



The communications union

VIRTUAL SPECIAL GENERAL CONFERENCE AGENDA

7TH - 9TH NOVEMBER 2021



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STATEMENT

STATEMENT

Dear Colleagues

On behalf of the General Conference Standing Orders Committee can I welcome delegates and visitors to this Virtual Special General Conference of the Communication Workers Union.

Following on from the successful Virtual Rules Revision Conference the NEC have decided to hold a Special General Conference where Branches and Regions will be able to set policy on many important issues facing this union.

The Pandemic has seen our members work in ways and under conditions we would never have thought possible and it's a credit to each and every one they have been able to provide services to help keep the country running. As we move to come out of the pandemic it will be more important than ever that the CWU is at the forefront of ensuring that the country doesn't slide back to pre-pandemic times as far as our members are concerned.

In organising the agenda for this virtual special conference you will be aware that the NEC agreed subject headings. The SOC have worked to those headings and designed the conference and standing orders to allow each session to discuss only the motions contained in that session.

Can I draw your attention to SO2b where conference is divided into two-hour sessions. These sessions will be treated as separate according to the timetable and therefore any proposal to change the order of business under SO3m or SO3n, or by suspending the timetable under SO7, will only apply to the current session under discussion, not to any other session. However, consequential rulings will still apply across sessions

Finally, if delegates have any problems or queries regarding the General Conference Standing Orders or procedures please do not hesitate to contact the General Conference Standing Orders Committee via conferences@cwu.org

On behalf of the Standing Orders Committee can I wish all delegates and visitors a successful conference.

Yours sincerely



Joyce Stevenson
General Conference SOC Chair

TIMETABLE/PROGRAMME OF BUSINESS**Sunday 7th November 2021**

10.00	Conference opens with Presidents Address			
10.10	Adoption of General Conference Standing Orders Committee Report (including reference backs)			
10.25	General Secretary Address			
10.40	CWU Anti-Racism Strategy	Motions	1 -	2
12.00	Session Ends			
14.00	Politics/Relationship with Labour	Motions	3 -	7
16.00	Session Ends			

Monday 8th November 2021

10.00	Building Collectivism/New Deal for Workers	Motions	8 -	10
11.45	Guest Speaker			
12.00	Session Ends			
14.00	Recruitment and Organising	Motions	11 -	21
16.00	Session Ends			

Tuesday 9th November 2021

10.00	General Policy A	Motions	22 -	31
12.00	Session Ends			
14.00	General Policy B	Motions	32 -	39
15.50	Dave Ward, General Secretary Closing Remarks			
16.00	Conference Closes			

VOTING STRENGTHS

MEMBERSHIP OF THE TELECOMS AND FINANCIAL SERVICES CONSTITUENCY

REF	BRANCH	GENERAL	P/F
21/819	Central Counties and Thames Valley	2012	1525
21/827	South East Anglia	989	719
21/831	North Anglia	1654	1148
22/032	Midland No.1	2790	2083
22/601	Albus National	1468	524
22/803	Midland Counties	2170	1651
22/809	Coventry	631	466
23/404	South Yorkshire	913	656
23/669	Tyne and Wear Clerical	2429	1743
23/808	North East	1717	1250
23/817	Lincolnshire and South Yorks	1339	943
23/830	West Yorkshire	2095	1581
24/024	Northern Ireland Telecoms	1887	579
25/274	Manchester Combined	1919	1535
25/646	Mersey	1305	1075
25/730	Bootle Financial Services	1480	1337
25/732	Northern and National Financial Services	231	142
25/801	Isle of Man	141	64
25/821	Lancs and Cumbria	2031	1569
25/833	Preston Brook and Bury	755	583
26/156	Glasgow and Motherwell	881	694
26/825	Edinburgh, Dundee and Borders	1658	1254
26/829	Scotland No.1	2698	2018
27/049	South East Central	1141	849
27/353	Portsmouth, West and Isle of Wight	646	506
27/805	Meridian	673	520
28/459	Somerset, Devon and Cornwall	2228	1526
28/828	Great Western	2548	1816
29/807	Mid Wales, The Marches and N.Staffs	989	762
29/816	North Wales and Chester Combined	699	567
29/823	South Wales	2652	1872
30/250	AIM Branch	34	14
30/252	Greater London Combined	3496	2858
30/810	Capital	1516	1272
30/811	London and West	1034	850
30/834	South London, Surrey and North Hampshire	1955	1576

MEMBERSHIP OF THE TELECOMS AND FINANCIAL SERVICES CONSTITUENCY

REF	BRANCH	GENERAL	P/F
45/001	Greater Mersey and South West Lancs	1039	832
99/002	UTAW National	375	283
	TOTAL	56,218	41,242

- * **Please note the UTAW Branch has been placed under this section solely for the purpose of recorded voting and for this virtual conference only and not for any other purpose within the CWU**

MEMBERSHIP OF THE POSTAL CONSTITUENCY

REF	BRANCH	GENERAL	P/F
01/001	Essex Amal	2616	1935
01/002	Colchester and District Amal	647	501
01/003	Eastern No.3	1365	1066
01/004	Eastern No.4	1228	866
01/005	Eastern No.5	1908	1387
01/006	Eastern No.6	1320	1032
01/008	Suffolk Amal	820	639
01/009	South Central Postal	2104	1706
02/001	Birmingham District Amal	2809	2359
02/002	South Midlands Postal	4859	3847
02/003	Leicestershire	1326	825
02/005	Wolverhampton District Amal	2034	1683
02/006	Derbyshire Amal	905	642
02/007	North Staffordshire Postal	1089	903
02/008	Nottingham and District Amal	2419	1809
03/001	Doncaster and District Amal	1473	1189
03/002	South Yorkshire and District Amal	2721	2223
03/003	Bradford and District Amal	1166	892
03/005	Leeds No.1 Amal	2967	2481
03/006	York and District Amal	1020	798
03/007	Hull and East Ridings Amal	558	469
03/008	Newcastle Amal	2455	2087
03/009	Darlington Amal	473	391
03/010	Cleveland Amal	846	708
03/011	Durham County	360	316
03/012	North East Coastal Amal	401	361
04/001	Northern Ireland Combined	1421	811
04/002	Northern Ireland East	423	227
04/003	Northern Ireland West	851	460
05/002	Isle of Man	170	138
05/003	Cheshire No.1 Amal	436	336
05/004	North West Central Amal	2175	1775
05/006	Greater Manchester	2585	2168
05/007	North West No.1	1410	1235
05/010	East Lancs Amal	538	439
05/011	North Lancs and Cumbria	2983	2482

