Foundation. All three charities work closely with vulnerable young people. We are really looking forward to doing this.

I think 2018 really has to be about engagement – with your union both locally and nationally. Get involved – recent campaigns have proven that getting involved means you have a voice and you are standing with others who share your view and passion.

The current redesign project taking place within the CWU is a perfect vehicle for you to voice your concerns and share your ideas about how the union should look and what its priorities should be going forward.

Politically young people are more engaged, more switched on and more inclined to get involved – the last General Election demonstrated this and the union will be forever looking to our young members to take on more politically.

So, make a promise to yourself – strive to get more involved in 2018.

I hope you enjoy conference.

Jake Fear
South Wales Branch
Chair of the National Youth Committee

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Welcome from the General Conference Standing Orders Committee

Dear Colleagues,

Welcome to the CWU Young Workers Conference of 2018 on behalf of the General Conference Standing Orders Committee.

This year we have again used the same criteria for motions that will be used for General Conference next year and, as such, the Standing Orders are as close as possible to those that will be in place for that Conference. In doing so we hope to decrease the perception, ill-advised as it is, that these Conferences are less important than General Conference.

We have, recognised an issue with Emergency motions being submitted at times where we have no facilities to deal with such motions. To rectify this issue the submission of Emergency motions will close at Midnight on 15th January as reflected in the standing orders.

The Standing Orders Committee will be present during Conference should any Delegate have any question over procedure, and to conduct the Ballot(s) for motions to go forward to General or the Industrial Conferences.

May you all enjoy a successful Conference.

Yours sincerely,

Paddy Magill/Tony Sneddon
General Conference Standing Orders Committee

Young Workers Conference 2018 Standing Orders

1. The sessions of the 2018 Conference shall commence in accordance with the timetable.

2. TIMETABLE

- a
 - 10.00 Registration
 - 10.30 Chairpersons opening remarks
 - 10.35 Standing Orders Committee Report and Adoption of Standing Orders
 - 10.40 Dave Ward, General Secretary
 - 11.30 Section I Motion
 - 12.15 Section II Motions
 - 13.00 Lunch
 - 13.45 Guest Speaker
 - 14.05 Section 2 Motions Continued
 - 15.00 Presentation
 - 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.

COMPOSITE MOTIONS

- f A motion may be seconded formally or by a speaker making a seconding speech.
- 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 formal count may be called for either by the Chairperson of the conference or when 5 or more delegates call for such a vote immediately on the announcement of the decision of the hand vote.

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

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

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

5. PROCEDURE FOR EMERGENCY MOTIONS

- a Emergency motions may only be submitted for inclusion in the Agenda if they refer to a matter which because of the circumstances giving rise to them could not possibly have been submitted by the published closing date for motions. Such emergency motions will only be accepted by the SOC if they constitute a significant and important matter, which requires a decision by Conference.
- b Emergency motions must reach the Standing Orders Committee at CWU Headquarters by midnight on **Monday 15th January 2018** on conferences@cwu.org . Delegates will be advised by the SOC whether or not the emergency motion has been accepted for inclusion to the Agenda prior to the commencement of Conference. **No Emergency Motions will be accepted after that date.**
- c A decision taken by Conference shall not be open to the emergency procedure at the same Conference.

6. APPEALS/REFERENCE BACK PROCEDURE

- a Written notice of appeals/intention to move reference back against decisions of the Standing Orders Committee as published in the Agenda regarding:-
 - (i) Motions not admitted to the agenda
 - (ii) inclusion/exclusion of motions in a composite

- (iii) the priority/placement given to a motion
- (iv) timetable/programme of business
- (v) the Standing Orders for Conference
- (vi) the consequential rulings on motions

must reach the Standing Orders Committee at CWU Headquarters by midnight on **Monday 15th January 2018** to conferences@cwu.org

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.

8. BALLOTS

- a There will be a ballot to select two motions this Conference will forward for submission to the 2018 General Conference, and one motion to each of the Postal Group and Telecoms Industry Conferences 2018.

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

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

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

The ballot box will be open subject to the timetable of Conference. 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 or Industrial Conferences to remit a motion in name of The Young Workers Conference the mover of the motion at General Conference or Industrial Conferences will be deemed to have the authority to agree to the remittance on behalf The Young Workers Conference, subject to the agreement of the relevant Conference.
- c There will be a ballot to select the two delegates that will represent the Young Workers Conference at the 2018 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 Standing Orders Committee Report and Adoption of Standing Orders
- 10.40 Dave Ward, General Secretary
- 11.30 Section I Motions
- 12.15 Section II Motions
- 13.00 Lunch
- 13.45 Guest Speaker, Hugh Gaffney
- 14.05 Section II Motions continued
- 15.00 Presentation
- 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.

