

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