MEMBERSHIP OF THE POSTAL CONSTITUENCY

REF	BRANCH	GENERAL	P/F
05/012	Darwen Capita	439	397
05/013	Warrington Mail Centre	709	578
06/001	Glasgow District Amal	3732	3072
06/002	Scotland No.2	2897	2270
06/003	Grampian/Shetland Amal	898	687
06/005	Scotland No.5	764	640
06/006	Clyde Valley Amal	444	386
06/007	Orkney	51	39
06/008	Highland Amal	525	394
07/002	Portsmouth and District Postal	1099	859
07/003	Southdowns, Weald and Rother	2342	1934
07/004	Kent Invicta	2396	1862
07/005	South East No.5	5678	4352
08/001	Western Counties	2781	2189
08/002	Plymouth/East Cornwall Amal	1496	1193
08/003	Bournemouth and Dorset Amal	1311	1068
08/004	Wessex South Central	1871	1596
08/005	Bristol and District Amal	2680	2273
08/006	Gloucestershire Amal	959	811
08/007	South West No.7	1408	1246
08/009	Jersey	183	96
08/010	Guernsey	196	8
08/011	Worcester and Hereford Amal	766	652
08/012	Cornwall Amal	569	479
09/001	North Wales and Marches	1716	1475
09/002	Shropshire and Mid Wales	893	739
09/003	South East Wales Amal	1691	1430
09/004	South West Wales Amal	1245	1143
09/005	Gwent Amal	775	609
10/002	Mount Pleasant	1124	1024
10/004	London Phoenix	568	500
10/009	Northern Home Counties Postal	1421	1155
10/011	London Parcels & Station Amal	595	436
10/012	Northern/North West London	1761	1517
10/013	East London Postal	1131	898
10/015	West London Postal	562	481
10/016	South East London Postal and Counter	1322	1121
10/017	London South West Postal	1289	1105
10/018	Kingston Area	692	482
10/019	Romford Amal	1685	1247

VOTING STRENGTHS

MEMBERSHIP OF THE POSTAL CONSTITUENCY

REF	BRANCH	GENERAL	P/F
10/020	Harrow and District	1588	1237
10/021	South and East Thames Amal	1267	977
10/022	Croydon and Sutton Amal	1243	951
10/023	South West Middlesex Amal	1272	1064
21/006	South Central MT	122	91
21/819	Central Counties and Thames Valley	71	66
21/827	South East Anglia	21	17
21/831	North Anglia	17	12
22/032	Midland No.1	68	59
22/239	Midlands MT	172	117
22/803	Midland Counties	75	59
22/809	Coventry	30	26
23/404	South Yorkshire	64	50
23/808	North East	37	31
23/830	West Yorkshire	126	92
24/024	Northern Ireland Telecom	60	32
25/821	Lancs and Cumbria	45	35
26/156	Glasgow and Motherwell	31	27
26/157	Scotland MT	116	86
26/825	Edinburgh, Dundee and Borders	32	31
27/805	Meridian	61	55
28/459	Somerset, Devon and Cornwall	31	25
28/828	Great Western	95	77
29/807	Mid Wales, the Marches and North Staffs	9	8
29/823	South Wales	30	29
30/122	London Regional MT	140	108
30/252	Greater London Combined	1	1
30/255	London Postal Engineering	199	171
45/001	Greater Mersey and South West Lancs	1767	1554
	TOTAL	118,335	94,717

NOTES ON CONFERENCE PROCEDURES AND AGENDA

The General Conference Standing Orders Committee has prepared the Standing Orders, Agenda and timetable/programme of business in accordance with its responsibilities.

The General Conference SOC has asked that the following procedural points be specifically drawn to the attention of delegates:

1. All motions have been deemed Category A.
2. Motions composited by the General Conference Standing Orders Committee are followed by the names of the sponsors* included in the Composite.

The consequential rulings indicated alongside certain motions are those determined by the General Conference Standing Orders Committee in consultation with the Conference Chairperson (President).

*The following may sponsor motions:

NEC
Branches
Regional Committees

STANDING ORDERS

VIRTUAL SPECIAL GENERAL CONFERENCE 2021 STANDING ORDERS

1. The sessions of the Virtual Special General Conference shall commence in accordance with the timetable.

2. **TIMETABLE**

- a (i) President's Address
- (ii) General Secretary's Address
- (iii) Adoption of Virtual Special General Conference Standing Orders Committee Report (including appeals/reference backs)
- (iv) Sections of Virtual Special General Conference Business
- b Conference is divided into two-hour sessions. These sessions will be treated as separate according to the timetable and therefore any proposal to change the order of business under SO3m or SO3n, or by suspending the timetable under SO7, will only apply to the current session under discussion, not to any other session. However, consequential rulings will still apply across sessions.
- c A motion that has been called for debate by the Chairperson before the end of a session is reached, shall be moved, seconded, debated and decided upon, subject to Standing Order 3n. **No subsequent proposals for the variation of the timetable to compensate for time lost by this procedure shall be admissible.**

3. **PROCEDURE IN DEBATE**

Any speaker wishing to enter into the debate MUST use the 'Raised Hand' Function on the ZOOM platform which will alert the Chairperson and wait until they are called in to speak.

- a Every member of the Conference must remain in mute, except the one who may be addressing the Conference and, should the Chairperson intervene, no-one else shall continue speaking nor shall anyone else speak until called on to do so by the Chairperson.
- b A delegate when addressing the Conference 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, except the mover's right of reply under Standing Order 3i.
- 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 or by the Secretary of the Regional Committee to which the Branch is attached, if specifically requested to do so by the Branch responsible for the motion.
- (ii) Motions standing in the name of a Regional Committee must be moved by a delegate from that body.

SPEAKERS

- (iii) Motions must be seconded or else they shall be deemed to have fallen.
- (iv) Rule 7.1.11.1 & 7.1.11.2 will also apply.
- (v) Motions may be deemed moved formally under SOC8a.

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 3 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 special permission of the Chairperson to speak for a longer period, if agreed, it shall not exceed a further 2 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 NEC shall be allowed one speaker (including officers and any NEC appointed representatives) in debate on all motions except those standing in the name the NEC. Exceptionally, at the discretion of the Chairperson, a second NEC speaker may be allowed. With the exception of Branches and Regional Committees moving and seconding a motion (under SO3e), Branches and Regional Committees, are entitled only to one speaker in each debate.
- k The NEC (including all Officers and any NEC appointed representatives) shall in addition to moving and exercising the right of reply be allowed a maximum of one speaker (which may be the seconder) in a debate on motions standing in the name of the NEC (SO3i applies to the NEC).
- l No motion shall be spoken upon except by the mover, until it has been seconded. The mover of a motion who opts not to make a moving speech shall lose the right of addressing Conference (except where SO8a applies) but shall still have the right of reply (SO3i) applies. The seconder of a motion who opts not to make a seconding speech 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" (following the process as detailed in SO3p) 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 (subject to SO4b), Conference shall proceed to vote on the question itself, subject to SO3j 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" (following the process as detailed in SO3p) on the seconding of which the Chairperson shall immediately and without discussion put this proposal to the vote (subject

STANDING ORDERS

WITHDRAWAL

- to SO4b). In the event of it being carried Conference shall at once proceed to the next item on its agenda.
- o Any motion or composite motion may be withdrawn from the Agenda prior to Midnight 26th October 2021 to the Standing Orders Committee via conferences@cwu.org.