Young Workers Committee Report 2017

1. TERMS OF REFERENCE

Rule 8.13 defines the terms of reference for the Young Workers Committee.

2. ACTIVITIES

(a) Meetings/Committee

The Young Workers 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 2017 the committee met in London, Cardiff, Belfast and Liverpool. Jake Fear (South Wales) was Chair and Jimi Brown (South Midlands Postal) was Vice-Chair. A position in the South West Region became available and subsequently Billy Hunt of the Gloucestershire Amal branch was co-opted onto the committee to represent the postal side of the region.

A rule change at CWU Annual Conference saw the committee increase to 20 members – 10 from each constituency per 10 regions.

A further rule change to change the name of the committee to the National Young Workers Committee was carried at Annual Conference. Work is actively taking place to update all publicity material with the new name. The name change has been widely advertised and is now embedded into the union structure.

(b) Training

One of the key questions that the committee receives is what is the role of Branch Young Workers Reps (was Branch Youth Officers); so in response to this the committee are looking to launch a bespoke training course for Branch Young Workers reps. They are working with the Education & Training department to create the course which will be hosted on LeftClick. The course should be launched by January 2018.

The annual Branch Young Workers Reps Forum (was Branch Youth Officers Forum) was held in June in Cardiff. It was very well attended and the themes were Organising and trade union history.

In April 2017 16 young activists attended a two-day Mental Health First Aid Course

(c) Communications

The communications strategy of the committee continues to evolve to make full use of social media platforms in order to be able to put out messages using the tools that their peers use. They have a strong Twitter (@cwuyoungworkers) following and Facebook continues to be a central base to share events and news. They also use Instagram and Snapchat to a lesser degree. They continue to keep abreast of trends in social media and adapt their strategy when it is needed.

(d) External Bodies

UNI – The Young Workers Committee continues to play 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. Members of the committee were also part of the delegations

that attended the UNI Postal & Logistics Conference and the UNI ICTS Conference. Reports are available upon request.

TUC – The Young Workers Committee plays an active role in TUC Youth structures. Members of the committee attend their forums and there will be a delegation attending the 2018 TUC Young Workers Conference.

STUC – Scott Hartles (Scotland No 2 branch) sits on the STUC Youth Committee and is currently the Chair of the committee.

Labour Party –The committee is committed to working more closely with the Labour Party and Laura Snell has been elected to represent CWU Young Workers on the Momentum Committee. We also have members actively getting involved in the political side of the union and have participated in TULO.

(e) National Young Workers Education Event

The sixteenth National Young Workers Education Event was held in Liverpool on 13 October – 15 October 2017.

Over the course of the two days 78 people attended the event in varying capacities. There were a total of 57 young delegates which broke down into 28 from the postal constituency and 29 from the T&FS constituency. There was a substantial rise in the number of women who attended which this year totalled 24. 38 branches were represented.

Keynote speakers included: General Secretary Dave Ward; National President Jane Loftus; Senior Deputy General Secretary Tony Kearns; Krystal Finan Labour Party Mental Health Strategy. Deputy General Secretaries Tony Pullinger and Andy Kerr hosted their usual roundtable discussions and the workshops were Papyrus UK, The Ron Todd Foundation, Cuba Solidarity Campaign and a Getting Active in Politics workshop.

4. YOUNG WORKERS CONFERENCE 2017

The 2017 Young Workers Conference was held in Manchester and an updated on motions carried is available upon request.

5. BRANCH YOUNG WORKERS OFFICERS

As mentioned elsewhere work continues with Branch Young Workers Reps to improve their role and help them understand what their role is and continue to support them in that role. This year the T&FS department was able to secure time with BT for their Young Workers Reps to work on their union duties.

The 2018 Branch Young Workers Reps Forum has been scheduled for 13th June (venue and location to be advised).

6. REGIONAL YOUNG WORKERS COMMITTEES

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

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

Following the carrying of Motion 31 at General Conference 2017 a meeting was held between Regional Secretaries and Young Workers Reps to establish a way forward in revitalising the Regional Young Workers Committees. Commitments were made to organise events and encourage young worker reps and members to become more involved.

