

Marriott City Centre Hotel, 2 Lower Castle Street,
Old Market, Bristol, BS1 3AD

AGENDA

YOUNG WORKERS CONFERENCE

21st January 2020



 @DaveWardGS

 The Communications Union

  @CWUNews

#TheCWU

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Message from the General Secretary

Dear Colleagues

Welcome to the CWU Young Workers Conference 2020. It has been a busy 12 months since we last met in Birmingham and you may have noticed some changes to our Young Workers section. I have always wanted to make sure that our young workers were able to forge their own direction within the union without being unnecessarily held back by any of our structures or processes. It is important that you are able to think freely and openly about the challenges that we face, as well as being able to then implement the changes that you believe are necessary to take us forward.

The election of Erin Brett and Luke Elgar as young worker representatives to our National Executive Council is just one sign of this. I'd like to take the opportunity to congratulate both of them on their election to these important roles which signal the direction that this union wants our young workers to head in. We are all too aware of the urgent need to integrate young workers at the heart of the CWU. Rather than isolating you in a contained part of the union, I want to ensure that the presence of young workers is felt at every corner of the union.

The self-determination of our young workers section is vital. We want to equip you with the tools to take on the challenges that we face on your own terms. This union will do everything to enable our young workers to move forward and to demand change within the CWU. This freedom does come with massive responsibilities, though. In order for that change to happen or for young workers to be successful, there will need to be a lot of personal work and hard graft. This conference is an example of that. It is rare for us to get the opportunity to spend time unburdened with work or daily life with the chance to discuss and debate what has to come next.

Make sure that you grasp today with both hands and use this opportunity to debate and network with fellow young workers. We are only going to be offering our young workers more freedom – and more responsibility – as time goes on so that you can organise and deliver results for your fellow workers in the CWU.

I hope that you have a hard-working and enjoyable conference.

Dave Ward
General Secretary

Message from the Acting Chair, National Young Workers Committee

Dear Colleagues,

Welcome! My name is Fiona Curtis and I am currently acting as chair of the National Young Workers Committee. I would like to welcome everyone to this year's conference whether you have been before or this is your first time here.

Conference is an excellent opportunity for us to shape the future of this union and the workplaces we all work in. It's where we can debate motions and agree the changes we want to make for our future. I would love to see as many people speaking as possible, it is an excellent opportunity to speak to a smaller crowd before annual conference. It is a chance for you to get your voice and your opinion across. This is a great event for you to learn and prepare for general and industrial Conference in April.

The Young Workers Conference is a great place to make friends and memories you will never forget. Hope you all have an amazing time and enjoy every second!

Fiona Curtis
National Young Workers Committee Chair (Acting)

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Welcome from the General Conference Standing Orders Committee

Dear Colleagues,

Welcome to the CWU Young Workers Conference of 2020 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, as such, the Standing Orders are as close as possible to those that will be in place for that Conference.

We have, recognised an issue with Emergency motions being submitted at times where we have no facilities to deal with such motions. To rectify this issue the submission of Emergency motions will close at Midnight on **Wednesday 15th January 2020** 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 and Julia West
General Conference Standing Orders Committee

Young Workers Conference 2020 Standing Orders

1. The sessions of the 2020 Conference shall commence in accordance with the timetable.

2. TIMETABLE

- a 10.00 Registration
10.30 Chairperson's Opening Remarks
10.35 Kevin Beazer, Welcome to Bristol
10.40 Marvin Rees, Mayor of Bristol
11.00 Dave Ward, General Secretary
11.10 Adoption of Standing Orders Committee Report (including appeals/reference back)
11.15 Section I motions
12.25 Section II motions
12.40 Luke Elgar and Erin Brett
13.00 Lunch
14.00 Section II motions continued
15.40 Tony Kearns, SDGS
15.50 Results of Ballots and closing remarks
16.00 Close of Conference
- b The doors of Conference will open at 10.00 with conference commencing at 10.30 and closing at 16.00.