Following that time, sponsor(s) can only withdraw a motion or composite by notifying the SOC via conferences@cwu.org where upon conference will be advised on the moving of standing orders of any such withdrawal, Once conference commences, a motion can only be withdrawn when it is called before conference.

4. VOTING PROCEDURE

Voting at the Virtual Special General Conference shall be electronic.

Voting at the Virtual Special General Conference will be electronically as detailed in the relevant LTB published separately.

Decisions on motions shall be by majority subject to rule 6.6.5

Constituency sections shall be able to vote separately.

Decisions on conference proceedings shall be by a simple majority.

Because of the nature of the virtual voting system, up to 3 minutes will be allowed on each vote (subject to SO8)

Branches will be given a unique weblink to the voting platform to cast their virtual online vote.

5. PROCEDURE FOR EMERGENCY MOTIONS

- a Emergency motions may only be submitted for inclusion in the Agenda if they refer to a matter which because of the circumstances giving rise to them could not possibly have been submitted by the published closing date for motions. Such emergency motions will only be accepted by the SOC if they constitute a significant and important matter, which requires a decision by Conference.
 - b Emergency motions must reach the Standing Orders Committee at CWU Headquarters by midnight on **Tuesday 26th October 2021**. Branches and Regional Committees will be advised by the SOC whether or not the emergency motion has been accepted for inclusion to the Agenda prior to the commencement of Conference.
 - c Any emergency motion submitted after the above date must be notified to the Standing Orders Committee at conferences@cwu.org as soon as possible. Branches and Regional Committees will be advised by the SOC whether or not the emergency motion has been accepted for inclusion to the agenda as a matter of urgency.
 - d A decision taken by Conference shall not be open to the emergency procedure at the same Conference.
 - e The NEC will also be required to follow these procedures.
- ## 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 motions
- (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 **Tuesday 26th October 2021** by email 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 back by the SOC, Branches or Regional Committees who have followed the correct appeal/reference back procedure wishing to continue their appeal/reference back must firstly advise the SOC of their continued appeal.

The SOC will then advise the Chair of the Conference the details of the Branches/Regional Committees who have the right to address conference at the commencement of business on **Sunday 7th November 2021**.

- 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. Such challenges can be made to Conference by a delegate indicating in the 'Chat' function on the ZOOM platform. When called to speak, advising Conference that they wish to challenge a decision of the SOC and giving the reasons why.
- c All appeals/reference backs will be deemed carried if they have the support of a simple majority of Conference (SO4b applies).
- d The NEC 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 and when raised will only apply to the session in progress.
- b The Chairperson may accept a motion for the suspension of Standing Orders provided no motion is on the platform 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 (SO4b applies).

- c At the end of the period of suspension of Standing Orders the Conference shall return to the next business in that section only. No subsequent motion for the variation of the timetable to compensate for time lost by the suspension of a Standing Order/Orders or the discussion of such suspension shall be admissible.

8. NEC ACCEPTANCE

STANDING ORDERS

- a The NEC will indicate, in an SOC document published prior to Conference, the motions (excluding their own) which they are prepared to accept. When the SOC report is adopted, those motions will be deemed to be carried subject to Standing Order 7d and will not be debated. Subsequent consequential rulings will be applied accordingly.
- b Opposition to the acceptance can only be registered by advising the Standing Orders Committee by email to conferences@cwu.org no later than midnight Tuesday 26th October 2021. The Branch(s) registering opposition to NEC acceptance shall be published in the relevant supplementary report.
- c Challenges to NEC positions of "accept" referred to in subsequent supplementary SOC reports will be dealt with in accordance with Standing Order 5b.
- d The acceptance of motions under the terms of this Standing Order shall not take priority over consequential rulings.
- e However, notwithstanding the provisions of 7a–d, all sponsors of motions do not have the facility to register opposition to acceptance of motions standing in their own name.

9. TECHNICAL DIFFICULTIES

- a Where a Branch/Regional Committee or individual delegate are unable to access the online platform or are unable to be heard it shall be deemed that their motion has been formally moved or seconded, if a Branch/Regional Committee is then able to log on prior to the conclusion of the debate, they retain the right to contribute to that debate, including the Right of Reply (SO3i).
- b If there is a major fault to the online platform/s the President shall have the right to suspend or adjourn proceedings and extend the timetable if required.
- c Where Branches experience difficulties but are still able to use the separate online voting system those votes shall still remain valid.

10. USE OF 'CHAT' FUNCTION

The 'Chat' function must be limited to:

- i. Legitimate conference proceedings (SO3m,n,q)

11. PROHIBITIONS

During "In Camera" debates recording and or reporting of these debates shall be strictly prohibited.

Inappropriate behaviour or breach of this prohibition can result in removal from the conference platform.

NATIONAL EXECUTIVE COUNCIL AND OFFICERS

NATIONAL EXECUTIVE AND OFFICERS

General Secretary	D Ward
Senior Deputy General Secretary	A Kearns
Deputy General Secretaries	A Kerr T Pullinger

National Executive Council

National President	J Loftus
National Vice President	K Rose

M Ali	S Banbury *	M Bailey *	M Bastiani
J Bellshaw *	E Brett	T Bouch	N Candy *
J Carson *	N Darbyshire	S Edwards	L Elgar
D Glebocki	S Halliwell	S Jones	M Kavanagh
M Meade #	A Mercer *	S Miah *	A Moosa
S Pitt *	J Reynolds *	J Samuels	J Sharrocks
A Singh *	I Taylor	D Tee	J Upton #
K Walsh	M Walsh	A Whitter *	K Woolley
R Wotherspoon			

Officers

S Albon *	M Baulch	D Bowman	S Bridge
A Eldred	R Ellis	A Furey	T Fussey *
K Hudson	D Joyce	D Jukes	C Maden
B O'Brien #	D Robertson	T Rupa	B Taylor
C Webb			

Standing Orders Committee

R Alldritt	J Gaby	P Magill	T Sneddon
J Stevenson	J Shaftoe	P Thomas	J West

Until September 2021
* From September 2021

Details correct as of September 2021

GENERAL CONFERENCE

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SECTION 1 : CWU ANTI-RACISM STRATEGY

Sunday (10.40 – 12.00)

1 CATEGORY A: This Conference recognises that the CWU has a long and proud history of opposing all forms of racism and is rightly seen throughout the Labour and Trade Union movement as being a leading campaigner when it comes to actively opposing racism in all its forms.

Conference agrees that as a strong anti-racist organisation our priority is to unite working people by recognising that we share far more in common with one another than we do with those who seek to exploit and divide us.

Conference endorses the recent CWU public Anti-Racism statement. This statement sets out our values and is the foundation from which we will engage our members, maximise outreach and raise awareness.

This Conference instructs the NEC to build on our anti-racism statement by developing a well-researched and properly resourced project that utilises our structures, engages members and includes practical steps that tackle racism and all forms of injustice through the power of our collective strength.

The NEC is instructed accordingly.

National Executive Council

2 CATEGORY A: This Conference acknowledges all the good work the CWU has done to tackle racism and other forms of discrimination.