The Time2Shine event that took place in November 2017 brought together 25 young workers from 5 trade unions under the working title of: "**Young trade unionists to shape the future world of work; and to create and drive a 'new model of trade unionism'**"

7. CAMPAIGNING ACTIVITIES

A Charity Promise

Three motions were carried at General Conference that obligated the committee to raise awareness of suicide amongst young people and specifically young men and homelessness. The committee felt that homelessness and suicide were intrinsically linked and wanted to make a big gesture in raising awareness of these two important issues and so came up with A Charity Promise. A huge fundraising and awareness initiative that will culminate in a contingent doing the West Highland Way Walk in May 2018 was agreed upon. 10-12 walkers will walk the 96 mile route which will hopefully raise much needed funds for the three charities the committee chose as recipients – Papyrus UK, the Ron Todd Foundation and Centrepoint.

Papyrus UK

The National Young Workers Committee was also asked to specifically support Papyrus UK and recently the North West Regional Young Workers Committee participated in a HOPEWalk to raise awareness and funds for the charity.

A raffle held at the 2017 Education Event also raised £160.00 for the charity.

A meeting was held between Papyrus UK and the CWU between all the stakeholders with an interest in this area and a press release was issued formally announcing the partnership between the two organisations.

8. RELATIONSHIP WITH THE INDUSTRIAL EXECUTIVES

A formal link between the Young Workers 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.

Members of the committee on the T&FS side of the union use their new found union time to assist in Regional Organising Committee's work.

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.

The committee continues to work with branches and regions to formulate plans to engage with and actively communicate with their younger members.

With the advent of Redesign the committee is working with the NEC to look at all areas of the young workers section to identify areas for improvement, capitalise on the successes and explore new initiatives to improve the engagement of younger members and potential members.

While there is an absolute need for CWU Young Workers 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.

**CWU Youth Conference 2017 – Action taken on Motions
Carried or Remitted**

Number	Motion	Action Proposed
COMP 1	<p>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.</p> <p>The National Youth Committee is instructed to lobby the PEC to secure the additional paid release to match the BT agreement.</p> <p style="text-align: right;">Western Counties Greater Mersey and South West Lancs</p>	<p>Motion carried at Postal Conference</p> <p>To be progressed by PEC</p>
EMERGENCY	<p>Conference agrees that the PEC should fight against the proposed closure of the Royal Mail defined benefit scheme and the importance of showing solidarity against the company. It is, however, concerned that a ballot for industrial action based solely on the issue of pensions could divide the membership in Royal Mail, with many young and new members not on the proposed closing scheme.</p> <p>Conference therefore instructs the National Youth Committee to meet with the PEC as a matter of urgency to relay its concerns.</p>	<p>Following this year's Youth Conference, Jimi Brown attended the statutory Postal Executive meeting held on 7th February 2017 and expressed concerns raised by colleagues at Youth Conference 2017. These concerns were duly noted by the Postal Executive Committee</p> <p>The DGS(P) Department have confirmed that the Postal Executive are fully committed to addressing the current two-tier pension provision in Royal Mail and that this is central to the Postal Department's Four Pillars of Security campaign - to ensure that all CWU members can retire with dignity and a wage in retirement, as opposed to the DC saving plan option.</p> <p>The Postal Executive is also mindful of the importance of the membership remaining united around all aspects of the Four Pillars of Security campaign therefore young workers can be assured that should an Industrial Action Ballot be necessary it will not be based upon individual issues but all matters under dispute at that time i.e. the union's Four Pillars of Security agenda.</p>

<p>14</p>	<p>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.</p> <p>The 75-25 full time / Part time ratio policy detracts young members as they are forced on part time contracts to maintain the ratio.</p> <p>Therefore, conference instructs the National Youth Committee to lobby the PEC to move to an 85-25 full time/part time ratio policy.</p> <p style="text-align: right;">Gloucestershire Amal</p>	<p>The DGS(P) Department has advised that a similar Motion was submitted to Postal Conference 2017 (Motion 78) in the name of Gloucestershire Amal which following debate was not carried.</p> <p>The Postal Executive remains committed to maximising full time employment in line with the terms of current National Agreements. It further acknowledges the challenging environment CWU Representatives are facing in the field when attempting to address resourcing issues that in the main are caused by the employer's incessant drive to cut costs and abrogate the terms of National Agreements.</p>
<p>2</p>	<p>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.</p> <p>Conference agrees that these numbers are upsetting and conference notes that there is no credible plan to act on this issue in government.</p> <p>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.</p> <p style="text-align: right;">Eastern No.5</p>	<p>The National Young Workers Committee has launched its Charity Promise which highlights, raises awareness and raises money for three charities. One of which will be Centrepont.</p> <p>The culmination of the promise will be a team completing the West Highland Way Walk in May 2018. All monies raised will be donated to three charities.</p> <p>At the 2017 National Young Workers Education Event there was a workshop hosted by the Ron Todd Foundation which included an exercise which took delegates onto the streets of Liverpool to source food from local businesses which was then distributed to the homeless.</p>
<p>3</p>	<p>Conference instructs the National Youth Committee to explore partnership or association with the charity POPYRUS, which might involve: working with POPYRUS to promote one of their awareness campaigns, creating suicide prevention materials for a specific audience, organising a fundraising event, inviting POPYRUS to speak at a CWU Youth event. This list is not exhaustive.</p> <p style="text-align: right;">National Youth Committee</p>	<p>National Young Workers Committee sponsored 16 young members to attend a two-day Mental Health First Aid course.</p> <p>Suicide Awareness was theme of Young Workers</p>