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

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

3. PROCEDURE IN DEBATE

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

SPEAKERS

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

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

COMPOSITE MOTIONS

- g All sponsors of a composite motion will be responsible for agreeing the allocation of moving and seconding speakers from amongst those named within the composite motion, notwithstanding the terms of SO3e(i) and (ii).
- h The mover of a motion shall be allowed to speak for not more than 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 National Young Workers Committee (including the relevant Officer) shall in addition to moving and exercising the right of reply be allowed a maximum of one speaker in a debate on motions standing in the name of the National Young Workers Committee (SO3i applies to the National Young Workers Committee).
- k The National Young Workers Committee (including the relevant Officer) shall only be allowed one speaker in debate on all other motions not standing in the name of the National Young Workers Committee.
- l No motion shall be spoken upon except by the mover, until it has been seconded. The mover of a motion who sits down without speaking upon it shall lose the right of addressing Conference, but shall still have the right of reply (SO3i) applies. The seconder of a motion who sits down without speaking upon it shall not lose the right of addressing Conference.

ENDING DEBATE

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

WITHDRAWAL

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

POINT OF ORDER

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

- (i) That the speaker is using unparliamentarily language.
- (ii) That the speaker is digressing from the subject of the motion.
- (iii) That the rules of the Union are being broken.
- (iv) That there is an infringement of the customary rules of debate.
- (v) That there is an infringement of the Standing Orders (which shall be referred to the Standing Orders Committee).

- q The Chairperson's ruling on a point of order shall be final unless it is challenged. The correct method of challenging the ruling shall be to move: "I wish to challenge your ruling." Such a motion shall be carried by a simple majority.
- r The Standing Orders Committee shall have the right to enter debate on all matters affecting the decisions and role of the Committee.

4. VOTING PROCEDURE

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

DURING A 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 **Wednesday 15th January 2020**. 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 **Wednesday 15th January 2020**. 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 2020 General Conference, and one motion to each of the Postal Group and Telecoms Industry Conferences 2020.

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

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

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

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

- b Should there be a request at General Conference to remit a motion in respect of the 2020 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 2020 Conference, subject to the agreement of General Conference.

There will be a ballot to select the two delegates that will represent the Young Workers Conference at the 2020 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 Kevin Beazer, Welcome to Bristol
- 10.40 Marvin Rees, Mayor of Bristol
- 11.00 Dave Ward, General Secretary
- 11.10 Standing Orders Committee Report and Adoption of Standing Orders
- 11.15 Section I Motions
- 12.25 Section II Motions
- 12.40 Luke Elgar and Erin Brett
- 13.00 Lunch
- 14.00 Section II Motions continued followed by the ballot
- 15.40 Tony Kearns SDGS
- 15.50 Results of ballot and closing remarks
- 16.00 Conference closes

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

CWU Young Workers Conference 2019 – Action taken on Motions Carried or Remitted

Motion	Action Taken
<p>E1</p> <p>Following the recent sharp increases in migrants attempting to cross the channel and enter the United Kingdom, as many as 230 just in December according to the Home Secretary, including 40 detected on Christmas Day, as well as the Home Secretary's callously xenophobic response, our movement cannot remain silent.</p> <p>This conference instructs the National Young Workers Committee to work with the Kent Refugee Action Network (registered charity number 1097886), who "work with young refugee and asylum seekers who after striving to live fulfilled, independent and successful lives in our communities." Due to budget constraints, we leave the exact nature of this cooperation to the committee</p> <p align="right">Kent Invicta</p>	<p>Bucket collection to be organised for young workers conference 2020, volunteers to divide the collection to the charity and film a short video promoting the charity to be shared on the NYWC social media channels.</p> <p>Action still required.</p>
<p>Motion 2</p> <p>Conference recognizes that where possible, maintaining good industrial relations with BT is important to both our union and BT.</p> <p>Conference also recognizes that when young workers are proactively involved within the CWU and BT, innovation, creativity and future leaders come to the forefront.</p> <p>It is in this spirit that conference instructs the National Young Workers Committee to lobby the T&FSE to enter into discussions with BT to secure an annual meeting of CWU Young Workers, members of the TFSE, young BT managers in departments such as HR, ER and senior BT management.</p> <p>The meeting at its core would be to achieve the following:</p> <ul style="list-style-type: none"> • To open up a new generation of communication between the CWU and BT • To provide an opportunity for CWU young workers to openly comment, advise, lobby and portray the issues facing young workers in BT to senior BT management directly. • To start to build a level of rapport, understanding and experience between CWU Young Workers representatives and their respective counterparts in 	<p>A meeting with Openreach CEO was held on 19th November. No further dates for meeting have been set yet.</p> <p>Carried out.</p>