Conference believes we should maintain those successes by continuing to:

- Campaign against far-right and racist groups like the NF, BNP, EDL and UKIP
- Work with anti-racist organisations like Unite Against Fascism and Stand Up To Racism
- Support, especially financially, Show Racism The Red Card and its education in schools
- Make sure CWU reps go through mandatory Equal & Fairness workshops

Against the backdrop of the Windrush scandal and the racist abuse of English footballers in Euro 2020, highlighting the continuing institutional and public racism in the UK, Conference recognises anti-racists must deepen their efforts. In response, the CWU must concentrate on its grass-roots members, constantly challenging the racist myths and distortions that have currency amongst them. To help open up channels for such a dialogue, the present BAME structures need to be built and activated over the next period, so as to prompt and promote an anti-racist climate amongst all our members, irrespective of colour or race and conference welcomes the Anti-Racism Statement.

Conference instructs the NEC to build on our anti-racism statement by developing a well-researched and properly resourced project that utilises our structures, particularly including the NEC BAME Leads, to engage with members and to include steps that tackle racism through the power of our collective strength.

South East Wales

SECTION 2 : POLITICS/RELATIONSHIP WITH LABOUR

Sunday (14.00 – 16.00)

3 CATEGORY A: If Carried 4, 5, 10, 34,37, 38 and 39 Fall

This special Conference agrees that all Central funding to the Labour party should cease with immediate effect. Furthermore, a until such time as a future CWU Annual Conference decrees that the Labour party has returned to its traditional values and is in alignment to promoting trade unionism and workers' rights in this country, that funding will not be restored.

The CWU along with other Trades Unions have funded the Labour Party whilst they, in turn, have generally turned their backs on the working class and trade union principles. With the current leadership in place there does not seem to be any likelihood of change, in fact, the party is once again, lurching towards the right of centre, abandoning its core principles.

Continued funding of CWU reps on Labour Party education courses along with local Branch political support will remain, at the discretion of the Branches.

That the NEC is instructed to do so.

Kingston Area

4 CATEGORY A: If Carried 5 and 6 Fall

Conference notes that:

- (1) the current political environment is perhaps one of the most difficult in the history of the Labour movement, and nationally, the Labour Party is failing to break through and seems more concerned with factional in-fighting than it does reaching out to working people;
- (2) the Labour Party's lack of connection with working people has been decades in the making, but current opinion polling and Keir Starmer's own approval ratings demonstrate the serious task that Labour faces if it is to ever win power again;
- (3) although Labour is struggling nationally, the Party is making a real difference in areas across the country in places where the CWU has strong links with local and regional leaders who also support our industrial and political aims, including metro mayors and council leaders who are delivering on their promises of building council houses, trade-union recognised jobs, green-energy, publicly owned local transport and a host of other radical reforms that serve their local communities;
- (4) in more recent years, our relationship with Labour has always been underpinned by the idea that the Party will not get something for nothing, and as other trade union leaders are now also echoing this call, we must strengthen that commitment and invest our time, energy and resources with those in Labour who want to deliver the political and industrial aims of the CWU.

Conference agrees the NEC are instructed as follows:

SECTION 2 : POLITICS/RELATIONSHIP WITH LABOUR

Sunday (14.00 – 16.00)

- (1) to suspend any donations outside of our affiliation fees to the national Labour Party. Any additional funding outside of our affiliation fees will instead go to specific Labour candidates and campaigns that support CWU industrial and political aims and to support the selection and election of such candidates.
- (2) to work pro-actively with Labour leaders across the country who are delivering on-the-ground solutions in their communities right now, as well as exploring all opportunities to link up our own industrial strategies with these political pursuits;
- (3) to create a CWU Working Class Candidates Programme that will be held once a year to train up a number of CWU members who wish to become political candidates, either for local or national office;
- (4) to refresh and build a more dynamic Political Officer's Network that brings together Political Officer's from across the country from branches and regions on a regular basis to feed into and deliver the Union's national political strategy, ensure a presence in communities and a consistent approach to implementing the direction of this motion.
- (5) to refresh and build our ability to campaign politically with a suite of online materials and educational materials that will offer an innovative approach to linking the political with our industrial strategies, such as within issues around the Universal Service Obligation, Post Office, the roll-out of Fibre Broadband, and the casualization of labour.

National Executive Council

5 CATEGORY A:

If Carried 6 Falls

Conference notes:

The Labour leadership's proscription of left-wing organisations are now being used as carte blanche to expel and suspend fighting trade unionists and socialists including president of the Bakers' union Ian Hodson.

The mass redundancies and attacks on the pay and conditions of Labour staff.

The anti-democratic actions of the Labour leadership against local Labour branches and bodies including preventing a Young Labour Conference.

Conference believes:

The leadership of the Labour Party under Sir Keir Starmer has failed to promote and fight for policies on behalf of working people.

The leadership of the Labour Party under Sir Keir Starmer has failed to pose significant Opposition to a corrupt, incompetent government.

The leadership of the Labour Party under Sir Keir Starmer has failed to persuade the general public that it represents a plausible alternative to the government.

SECTION 2 : POLITICS/RELATIONSHIP WITH LABOUR

Sunday (14.00 – 16.00)

Instead of attacking its own members, the party leadership should be using all of its efforts to fight this criminal Tory government on the basis of bold socialist policies.

Such McCarthyite methods are being used to attack and shut out socialists from the party. This purge of the left by Starmer's leadership is part of an attempt to reverse the socialist policies brought in under Corbyn, and to make the party a safe pair of hands for capitalism.

Conference agrees that:

The CWU approaches other Labour affiliated trade unions to convene a conference affiliated and non-affiliated unions, trade unionists, socialist organisations and individuals to discuss the need for a political vehicle that fights the Tories on socialist anti-austerity policies and can provide a future to workers, rather than the pro-business agenda of Starmer and his cutting Labour councils.

CWU branches and union funding should only support council candidates and politicians inside or outside Labour who commit to refuse to pass on Tory cuts, and urge our members in councils to move no-cuts budgets in Labour-run authorities.

CWU branches and union funding should work to actively oppose the expulsions and suspensions of fighting trade unionists and socialists.

Support the Labour staff in their fight to defend their jobs, pay and conditions.

UTAW National

6 CATEGORY A: Conference recognises the failures of the Labour Party under the leadership of Sir Keir Starmer to promote and fight for policies on behalf of working people! Conference also notes the Labour leadership's expulsions and suspensions of fighting trade unionists and socialists.

Conference instructs the NEC that:-

1. the CWU approaches other Labour affiliated trade unions to convene a conference affiliated and non-affiliated unions, trade unionists, socialist organisations and individuals to discuss the need for a political vehicle that fights the Tories on socialist anti-austerity policies and can provide a future to workers, rather than the pro-business agenda of Starmer and his cutting Labour councils
2. CWU branches should support council candidates inside or outside Labour who commit to refuse to pass on Tory cuts, and urge our members in councils to move no-cuts budgets in Labour-run authorities

Scotland No.2

SECTION 2 : POLITICS/RELATIONSHIP WITH LABOUR

Sunday (14.00 – 16.00)

7 CATEGORY A: This Conference agrees that the Union should consider its political position for the future including its political priorities.