		<p>Stall at Annual Conference.</p> <p>CWU HQ met with Ged Flynn, CEO of Papyrus UK on 10 May. It was agreed to hold a joint meeting with the Equality Department on 20 June 2017.</p> <p>£100 raised at Youth Stall at Annual Conference 2017.</p> <p>LTB 280/17 was issued on 19 May 2017 which included publicity material for branches to use on workplace noticeboards.</p> <p>A meeting between CWU stakeholders (Young Workers, Health & Safety & Equality) took place with Papyrus took place in July 2017. That meeting agreed a number of action points to create a working relationship.</p> <p>A press release was published in August 2017 announcing the working relationship. A copy of this can be found on the CWU website.</p> <p>Papyrus hosted a workshop at the 2017 National Young Workers Education Event. And the social event raised £160.00 for the charity.</p> <p>The North West Regional Young Workers Committee completed at HOPEWalk in Liverpool prior to the Education Event which raised awareness of the charity.</p> <p>The National Young Workers Committee has launched its Charity Promise which highlights, raises awareness and raises money for three charities. One of which will be Papyrus UK.</p> <p>The culmination of the promise will be a team completing the West Highland Way Walk in May 2018. All monies raised will be donated to three charities.</p>
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<p>4</p>	<p>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.</p> <ul style="list-style-type: none"> * 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 <p>This list is not exhaustive</p> <p style="text-align: right;">National Youth Committee</p>	<p>This is already CWU policy. Motion 69 of 2016 General Conference.</p> <p>H&S Safety has issued LTBs and information – all of which can be found on the CWU website.</p> <p>CWU website article and LTB 597/16 published on World Mental Health Day (10th October 2016).</p> <p>Suicide Awareness was theme of Young Workers Stall at Annual Conference.</p> <p>National Young Workers Committee sponsored 16 young members to attend a two-day Mental Health First Aid course.</p> <p>The National Young Workers Committee has launched its Charity Promise which highlights, raises awareness and raises money for three charities. One of which will be Papyrus UK.</p> <p>The culmination of the promise will be a team completing the West Highland Way Walk in May 2018. All monies raised will be donated to three charities.</p>
<p>5</p>	<p>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.</p> <p>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.</p> <p style="text-align: right;">National Youth Committee</p>	<p>Motion sent to Andrew Towers in the GS office. Doc Ref No: 020-17 (27.01.17)</p> <p>Members of committee took part in TULO training in March 2017.</p> <p>Andrew Towers, Head of Political Strategy hosted a workshop at the 2017 National Young Workers Education Event.</p> <p>Work with GS office & Comms department ongoing.</p>
<p>6</p>	<p>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.</p>	<p>This motion was submitted to General Conference.</p> <p>Motion 68 on the General Conference Agenda Pad refers.</p>