<p>BT.</p> <ul style="list-style-type: none"> • To showcase the work being done by both the CWU and BT to promote young people. • To consider the possibility of young workers in the CWU and BT observing some negotiations and meetings as a platform to gain invaluable industrial experience and training. <p>This list is not exhaustive</p> <p style="text-align: right;">Meridian</p>	
<p>Motion 3</p> <p>Across the country we see a rise in the lack of opportunities for young people and the lack of financial equality in the world of work.</p> <p>In all businesses where we have representative currently there are unequal youth pay rates seeing a discontent between those over and under the age of 18, which we believe contributes to an unbalanced workforce. As a campaigning, forward thinking union we believe there is an opportunity to put this right.</p> <p>This conference instructs the National Young Workers Committee to lobby the PEC to seek talks with Royal Mail as a matter of urgency to immediately rectify the unequal youth rates in the business and put in an equal pay structure going forward, therefore abolishing the youth pay entirely.</p> <p style="text-align: center;">National Young Workers Committee</p>	<p>This motion is now national policy.</p> <p>Carried Out.</p>
<p>Motion 4</p> <p>This conference notes the “scourge” of workplace mental ill health, with young people most at risk of anxiety and other conditions.</p> <p>Young people are working in uncertain times with lesser contracts and often lower pay, putting enormous strain on their mental health.</p> <p>Conference also notes that the length of the working week that young workers generally find themselves having to work does not help work life balance or mental wellbeing.</p> <p>This conference therefore instructs the National Young Workers Committee to lobby the T&FSE to negotiate with BT group seeking improvements in the length of the working week for employees, aiming to reduce the overall contracted hours for all employees to 34 hours.</p> <p style="text-align: center;">National Young Workers Committee</p>	<p>This was raised with the DGST, Andy Kerr and he has stated that the company is dealing with several topics in the motion already and acknowledged the call for a shorter working week.</p> <p>Carried out.</p>

Motion 5

Conference instructs the National Young Workers Committee to ensure the SNC campaigns against the system of performance management in SanUK Contact Centres. We aim to highlight the negative impact that regressive management styles have on our member's mental health, especially that of Young Workers. The style of performance management known as "Bell Curve Management" entails the bottom 20% of performers will consistently not hit their targets. When performance management is implemented in such a way, it is statistically impossible for everyone to hit their objectives, even when members are delivering a strong collective performance.

Whilst we acknowledge the requirement to manage performance, in reality, the current system is counterproductive. For example, a colleague who is appraised as "successful" by SanUK's own metrics will frequently be in receipt of negative feedback with managers encouraged to mark colleagues down on behaviours. When middle management are under pressure to manage "cost centres", it is all too often frontline colleagues that suffer, and are given appraisals that undervalue their contribution to the business. This creates a poor culture in the Contact Centre and destroys the employee-manager working relationship, leaving colleagues in a state of constant anxiety.

It's often the case that positive behaviours such as taking time out to assist colleague, or acting as a go to point for advice are often ignored in the paperwork, unless colleagues write up a "self-promotion" piece on the "We are Santander" employee interaction page. Although, officially, SanUK promotes positive behaviours, the structure leaves no room to accommodate this, as a front line colleague's time is monitored aggressively. High rates of absenteeism and attrition are a poor reflection on our members wellbeing in the contact centre.

This contradiction in SanUK's approach towards mental health must be addressed. Conference calls upon the Young Workers committee to Lobby the SNC to campaign against performance management implemented in SanUK contact centres and the affects it is having on our members mental health. SanUK should consider a move towards collective and team based objectives, which are mathematically attainable for all employees. Employees who are below 20% should have their performance measured relative to their previous months to encourage improvement.

Bootle Financial Services

DGST Andy Kerr agreed to take the motion forward in Young workers meeting on 1st August 2019.

Carried out.