These considerations should include the relationship with MPs, Councillors, our policy on the UK voting system/s and the UK political structure's; however this list is not exhaustive.

Therefore to start this processes a Special Conference/Forum or meeting (whichever is appropriate) of all Branches will be called before Annual Conference 2022 to discuss all relevant political issues.

The delegation to be a maximum of 4 per Branch.

Prior to this event being held this matter will be discussed at the Regional Committees.

The NEC is instructed accordingly.

Greater Manchester

SECTION 3 : NEW DEAL FOR WORKERS

Monday (10.00 – 11.45)

8 CATEGORY A: This conference recognises a growing trend among employers of 'fire and rehire' tactics and condemns actions that have forced staff to choose between accepting a new contract with worse terms and conditions or lose their jobs. Each case is different, but when it comes to fire and rehire, employers are reducing staff pay, or holiday allowances, changing shift patterns – and even reducing the breaks staff are allowed.

Companies who have used these tactics include Asda, British Gas, JDE Banbury and Brush Electrical. Refuse workers in Thurrock who took successful strike action that thwarted the councils threatened cuts of between £2,000 to £3,500 a year that would have affected staff allowances, including overtime, bank holidays, and night shifts.

Conference calls upon the CWU Executive to:

1. Recognise that Government Ministers have said these tactics are an unacceptable abuse of power but have failed to take action to prevent it.
2. Call on the Government to outlaw these practices immediately and to bring forward new legislation that empowers trade unions and protects the working class from predatory employers.
3. To use its influence in the Labour Party and the TUC to gain full support for such legislation.
4. Offer its full support to the trade unions who are taking industrial action to defend their members against these tactics.

Essex Amal

9 CATEGORY A: Conference notes that the pandemic has brought into sharp focus the structural inequality and imbalance of power in today's economy, and that with the major problems in the world of work and the challenge of the fourth industrial revolution it has never been more important for unions to come together and campaign collectively on the behalf of all working people.

Whilst the pandemic has forced the movement to suspend mass rallies and public facing events, the relaxing of restrictions now offers us the chance to up the ante once again as we emerge from the pandemic.

Conference notes the CWU motion at the TUC Congress 'New Deal for Workers Mobilisation Strategy' and endorses this approach. As such, conference instructs the NEC to:

- (1) Prepare a communications and campaign plan to be delivered to branches and regions specific to the CWU whilst connected to the overarching demands and narrative of the New Deal Campaign
- (2) Begin preparations for a national tour featuring town hall style meetings of trade union members and the wider public to strengthen the campaign and turnout for a national rally in Spring 2022
- (3) Begin preparations for a national rally to be held in Spring 2022 that will unite both the trade union movement and wider community groups

SECTION 3 : NEW DEAL FOR WORKERS

Monday (10.00 – 11.45)

- (4) Create materials for branches that enable them to keep the New Deal Campaign as a key ongoing agenda item at meetings.

National Executive Council

10 CATEGORY A: This conference notes the effect of the pandemic on the world of work. With poverty wages, terms and conditions blighting economic recovery.

Recognises that the Conservative Government after its Red Wall success at the General Election of 2019 has tried to portray itself as the party for workers. Leaving The Labour Party struggling to respond.

However, the position of the conservative party as a party of the workers has started to slip with the announcement of the rise in national insurance which is nothing more than a stealth tax on the workers of this country. A New Deal for Workers is now imperative and provides Labour with an opportunity to show the electorate that it's the political party for workers with a far-reaching radical agenda.

The NEC are therefore instructed to work and strive within the TUC, Labour Party, other Trade Unions, and opinion formers in the wider Labour movement to make A New Deal for Workers a centre piece of Labours next manifesto.

The NEC will formalise a strategy for all levels of the union to be able to actively engage with the Labour movement on a new deal for workers with full input from all political officers as well as branches, regions, and divisions.

As part of this strategy all political officers at all levels of the union to engage with the Labour party at all levels to promote the new deal for workers as a key component of any future relationship with the Labour party.

A separate strategy to be built up by youth officers so that they can engage with younger members both within the union and outside with partners in organisations such as Labour youth.

This list is not exhaustive.

South West Wales Amal

SECTION 4 : RECRUITMENT AND ORGANISING

Monday (14.00 – 16.00)

11 CATEGORY A:

If Carried 18 Falls

Conference recognises that the future of the CWU as a strong independent trade union will ultimately be dependent on our ability to recruit and retain members in both the organised and non-organised areas.

The truth is that since the CWU came into being the union has never made the overall progress we need on all fronts to sustain and grow membership.

Therefore, given the continuing trends of membership decline, the whole union must now come together and refocus our efforts to improve all aspects of our recruitment and organising work.

Conference instructs the NEC to adopt the following approach:-

1. There is an immediate requirement to stabilise and increase membership density in the Postal and T&FS constituencies. This work will now be supported through the launch of a high profile and co-ordinated national campaign throughout February 2022 with the objective of producing a significant immediate increase in membership, while also embedding an ongoing culture of recruitment and organising across all branches and structures within the CWU. The campaign will harness the overall strengths of the CWU and be supported by a full suite of branding and resources and Head Office funding to support major recruitment events and activity industrially, in regions and branches. All CWU reps will be asked to make this campaign a priority.
2. To further develop the overall CWU recruitment and organising strategy, the NEC will launch a major consultation with Branches and Regions, following which a comprehensive report will be produced in early 2022 on the actions and strategies that will be required going forward. The report will also identify the necessary investment needed to ensure our membership systems are fit for purpose.

National Executive Council

12 CATEGORY A: This conference agrees that a wider Comms and advertising campaign needs to be launched to recruit and grow the trade union movement as a whole, as well as within the CWU; something similar to the industrial campaigns that work at grass root level

Over recent years, in all sections of our Union, we have witnessed the success that can be gained from proactive industrial campaigns which engage directly with the membership.

As such, with support from the wider trade union movement and other trade unions, the following ideas should be explored and used as and where necessary to recruit new members into our movement:-

1. Make sure all Recognised Workplaces have Union Noticeboards displaying relevant and up to date information including Recruitment Notices and contact details.

SECTION 4 : RECRUITMENT AND ORGANISING

Monday (14.00 – 16.00)

2. Adverts to be placed on Bus Stops & Train Stations near Industrial Estates housing other employers in our world of work. Explaining what a trade union is and why people should join.
3. Newspaper adverts to be placed on jobs and vacancy pages.
4. Internet pop ups to appear when users looking for new jobs or careers.
5. Working with schools and teaching unions to speak with students doing 'business studies' (collective bargaining and / roles of a trade union).
6. Consideration of TV and Radio advertising to target specific workplaces (amazon workplaces a great place to work?).
7. Product Placement on TV shows.

Of course, this list is not exhaustive: but the aim is that any campaign should be direct and targeted toward working people, wherever they may be.

It is often too late to engage with prospective new members when they are employed and onsite, particularly in non-recognised workplaces. Conference believes that the above ideas will help those who have no or little knowledge, or maybe unsure of Trade Unions, to make an informed choice and join.