	<p>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.</p> <p style="text-align: center;">Great Western</p>	<p>Motion carried at General Conference.</p> <p>NEC to progress</p>
8	<p>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.</p> <p>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.</p> <p style="text-align: center;">South West Regional Youth Committee</p>	<p>Motion submitted and agreed by NEC.</p> <p>Composite Motion 42 of the Rules section of General Conference Agenda Pad refers.</p> <p>Motion agreed by NEC – no debate required.</p> <p>Publicity material, stationery, etc has been updated to carry the new name. T-shirts sponsored by Unionline have been commissioned.</p> <p>The young workers website has been updated and the new site was launched in early January 2018.</p>
10	<p>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.</p> <p style="text-align: center;">North West Regional Youth Committee</p>	<p>To be submitted to General Conference.</p> <p>Motion 31 on the General Conference Agenda Pad refers.</p> <p>Carried at Conference. Work with the GS' department ongoing.</p> <p>Meeting with Regional Secretaries took place to establish a way forward. Commitments made to establish regional events in 2018.</p>
11	<p>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.</p> <p>For too long we have allowed the attack on future generations to continue without standing up to this Government.</p> <p>Conference recognises the following (not exhausted) and continuing list of attacks on young members of society:</p> <ul style="list-style-type: none"> • No Equal Minimum Wage for all ages (16+) 	<p>Passed to General Secretary' office</p> <p>Andrew Towers, Head of Political Strategy hosted a workshop at the 2017 National Young Workers Education Event.</p> <p>Campaigning on a "New Deal for Workers" is a key area of CWU work and progress on this will be seen during 2018.</p> <p>Ongoing.</p>

	<ul style="list-style-type: none"> • 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 <p>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 24hour General Strike. This must be supported with lobbying and campaigning of the TUC council and Congress in 2017.</p> <p style="text-align: right;">Bootle Financial Services</p>	
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SECTION I INDUSTRIAL ISSUES

- 1** Conference instructs the Young Workers National Committee to work with the PEC to write to every young member in Royal Mail to remind them of some of their basic rights as set out in previous agreements. This includes:
- The right to the equivalent number of Saturdays off as duty holders in your office
 - Meal Break entitlements for when you work over duty hours
 - The cutting off procedure
 - Part 7.2.2 of the 'Agenda for Growth'
 - The entitlement of a day in lieu OR the equivalent of overtime when your rotated day off falls on a Bank Holiday

This list is not exhaustive.

Gloucestershire Amal

- 2** Pensions insecurity for younger workers is a huge concern, as the trend for corporations to close their defined benefit schemes, which guaranteed a retirement income, and opt for money purchase schemes, which put the risk of future pension pots onto the individual. Reports suggest that young workers need to save at least a fifth of their salary to enjoy an adequate retirement.

Many young workers in BT are in the BTRSS scheme which is a money purchase scheme. This scheme is currently under review and the CWU believe BT should contribute more into the scheme. BT made £7500million in profit last year and paid more than £1000million to shareholders in dividends. BT has only proposed a 1% increase in contributions which is only worth £4.00 per week for new joiners. The National Young Workers Committee is instructed to work with the Telecoms and Financial Services Executive to significantly improve the current BTRSS pension scheme to ensure our younger members receive a reasonable income in their retirement.

National Young Workers Committee

- 3** Young members should be given an opportunity to be trained and drive the 600s up to a HGV.

If seniority basis is taken in consideration, the young members would have to wait approximately 20 years, to be selected for this position.

Therefore it is in the best interest for Royal Mail to have a process in place for young members to be considered to drive the 600 up to HGV.

In this way Royal Mail would benefit on retaining valuable employees. They would be motivated and enthusiastic to work for the organisation. Royal Mail is now privatised so we need to think in advance and adapt a method of being innovative and creative to the changing business.

Therefore this conference instructs the Young Workers Advisory Committee to work with the PEC to look at ways to create the driving opportunities up to HGV for Young workers.

South Midlands Postal

SECTION II NATIONAL ISSUES

- 4** Conference instructs the National Young Workers Committee to lobby the NEC to develop a Young Worker's Committee meeting programme which has themes for each time there is a committee meeting.

It will run alongside the meeting to increase engagement and participation at Young Worker's Committee Meetings.

Midlands Regional Young Workers Committee

- 5** Conference instructs the National Young Workers Committee to lobby the NEC to develop a Young Worker's Training Day around the Young Worker's role.

Midland No.1

6 **COMPOSITE MOTION**

This conference is aware of the ongoing inequality forced on mothers and fathers when it comes to childcare. It is unacceptable and discriminating towards some of our members, especially those who are unmarried.

All mothers receive parental responsibility; however this is still not the case for most fathers. As stated on the gov.uk website there are only 3 ways for a father to gain parental responsibility.

This can be done through means of joint registration at birth, a parental responsibility agreement or a court order.

Fathers are still discriminated against within the workplace when it comes to time off to care for children.

Therefore the National Young Workers Conference instructs the National Young Workers Committee to lobby the NEC to press the government to equalise Parental Leave so that both mothers and fathers are treated equally when it comes to child care and leave.

Eastern Regional Young Workers Committee
National Young Workers Committee

- 7** This conference believes that the CWU has undertaken some excellent work at branch, regional and national level in relation to raising awareness of mental health and its impact on individuals, the workplace and society in general.