<p>Motion 6</p> <p>This conference notes the abuse of some agency workers working within Royal Mail with regards to how long they are held as agency workers despite working regular hours.</p> <p>This conference instructs the Young Workers Committee to work with the PEC to reach an appropriate agreement with Royal Mail on the conversion of Agency Workers to permanent contracts. The terms of this should be agreed between Royal Mail and the CWU.</p> <p style="text-align: right;">South Yorkshire and District Amal</p>	<p>Davie Robertson of DGS(P) department has offered to meet regarding this motion. However due to the GE and Royal Mail dispute we have been unable to set a date to meet. The NYWC will continue to work with the DGSP's department to see this actioned.</p> <p>Action still required.</p>
<p>Motion 7</p> <p>Following the carriage of Motion 1 at Young Workers Conference 2017 and motion number 65 at Postal Conference 2017, conference notes that there appears to have been no developments on this policy.</p> <p>Conference therefore instructs the National Young workers Committee in conjunction with the PEC to provide a comprehensive report back to Branches by October 2019 that shall include the following:</p> <ul style="list-style-type: none"> • Has the policy been pursued by the Postal Executive Committee with the business? • What the NYWC has done to pursue the issue? • Detail of plans to carry out this policy. <p>This list is not exhaustive.</p> <p style="text-align: right;">Gloucestershire Amal</p>	<p>Young Workers NEC members Luke Elgar and Erin Brett have asked for this to be put on the next NEC agenda. The NYWC have requested meetings with the DGSP and Chris Bennett in order to action this motion, however due to the GE and the Royal Mail dispute no date has been given yet. The NYWC has mentioned this policy at every opportunity with the senior leadership of the CWU but to no avail.</p> <p>Action still required.</p>
<p>Motion 8</p> <p>Conference instructs the National Young Workers Committee to lobby the CWU Education Department to launch a training course on appreciation of neurodiversity in the workplace.</p> <p>This will take the form of a classroom based course open to CWU reps and members alike.</p> <p style="text-align: right;">Greater London Combined</p>	<p>Meeting held on 19/12/19 with Kate Hudson and Will Murray. The Education Department has agreed to meet again with the NYWC in 2020 and discuss the possibility of a pilot course.</p> <p>Carried out.</p>
<p>Motion 10</p> <p>With the election of Jeremy Corbyn as Leader of the Labour Party and the upsurge of support for the Labour party from young voters, this conference instructs the Young Workers Committee to work with the NEC to tap into this rise of political activism by running Regional Young Workers Political networking/training events in</p>	<p>South East region has already held events with more planned in January 2020. More work needs to be done to encourage every Regional Young Workers Committee to do the same.</p> <p>The NYWC aim to continue working on this motion with the newly elected</p>

<p>each of the regions.</p> <p>This would involve working with Labour's new community organisation unit, The World Transformed's new 365 political education group and Momentum & Media Fund's new communications training team who all offer fantastic support in creating a movement that will get Labour elected at the next GE.</p> <p>The events should be designed to encourage Young Members in becoming more politically active – to give a better understanding of why trade unions engage in politics - the importance of the trade union link with the Labour Party – an understanding of other political organisations i.e. Momentum – the importance of community campaigning – and finally to wet their appetite to stand for public office. The events should be planned and run in 2019.</p> <p style="text-align: center;">North West Central Amal</p>	<p>Regional Young Workers Leads.</p> <p>Action still required.</p>
<p>Motion 12</p> <p>We are calling for a national day of action in 2019 led by the young workers of the CWU, to highlight and expose the social injustices that disproportionately affect young people in the UK. Issues such as the changing world of work (gig economy, low pay, insecure employment models and digitalisation) and wider society issues such as rogue landlords, mental health crisis and unpredictable future.</p> <p>We instruct the National Young Workers Committee to lobby the NEC for a date and all possible support for this day of action.</p> <p style="text-align: center;">National Young Workers Committee</p>	<p>The National Young Workers committee hosted a social media take over day. Many videos and blogs of young workers were shared.</p> <p>Carried out.</p>
<p>Motion 13</p> <p>Conference notes that the vast majority of lay members sitting on the National Young Workers Committee work for either BT/Openreach or Royal Mail Letters/Parcelforce.</p> <p>As a union we are fully committed to promoting the inclusivity of all members, whether they work in our recognised or non-recognised industries. To make the National Young Workers Committee more representative of our Young Workers this Conference instructs the National Young Workers Committee to work with the NEC to bring forward a Rule Amendment at the earliest possible opportunity to increase the CWU National young workers committee from 20 to 22 lay members.</p> <p>The additional two lay members should only be open to members who work for companies other than Royal Mail Letters/Parcelforce and BT/Openreach.</p> <p>The additional two lay members should be elected</p>	<p>This has policy carried into the National Young Workers Committee Redesign document, which has now been agreed by the Committee. A motion will be required to Rules Revision Conference for this to be actioned. Currently the National Young Workers Committee is unable to do this.</p> <p>NEC Young Workers Luke Elgar and Erin Brett have agreed to put this forward at the next NEC meeting.</p> <p>The committee explored the possibility of co-opting additional young workers to fulfil the motion but this is not allowed under the rules of the union.</p> <p>Action still required.</p>