The NEC is instructed to follow the contents of this motion in relation to the CWU recruitment campaigns, whilst also working with other bodies for the wider recruitment and organising for the trade union movement in general.

Greater Mersey and South West Lancs

13 CATEGORY A:

If Carried 20 Falls

Conference notes the decline in membership of the Unions retired members section and the difficulties being experienced retaining the membership of existing members who retire.

Conference instructs the NEC to establish a cross constituency sub-committee of the Retired Members Committee/NEC that will look into the reasons for this and propose possible solutions. The sub-committee will produce a report with recommendations no later than CWU annual Conference 2022.

London Phoenix

14 CATEGORY A:

If Carried 18 and 21 Falls

This Conference instructs the NEC to set up a small Working Party, made up of one representative from each region to address the issues associated with Membership and Recruitment. In order to re-evaluate and improve the Union's current recruitment policy. The results of the Working Party's deliberations are to be reported to Annual Conference 2022.

Midland Regional Committee

SECTION 4 : RECRUITMENT AND ORGANISING

Monday (14.00 – 16.00)

15 CATEGORY A: COMPOSITE MOTION

This conference recognises that workplace recruitment of new members to the union is key to ensuring the success of the CWU as an independent trade union. Giving our representatives the correct tools for the job is vital in making sure they can carry out this duty effectively.

This conference instructs the NEC to work in conjunction with the Equality, Education & Development Department to create a simple and effective and up to date training package that can be accessed by all CWU representatives. This package should include guidance on recruitment skills, resources available and any agreement with the employer that confirms available release time for CWU recruitment as a minimum. This training package should be made available to both individual representatives as well as giving branches the facility to organise it on a wider scale if they wish.

The NEC is instructed accordingly.

South Central Postal
Eastern Regional Committee

16 CATEGORY A: Ray Ellis, Head of Recruitment and Organising to produce a detailed action plan to recruit new members from both recognised and non-recognised communication companies.

There will be a quarterly update which will be published to CWU Branches.

Each CWU Region will have a nominated Postal Organiser who shall support Branches in their recruitment activity and give advice on best practice.

The recruitment policy will be reviewed every six months by the NEC with the findings and updated advice published to Branches to assist on-going recruitment.

The NEC is instructed accordingly.

South East No.5

17 CATEGORY A: COMPOSITE MOTION

Conference instructs the NEC to put in place a process whereby Branches have the ability to remotely use the CWUHQ membership system to construct and send emails to their relevant Branch membership that are on the CWUHQ membership database.

This process must comply with current General Data Protection Regulations and where required, training will be given by CWUHQ nominated / appointed officials to Branch nominated officials on how to use this process.

SECTION 4 : RECRUITMENT AND ORGANISING

Monday (14.00 – 16.00)

Prior to the use of this process there will be the requirement for Branches to construct their own template email, which will be stored on the relevant CWUHQ digital memory hard-drive. The template email will require a 'letter heading' style header identifying which Branch the email has come from and the digital signature of who is sending the email. Once the template has been constructed, CWUHQ will then determine if suitable for use and will inform the Branch accordingly – this will be confirmed to the Branch from CWUHQ no later than 24 hours after submission, however this will be extended to 72 hours if submitted for suitability on a Friday.

Branches will not be able to use this facility until the above has been undertaken and acknowledgement from CWUHQ confirming suitability to use.

The process shall include the following;

- The ability for all Branches to construct their own email template
- The ability to send a test email to the requested email address by the author of the email
- The ability to personalise the email (e.g. send to Mr / Mrs or first name(s))
- The ability to only send emails to both current members and those with pending membership status
- There will not be the ability to communicate through this system with members who have ceased paying CWU membership contributions
- The ability to use the current and future 'Filter' options for producing membership reports / email lists on the CWUHQ membership system
- The ability to input text as required into the email content
- The ability to upload images to the email content as required
- The ability to print the email on Branches printing facilities
- The ability to automatically upload to Social Media accounts held by the Branch
- CWUHQ will retain an electronic copy of any email sent through the above process. This can also be accessed by the sending Branch where required

Essex Amal
Eastern Regional Committee

18 CATEGORY A:

If Carried 21 Falls

CWU Conference welcomes the comments of the General Secretary regarding Recruitment and Organising in LTB 368/21 regarding the Special Conference, and the need to significantly improve membership in both our recognised and non-recognised companies.

Conference believes that for this new focus to be successful it is important that we have the widest possible engagement with views and opinions throughout the Union.

SECTION 4 : RECRUITMENT AND ORGANISING

Monday (14.00 – 16.00)

Conference therefore instructs the NEC to put in place a robust and comprehensive process to seek the views of, and directly engage with Branches, Regions, and Industrial Organising Committees, in order to introduce a strategy that covers all aspects of recruitment and organising going forward.

The NEC is instructed accordingly

North East Regional Committee

19 **CATEGORY A:** Conference notes that there has been a drastic increase in remote working as a response to the covid pandemic. This has accelerated the shift towards remote and blended ways of working for many communication workers long term.

The NEC are instructed to form a focus group with industrial reps to look at how we effectively reach members, and potential members, ensuring that the CWU recruitment and organising strategies are fit for future.

Preston Brook, Bury and Retail

20 **CATEGORY A: COMPOSITE MOTION**

Given the continued failure in recruitment and the significant decline in retired membership the NEC is instructed to carry out an in-depth Review of the Retired Membership Section and its current and future role within the Union.

In doing so they should seek to ascertain to what extent members becoming eligible for Retired Membership are instead opting to become section 15 (Portable) members and any Legal or other implications this may potentially have that impact or conflict with the Unions current rules.

Such report to be published to Branches as a matter of urgency preferably prior to Annual Conference 2022, but no later than December 2022.

The NEC is instructed accordingly.

North West Regional Committee
North West No.1

21 **CATEGORY A:** This conference instructs the NEC to set up a small working group made up of no more than eight lay members to address all issues associated with membership recruitment in order to re-evaluate and improve the Unions current recruitment policy. The results of the working party deliberations are to be reported to Annual Conference 2022.

South West Region Committee

22 CATEGORY A: Conference recognises that we are seeing a crisis of food poverty born out of the political choices and systemic failings created over the past four decades which have now reached a tipping point for so many in our communities. For one of the richest nations in the world the figures are devastating and highlight the inequality in the UK in 2021.

The Trussell Trust reported a soaring 81% increase in emergency food parcels from food banks in its network during the last two weeks of March 2020 compared with the same period in 2019, including a 122% rise in parcels given to children as the coronavirus pandemic continued to unfold.

Between April 2020 and March 2021 there were 2.5 million emergency food parcels given out by Trussell Trust representing a 33% rise on the previous year. This comes on top of year-on-year increases in need.

This conference notes the consistent high rates of poverty across the country. We recognise the growing concern amongst our health and care professionals of the current situation and the likely exacerbation of poverty figures through the impact of the Covid19 pandemic and economic uncertainty as we enter 2022.