This conference notes that the Union:

- has over a number of years, through annual conference motions, committed to work with an increasing number of charities and organisations
- has a number of joint initiatives with employers eg. Royal Mail & British Telecom
- has trained a number of people as Mental Health First Aiders and others who have attended awareness courses
- issues a large amount of information to Branches

- has an increasing demand for information, advice, guidance and training

This conference believes that the impact of growing mental health issues on CWU members requires a comprehensive 'CWU Mental Health Strategy' (CWU MHS). The Young Workers National Committee is therefore instructed to work with the NEC and other appropriate departments, with a vested interest, eg. Health & Safety and Equality, to assist in developing such a strategy which should consider the following:

- developing a working relationship with a small number of organisations/charities to assist in developing and executing the strategy. This should not prevent working with other organisations/charities particularly where there is a need for specialist expertise
- a joined up training programme
- ensure the most effective methods of communicating with branches, reps and members on issues of building awareness and encouraging openness
- support for Reps who are impacted through dealing with members who have mental health issues
- support for Reps effected by the increasing stress of the job
- ensure management processes and procedures by word and by deed support any CWU MHS
- put in place measures to ensure that the 'strategy' is operating efficiently and effectively

This list is not exhaustive.

National Young Workers Committee

MOTIONS NOT ADMITTED TO THE AGENDA

- 8 Unlike BT employee's, Manpower workers have no access to BT's Employee Assistance Program or Occupational Health Support. What's more Manpower has nothing even remotely close to help and support its workers with physical and mental health issues. Yet their colleagues who are doing the same job, sat right next to each other have a vast number of support resources available to them working for BT.

This is leaving our young workers in particular in an extremely vulnerable position when they might need the most support. It creates a double standard that flies in the face of BT's vales of being Personal, Simple and Brilliant.

Conference therefore instructs the TFSE to lobby by all available means necessary both Manpower and BT to better support agency workers who are struggling with physical and mental health issues. This can be done by ensuring that Manpower Workers on the BT account have the same access to BT's Employee Assistance Program and Occupational Health Support service as BT employee's.

Meridian

- 9 Conference recognises that a big section of working class young people saw the EU referendum as an opportunity to strike back at austerity and the establishment, however as the official leave and remain campaigns relied heavily on whipping up anti-migrant sentiment, then it has also led to a rise in racism and legitimate fear for many young workers in Britain.

Currently the different wings of the Tory party are fighting over how best to defend the profits of their friends in big business in or out of the single market.

This conference believes that the labour and trade union movement must campaign for a Brexit in the interests of working people - for a socialist, internationalist exit from the EU directives and treaties that attack worker's rights and that would block a government bringing back into public ownership the service's the Tories have sold off over the last 30 years.

- Stop the 'race to the bottom' - for a minimum wage of at least £10 per hour with no age restrictions.
- Defend the right to asylum. Guarantee the rights of EU citizens in the UK to remain. For workers unity against racism and austerity.
- Bring the privatised BT, Royal Mail and public utilities, including the energy companies back into public ownership.
- Re-nationalise all rail and transport to build an integrated public transport system.
- Hands off our NHS - for a high-quality, free National Health Service under democratic public ownership and control.
- Rejection of all trade agreements with the EU, the USA nations and other trading blocs which increase corporate power and its ability to take over our public services and weaken workers' rights.

Coventry

- 10 This conference believes that the CWU has undertaken some excellent work at branch, regional and national level in relation to raising awareness of mental health and its impact on individuals, the workplace and society in general.

This conference notes that the Union:

- has over a number of years, through annual conference motions, committed to work with an increasing number of charities and organisations
- has a number of joint initiatives with employers eg. Royal Mail & British Telecom
- has trained a number of people as Mental Health First Aiders and others who have attended awareness courses
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This conference believes that the impact of growing mental health issues on CWU members requires a comprehensive 'CWU Mental Health Strategy' (CWU MHS). The Young Workers National Committee is therefore instructed to work with the NEC and other appropriate departments, with a vested interest, eg. Health & Safety and Equality, to assist in developing such a strategy which should consider the following:

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- support for Reps who are impacted through dealing with members who have mental health issues
- support for Reps effected by the increasing stress of the job
- ensure management processes and procedures by word and by deed support any CWU MHS
- put in place measures to ensure that the 'strategy' is operating efficiently and effectively

This list is not exhaustive.

National Young Workers Committee

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