<p>biennially from nominations on the following basis: one from the Postal Constituency and one from the TFS Constituency</p> <p>All candidates shall be aged 29 or under at the time of election</p> <p>North West Regional Young Workers Committee</p>	
<p>Motion 15</p> <p>London and South East Region are the most expensive areas in the UK to rent a property. Not only do rental prices in particular in the South East continue to sky rocket, but the quality of the properties also continues to diminish.</p> <p>Young People in particular, now more than ever, being trapped in the rental market, trapped with rogue landlords and trapped in properties not fit for human habitation.</p> <p>However, Renters Unions up and down the UK are standing up for our generation, "generation rent". Renters Unions are engaging Communities, lobbying Government and providing a voice for Young People. It's time we joined them and our members.</p> <p>Conference instructs the National Young Workers Committee to lobby the NEC for the CWU to actively support and affiliate to Renters Unions where possible in the UK.</p> <p>South East Regional Young Workers Committee</p>	<p>This motion was carried at General Conference 2019, Motion 68 and is now union policy.</p> <p>Carried out.</p>
<p>Motion 16</p> <p>Conference notes the fantastic work that the Scottish Trade Union Congress (STUC) has been doing on the Better Than Zero Campaign which has raised the awareness of trade unions in the hospitality industry and are fighting against zero hour contracts and the exploitation of workers in that industry.</p> <p>Therefore, conference instructs the Young Worker's Advisory Committee to work with the NEC and lobby the Trade Union Congress (TUC), the Wales Trade Union Congress (TUC) Cymru to join with the STUC on the Better Than Zero Campaign or to create their own campaign to fight against exploitation of workers with zero hours contracts.</p> <p>Midland No 1</p>	<p>Connor McCann and Becca Hufton are now able to attend the forum as observers and they will be raising this at the next meeting.</p> <p>Carried out.</p>
<p>Motion 18</p> <p>This conference believes that the practice of paying honorarium to CWU reps or officials at branch, region and national levels is anachronistic and that member's money could be put to better use. Considering the</p>	<p>A meeting between the NYWC and Tony Kearns took place on 18/12/19. Following this the NYWC sent out a detailed report to Branch Young Workers Officers and Regional Leads.</p>

<p>financial difficulties this union is currently facing it seems outdated to still allow these payments. The current Expenses Policies and Procedures document covers the out of pocket expenses for everyone and additional payments are not required.</p> <p>The National Young Workers Committee is instructed to lobby the NEC to compile a report on how much is paid out across the country on this practice from Branches, Regions and National positions so that members and branches can see how the practice financially effects the union. This report shall be produced by the end of October 2019.</p> <p>South West Regional Young Workers Committee</p>	<p>Carried out.</p>
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SECTION I INDUSTRIAL ISSUES

- 1** This conference welcomes Labours election commitment to take parts of BT group into public ownership to create British broadband.

However, this conference believes that it is not just the UK's fibre network that requires radical reorganisation and investment; the staff needed to bring about this digital revolution also need it. This motion instructs the national young workers committee to lobby the T&FSE to work with the Labour party, to ensure that any nationalisation plans include the scraping of the workforce 2020 structure and that members on these terms and conditions are given a clear and consistent pathway to Newgrid pay, terms and conditions.

Conference also recognises that regardless of the outcome of the General Election, bringing the company into public ownership is the best way to achieve the positive harmonisation of our members Terms and conditions.

The Young Workers Committee are further instructed to work with the T&FSE to lobby and campaign wherever and however possible, to harmonise WF2020 with NewGrid whether this is for nationalised or non nationalised members.

National Young Workers Committee

- 2** Conference is getting increasingly concerned that motions passed at Postal Conference concerning Young Workers are not being implemented by the PEC. This includes: Motion 65 from Postal Conference 2017 as well as motions 43, 46 & 106 from Postal Conference 2019.

Conference therefore instructs the NYWC to lobby the PEC for an immediate assurance that all motions passed at Postal motion Conference will be implemented where possible and that Young Worker issues within Royal Mail Group remain a high priority for the PEC.

National Young Workers Committee

- 3** The passing of a radical Green New Deal at Labour Party Conference this year has been welcomed. There is an acknowledgement that the vast majority of the vehicles within the Royal Mail Group are run on fossil fuels. In order for the UK to reach net-zero carbon emissions by 2030, then action needs to take place immediately to begin a transition to renewably fueling our fleets.