From April to October last year in Liverpool, we have seen 10,296 Urgent Needs Awards (emergency cash awards to low income households for essentials such as food and fuel); an increase of 56% compared to the same period in 2019/20. DWP data reports that households on Universal Credit in Liverpool has increased from 30,700 in February to 58,500 by October 2020, a 90.5% increase.

The National Food Strategy was the first independent review of England's entire food system for 75 years. Its purpose was to set out a vision for the kind of food system we should be building for the future, and a plan for how to achieve that vision. It was headed by Henry Dimbleby and his report was released in July this year. The report fell short due to its lack of political ambition to bring systemic change to the whole of the UK. The needs of the most vulnerable in society are about to be exacerbated by the end of the furlough scheme and the £20 reduction in the Universal Credit payment.

The Right To Food campaign is arguing that the 11 million people in food poverty should be central to this strategy.

Enshrining the 'Right To Food' into law would clarify Government obligations on food poverty and would introduce legal avenues to hold Government bodies accountable for violations.

Conference calls for the 'Right To Food' to be incorporated into the National Food Strategy/White Paper. We instruct the NEC as a matter of urgency to write to Henry Dimbleby, Chair of The National Food Strategy, to further this request and to the UK Government to expedite this initiative.

Warrington Mail Centre

23 CATEGORY A: COMPOSITE MOTION

Hidden disabilities refer to disabilities which may not be visible at a glance, but can have a major impact on people’s lives. Conditions such as autism, chronic fatigue, epilepsy, diabetes, fibromyalgia are examples of this.

These disabilities can hinder a person’s efforts to go to work, school, socialise and more, Although the disability creates a challenge for the person who has it, the reality of the disability can be difficult for others to acknowledge or understand. People may see someone with an invisible disability as being lazy, weak or antisocial. This can then lead to other issues such as bullying and harassment, which then can lead to depression.

Government statistics tell us that there are over 13 million people with disabilities living in the UK with an estimate of 4 million in the workplace. 96% of these disabilities are invisible, meaning you cannot see them and usually wouldn’t know about them unless told. In August 2019 the Government eligibility criteria in England was expanded for people with a hidden disability including autism to apply for a Blue Badge, in the first 3 months more than 12,000 have applied and been granted this.

More often than not we find out about members with hidden disabilities at the disciplinary stage either for poor attendance or poor performance. Using the Blue Badge as an example it shows how many were entitled and were missing out, how many of our members have lost their jobs, or have been given warnings when awareness around their disability could have seen adjustments made.

We call upon the NEC to work with the equality, education and development department & our Regional and National Equality Leads to highlight hidden disabilities in the workplace & to support national campaigns around this issue.

North East Region
Gloucestershire Amal
Portsmouth and District Amal

24 CATEGORY A: Conference agrees that during the COVID-19 pandemic the work from home culture hit an all-time high.

Conference further recognises that because of this, all the signs are that homeworking or, at least, “hybrid” working is here to stay.

Conference therefore instructs the NEC along with the relevant departments to work with the TUC and the Government to set new laws and boundaries for remote or hybrid working to help these workers have the right to disconnect and switch off during non-working hours on electronic communications such as messages and emails.

Newcastle Amal

25 CATEGORY A: Chemotherapy and radiotherapy are standard treatments for most cancer patients, and they can cause either temporary or lifelong side effects. Dental issues can be one such side effect. If somebody is diagnosed with cancer, they are exempt from prescription charges for a set period (which can be renewed if side effects continue).

However, for dental care, there is no financial help unless on certain benefits - and not everybody qualifies. Many cancer patients, who have previously had little or no dental issues, experience loss or crumbling of teeth together with a whole host of other dental problems that occur during or after treatment for cancer. The cost of dental work can be overwhelming, even with care on the NHS. Conference instructs the NEC to support campaigns asking for Governments to introduce free dental care for cancer patients.

Tyne and Wear Clerical

26 CATEGORY A: This conference recognises that balancing a work and family life is becoming harder and more challenging than ever. This is only exacerbated when the family is coping with extra pressure such as living with an autistic family member. Conference agrees that we should support actions to help improve the situation our members face. Conference further recognises that waiting times for testing and diagnosis of autism are more than 2 years in some areas and regional variations mean support is inconsistent throughout the country. Women are still the main carer within families, especially in single parent families. The pressure that is put on their emotional wellbeing, their work commitments, and the support they offer their families can be overwhelming, draining and very challenging.

Conference agrees to affiliate to the National Autistic Society's Not Enough Campaign and support the promotion of not only raising awareness of autism but also the understanding of autism.

- This will include supporting the APPGA as well as the Cross-Party Group on Autism at the Scottish Parliament and the Northern Ireland Assembly.
- Aligning with the National, Scottish and Irish Autistic Society.
- Support the Code of Practice on the Development of Autism Services in Wales and continue to strive for the Autism Bill in Wales
- Be at the forefront of all trade unions by having an autism or neurodiversity representative

This list is not exhaustive

The NEC are instructed accordingly.

Scotland No.1

SECTION 5A : GENERAL POLICY

Tuesday (10.00 – 12.00)

27 CATEGORY A: Conference instructs the NEC to work with all interested parties – such as All UK Governments, CBI, Businesses, or fellow Trade Unions to learn/review from the effects of this COVID 19 Pandemic in order lessons are learned and acted upon collectively in case as Scientists fear that more will happen.

To set up a Joint Task Force

To promote better education for all on what to do if it happens again

To utilise all forms of communications

To utilise Technology better

To engage and promote better health awareness and health monitoring via NHS

To provide additional monies for PHE Or NHS to fight any Pandemics

The furtherance of workplace policies that assist workers in the wake of any new Pandemic.

To standardise policies and procedures for All

To look at other Countries in developing best practices & initiatives

This is urgently needed so that we learn from the present Pandemic of COVID 19 that the UK is suffering from now and furthermore this review is enacted upon to safeguard us all in the future.

This list is not exhaustive.

York and District Amal

28 CATEGORY A: This Conference notes that the Law Commission is currently reviewing all current hate crime legislation to consider whether gender/sex should be made a protected characteristic in hate crime legislation, after closing its request for submissions at the end of December 2020. The initial recommendations of the Law Commission Review suggested the inclusion of sex/gender as a protected characteristic. Misogyny is currently recorded, or its inclusion is being considered, as a hate crime by 11 out of 43 police forces in the UK.

Conference notes that this proposal is backed by major campaign organisations on hate crime, women's rights and community safety including but not limited to: Citizens UK, the Fawcett Society, Plan UK, Our Streets Now, Centenary Action Group, UN Women UK, the Foundation for People with Learning Disabilities, Juno Women's Aid, and Muslim Women's Network, and Hate Crime Campaigners including the Jo Cox Foundation, Hope not Hate and Tell Mama.

Conference understands that women and girls across the country suffer harassment and abuse every single day. A YouGov national survey in 2021 found

that 97% of women in the UK aged 18-24 had been sexually harassed, whilst 80% of UK women of all ages had experienced sexual harassment in public spaces. Conference also notes that one of the leading factors why women do not report experiences of sexual harassment is that they “didn’t think reporting it would help”.