Within the last two years climate change has come to the forefront of the national agenda with better informed debate beginning to increase. Labour have pledged that they will position the UK at the forefront of the development and manufacture of ultra-low emission vehicles and will support their sales.

We've also seen young people as part of the school strikes showing that the next generation are passionate about change. Our fleets are in every community, every day, meaning that as organisations we can demonstrate to society that we're leading the change.

Therefore conference instructs the National Young Workers Committee to lobby the PEC to hold discussions with Royal Mail Group to ensure all of it's vehicles are carbon neutral by 2030.

Southdowns, Weald and Rother

- 4 Conference is concerned by the growing frustrations within BT Consumer's Loyalty and Value call centres due to call queues. We welcome the decision of BT Consumer to eradicate the call queues however the concern comes regarding our "Steel" advisors who are on TM1 contracts and classed as "single skill" – these advisors were brought in on contracts as part of the Manpower conversions and also new hires since that period. The call queues dictated the types of calls going to advisors and with that also the wait time between calls, therefore the understanding of the Steel advisors was that the call queues were to "match" the contract. With this being removed and all calls being evenly spread across the advisors it is no longer clear why these advisors in the Steel camp are on anything from £3,000 less a year on their salary, compared to those who started before the Steel camp creation.

The National Young Workers committee is instructed to work with the T&FSE to negotiate with BT Consumer to move all TM1 advisors affected by this change on to the TM2 contracts to fairly reflect the calls taken by those in the call centres.

Scotland No.1

- 5 Young Workers Conference acknowledges the increase in mental ill-health in society today and particularly among young workers. Young Workers Conference also acknowledges that, unlike occasional physical ill-health absences, mental ill-health can be with a person for life and that an unfortunate combination of mental and physical ill-health at any time can place an unnecessary amount of pressure on a worker under the Royal Mail attendance procedure.

Young Workers Conference instructs the National Young Workers Committee to lobby the PEC to negotiate with Royal Mail with a view to developing a modern, progressive attendance procedure which recognises and codifies the differing nature of mental and physical ill-health absences by separating them within the attendance standards agreement/policy.

Glasgow and District Amal

- 6 Conference is pleased to observe a positive change in culture in the way colleagues are managed and rated. We have consistently pressured the company to move away from an over reliance on statistics and towards a behaviour-based system of appraisal. We believe this to be a step in the right direction and commend the business for acknowledging our previous concerns and suggestions.

However, we are disappointed by the change from what was previously the adherence target to the new customer ready objective. Whereas previously there was a reasonable amount of tolerance allowing members to access toilet facilities or a glass of water a few times per shift, there is now only a tolerance of 3 minutes per day. This translates to a member taking two toilet breaks per day of for instance 4 mins per occasion would lead them to miss this objective which played out across 12 months would ensure a poor rating and the member not receiving their bonus pay as a result.

The effect has been many members being called into disciplinary meetings as a result of normal human behaviour, and from a business perspective is a waste of colleague, manager and union time. Conference requests the National Young Worker Committee to lobby the SNC to negotiate an increased tolerance within the target to allow colleagues the comfort to complete their work in a modern working environment.

Bootle Financial Services

SECTION II NATIONAL ISSUES

- 7** This conference notes that mental health suicide is a national growing concern and there is a shortage of trained support in workplaces across the UK.

This conference also recognises that mental health affects people of all ages and it is the young workers of today that must take this debate forward with employers and future governments.

Currently there are no legal requirements to have designated mental health first aiders in the workplace.

This conference instructs the Young Workers' Committee to work with our own NEC and external contacts such as TUC, Labour Party and Mental Health Organisations to campaign for the Health and Safety Executive to undertake a review of the Health and Safety First Aid Regulations 1981 to evaluate whether there is a requirement to introduce a revised first aid training programme that incorporates mental health first aid training by training providers that meets the needs of modern day businesses.

Tyne and Wear Clerical

- 8** Conference is concerned at the lack of proportionality on the CWU's various executives. Conference therefore instructs the National Young Workers Committee to lobby the NEC to ensure all national and industrial executives within the CWU are more reflective of our membership. This should include representation during elections to ensure proportionality is achieved.

National Young Workers Committee

- 9** Conference is concerned that there are Branch Young Workers in the roles but are not currently active in their role and is concerned that branches have put people in a role as nothing but a 'tick box exercise' for their branch. Conference therefore instructs the NYWC to lobby the NEC to produce a report looking into every single Branch Young Worker Officer and see how active they are within the Young Workers movement in the union. Once the report is written and produced the NYWC should work The Regions to chase up why these Young Officers aren't active and see what support can be given. The report should be completed by June 2020 in order to chase up the inactive Young Worker Officers as soon as possible after.

South West Regional Young Workers Sub Committee

- 10** Across the country, the cost of housing renders even the lowest rungs of the property ladder completely unattainable. In the South, this problem is particularly bad, especially outside of London where London weighting is not applied to wages despite the similarly high cost of living. This, combined with the depletion of the stock of council homes caused by Right to Buy (with many of those former council homes ending up in the hands of private landlords) has left many people in our country with no option but to accept housing with extortionate rents from unscrupulous private landlords at the expense of adequate levels of basic necessities like food and heating. This is particularly a problem for young people who have never had the opportunity to build equity or savings in a more reasonable housing market.

Conference instructs the Young Workers Committee to work with the NEC to campaign to make Labour Party policies which achieve the following:

- Allowing councils to take the rents paid by council tenants and place them in individual accounts attached to each tenancy. These accounts can be used to fund any necessary repairs to the property during the tenancy, and afterwards if it is necessary to perform any work to make the home habitable again. The surplus balance of this fund after the tenant vacates the property will be released to the tenant, with the intention being that they are able to use it as a deposit on a mortgage.
- Replacing the current Shared Ownership scheme with one in which the Government matches the mortgage offer put forward by the mortgage provider (scaled to the ownership stake) so that the leaseholder is not paying more than they would were they to mortgage the full value of the property.

The Young Workers Committee should work with the NEC to pursue the above with all other interested parties to achieve the aims of the motion.

Kent Invicta

- 11** Conference notes and appreciates the higher online profile that the CWU is creating. The building of this identity takes time to develop the most engaging forms of communication. There is a tremendous amount of information and data to be processed. The average time to grab attention is short for every person that visits our site.

Conference instructs the Young workers committee to engage with the NEC and other interested parties to create a calendar on the Web page that can quickly show the upcoming events and important meetings that the CWU are involved in.

This is not prescriptive but allow a secretary/administrator the ability to upload on a single tab activities of HQ and other important events. This will aid Branches in prioritising events and campaigns. It will also give sight to members who wish to give feedback for meetings and alike.

Coventry

- 12** Given the lack of progress on Motion 14 that was remitted at last year's Young Worker's Conference, Conference instructs the National Young Workers Committee to work with the NEC to submit the appropriate rule change(s) to ensure, that wherever possible, the attendance of a young worker is mandatory for all Branch delegations to CWU General Conference.

North East Regional Young Workers Sub Committee

- 13** Conference recognises the huge impact that Artificial Intelligence and digitalisation has on the world of work.

Young workers face a future of fewer jobs and a more labour intensive working day based on outputs from digital technology that is designed to create optimum performance.

The time is now right to fully engage in debate over the impact on jobs in the UK and look to create policies that mitigate job losses and ensure digitalised technology is not used to create a de-humanised work place.

Against this backdrop the Young Workers Committee are instructed to lobby the NEC & Industrial Executives for them to use whatever governmental lobbying means necessary to create a ministerial position or regulator aligned to A/I & digitalisation.

The primary role of the minister/regulator will place emphasis on minimising job reductions and ensure the make up of jobs are based on 'a fair days work for a fair days pay' and not based solely on machine/digital output.

Essex Amal

- 14** At our recent General Conference of 2019, Conference voiced it's concerns regarding our members wellbeing, especially their mental health wellbeing. Therefore, Conference instructs the Young Workers Committee, to work with the NEC, in collaboration with the educational department, to get all regions to set up regular wellbeing sessions, whether this be through various forms of exercise, educational events, the list is not exhaustive. This will be a positive way forward for all of us to reach out and help our members with their overall wellbeing.

Northern Ireland Telecom

- 15** Conference notes the lack of Young Workers represented in the union structure especially at national level.

We Applaud the creation of the national young workers seats on the NEC and the T&Fse, however this does not go far enough and the PEC has yet to create a full voting seat for the young workers.

Therefore we instruct the NYWC to lobby the NEC for a rule change to create a full PEC role for a member under 30.

Midland Regional Young Workers Sub Committee

- 16** Conference notes, and is concerned, that young people in general appear to have a lack of understanding of the importance of trade unions.

In 2019 our branch Greater Mersey and SWL wrote out to a number of colleges/ sixth forms within our branch area, to see if we could go and talk to the students about trade unions and the importance of joining one when they enter the workplace.

We spoke to young students who are studying political studies and those studying business related topics. The students were really interested in what we had to say and appreciated the visit. Feedback from the tutors was very positive.

Conference also notes that young people entering our workplaces do not know what trade unions are. Our branch write out to all members when they join our branch.

Conference is also aware that many young workers are not politically active.

Conference therefore instructs the national young workers committee and regional committees to work together to address the issues above and not only adopt the above initiatives but to expand on them.

As a start the young workers committee are instructed to:

Write out to colleges within each region with an offer to go and address the political studies classes and the business studies classes on the topic of trade unions.

Write to every member under 30 years of age when they join the union, this will enable us to introduce them to the CWU and inform them what we do as a young workers committee. This will require working with the membership dept.

To send young workers postal voting application forms along with a note explaining why they should always use their vote.

These are just a minimum standard of ideas to be adopted others may be added as we move forward.

Greater Mersey and South West Lancs

- 17** Conference is encouraged by the vast increase in young people registering to vote in the 2019 General Election, however, we believe that more needs to be done. We believe that young people should have access to a political education in schools. This will help with the continuing upwards trajectory of voting turnouts of young people, but also create generations of people who are confident and able to make their decisions based on their own knowledge when it comes to elections. We feel this will also positively impact the Trade Union Movement, as people become more politically involved, they will feel more engaged with making positive impacts in their workplaces. This motion therefore instructs the National Young Workers Committee to lobby the NEC to lobby the government to create a policy which allows the education within schools to be implemented.

Grampian and Shetland

- 18** Young Workers Conference instructs the National Young Workers Committee to work with the NEC to produce a report on reforming the current arrangements for elections to the NEC young workers position in the following ways, and that the report should outline the necessary steps to bring about and implement such reforms, the conclusions of which will be presented to Young Workers Conference 2021 for debate and approval:
- a) That persons elected are limited to serving one term
 - b) That persons elected must be in recognition of gender balance in alternating years
 - c) That persons elected must be from different Regions each term

Scotland Regional Young Workers Sub Committee

MOTIONS NOT ADMITTED TO THE AGENDA

- 19** This conference notes that mental health suicide is a national growing concern and there is a shortage of trained support in workplaces across the UK.

This conference also recognises that mental health effects people of all ages within the postal industry.

This conference instructs the Health and Safety Department and the PEC to negotiate with Royal Mail Group PLC a mental health first aid role in each workplace.

Newcastle Amal

- 20** Conference notes the alarming levels of harassment, be it of a sexual nature or other, in the work place caused by inequality, discrimination, exploitation and the perpetrators lack of respect for those around them, let alone for themselves.

We in the South East Young Workers Committee believe its an absolute outrage that half of the women in this country have been subjected to unwanted sexual harassment in the work place and that seven out of ten of those in the LGBTI+ community are subjected to these behaviours.

Conference, one in three countries do not have laws against sexual harassment and violence in the work place leaving an estimated 235 million workers unprotected. It's taken 5 years but, on the centenary of the international labour organisation, C190 was adopted.

This convention would protect workers both full time and part time, apprentices, interns, casual workers, job seekers and volunteers. For the first time it calls on employers to work with trade unions in order to create policy that will assist the prevention of harassment and violence in the workplace. Domestic violence and gender based violence will be mainstreamed into health and safety policies. It states that domestic violence will be classed as an element that impacts on a workers employment as well as the health and safety of said worker.

The CWU South East Young Workers Committee therefore instructs The National Young Workers Committee to work with the appropriate bodies to lobby the government to ratify the ILO convention 190. The National Young Workers Committee is further instructed to become more active and visible within the #METOO campaign, a campaign that's momentum greatly assisted the adoption of this inclusive convention.

South East Regional Young Workers Sub Committee

- 21** This Conference agrees it is time for The National Young Workers Committee to work with the NEC to produce a "Handbook" for all Branch Young Workers Officers (YWO).

The purpose of the handbook is:

- Role of the YWO
- Responsibilities of YWO
- Contact details for the relevant HQ Personnel, for when help and support is required.

- Who is responsible for overseeing YWO's Locally, Regionally and Nationally?
- This list is not exhaustive.

The NEC is therefore instructed to produce a handbook no later than October 2020.

Gloucestershire Amal

NOTES



YOUNG
WORKERS
CONFERENCE

21st January 2020