Studies have shown that the intersectional nature of discrimination means that women and girls with additional protected characteristics, such as those who are BAME, disabled, or LGBTQ+, are even more likely to experience harassment, discrimination and abuse.

The adoption of misogyny as a hate crime was successfully implemented in Nottingham, where analysis showed an increase in reporting as well as an increase in the use of wider services. It also showed that the vast majority of local people wanted the scheme to continue.

Conference believes that the lived experiences of women and girls across our country should be listened to and instructs the NEC to write on behalf of the CWU to call upon: -

- The Government to listen to those experiences and urgently act on any recommendations the Law Commission makes to strengthen the law on hate crime, and to reform legislation around harassment to recognise as an offence a ‘course of conduct’ which targets women and girls in their community.
- The Government to provide the resource and funding for police forces across the UK to effectively tackle harassment, misogyny and domestic abuse.
- Police Forces to record the harassment of women and girls as a hate crime, following successful trials in Nottingham and elsewhere.

Mersey

29 CATEGORY A: Conference agrees that during the COVID-19 pandemic couples that were suffering domestic abuse, whether they be mixed relationship or same sex relationships hit an alarmingly high due to the fact they could not leave the property in which the abuse was taking place.

Conference further recognises that because these refuges for said victims have now had to close because of the lack funding.

Conference therefore instructs the NEC along with the relevant departments to work with the TUC and the Government to find a solution to the problem and gain increased funding to support the victims who continue to suffer.

Newcastle Amal

30 CATEGORY A: This conference recognises that unions, in particular industrial sectors, need to come together with their own ‘communities’, be it customers, users, the general public, suppliers or other stakeholders, to build strong alliances based on their common interests. In this regard the NEC is instructed, where we have already identified a campaign, e.g, free broadband, to take the lead in initiating a dialogue and discussions with stakeholders towards a sectoral conference to agree the basis of a unified campaign. businesses we have members that might benefit from this approach.

SECTION 5A : GENERAL POLICY

Tuesday (10.00 – 12.00)

Additionally, the NEC to look at the potential for other campaigns within the businesses we have members that might benefit from this approach.

London Postal Engineering

31 CATEGORY A: As part of the CWUs Anti Racism Strategy conference instructs the NEC to implement a policy to not engage with The Daily Mail. Furthermore, conference instructs the NEC to ensure that the CWU does not share any online material from The Daily Mail through their social media platforms.

Gloucestershire Amal

32 CATEGORY A: This Union is highly concerned about the potential introduction of so-called "vaccine passports" which have also been referred to as "COVID-status certificates" and "freedom passes".

Their introduction would violate two important principals; that coercion must not be used for medical interventions and that medical treatment should only be given with informed consent.

Their introduction, whether through statutory means or by employers, could mean workers losing their jobs or being denied jobs. It would give employers an unprecedented level of intrusion into the medical and private records of employees and potential employees.

Further, their introduction risks creating a two-tier society, a medical apartheid in which an underclass of people who decline vaccination are excluded not just from employment but from many other significant areas of public life.

Experience has shown that 'temporary emergency' measures are seldom temporary at all. Their introduction would have far reaching consequences on the level of democracy and freedom enjoyed by people of the UK and indeed would likely be the 'thin end of the wedge' as regards further surveillance, intrusion and control by the state.

The NEC is instructed to oppose the introduction of such measures, no matter what name they are eventually given, using all means possible including through the Labour Party, the TUC and jointly with other trade unions.

West Yorkshire

33 CATEGORY A: 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 NEC to work with 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

34 CATEGORY A: This Conference notes how the COVID pandemic has illustrated how telecommunications is an essential service in our modern society.

The 'digital divide' in access to telecommunications services meant that during the COVID pandemic

SECTION 5B : GENERAL POLICY

Tuesday (14.00 – 16.00)

- many working class children have been denied equal access to necessary IT services and equipment which has affected their learning and their opportunities to connect with others during lockdowns affecting their mental health.
- many poorer and more vulnerable adults were denied the services they need to access everything from Government services and benefits to online shopping.

We instruct the NEC to vigorously campaign for strategic planning and long term public investment in the telecommunication services post pandemic so a growing telecommunications sector can tackle the digital divide, aid community cohesion and overcome social inequalities, and to work with community groups and civil society organisations for these aims.

We instruct the NEC to make the case for job security and the use of direct labour, investment in training, and sector wide standards in pay and conditions for all telecommunications workers as part of this campaign.

We instruct the NEC to raise the profile of our political campaigning for public ownership and democratic control of the telecommunications sector within the Labour Party, TUC and in wider society. This will include

- Working with other Unions with members in privatised utilities such as transport, water, and energy to expose the failures of the market system to deliver universal basic services that are accessible and affordable for working class people
- Building on the 2019 Labour Manifesto commitment to public ownership of broadband infrastructure at the next National Policy Forum and to promote CWU policy at Regional Labour Conferences and locals CLPs.

Greater London Combined

35 CATEGORY A: Conference instructs the National Executive to support the democratic right of the Scottish Government to hold an Independence Referendum as Conference notes it is the democratic right of the people of Scotland to determine their own future. As supported by the STUC 2021 Conference.

This right is enshrined in the Claim of Right and the Scottish Parliament again backed the Section Thirty request for the Powers to hold such a Referendum to be devolved to the Scottish parliament.

The Mandate for this request was reinforced in the Manifesto of the Scottish national Party who won 48 seats and 45% of the vote in the Westminster 2019 election and it will be noted that the Conservative party stood on the opposite principle and lost Eight Scottish Seats in that election.

Furthermore in the 2021 Scottish Elections pro-independence parties won a majority of 72 MSP`s and the Conservatives who campaigned exclusively on "No to indy ref" were soundly defeated.

The support of the National Executive would endorse the sovereign rights of the Scottish Parliament and people and would stand against the anti-democratic stance of Conservative Party of Boris Johnson.

Highland Amal

36 CATEGORY A: Conference instructs the National Executive that in the event of a second Scottish Independence Referendum that the CWU would remain neutral on the Independence Referendum choice and in the actual campaign.

The CWU would support Scottish Branches to inform their members of the relevant information and individual Branches would democratically decide their own stance.

Highland Amal

37 CATEGORY A: This conference agrees that since the last general election the relationship with the Labour Party has been 'strained'. It has become apparent that we need to reevaluate the expectations and political aims of the CWU and how we continue to fund the party to get 'the best value for our money'.

The evaluation carried out by the CWU should include the following:-

1. How much do we pay into the Labour Party each year?
2. How many sponsored MP's do we support?
3. Do we need to increase or decrease this number to get better support for our values and principles?
4. How do we judge the merits of these sponsored MP's?
5. Are our sponsored MPs working for the CWU, if not do we keep sponsoring them?
6. How do we support lay members in non-branch positions to become more politically active?

This list is not exhaustive.

With the current state of flux in politics this evaluation should be produced before Annual Conference 2022 and shared with branches.

The NEC is instructed to carry out such an evaluation and report back, as directed by this motion.

Greater Mersey and South West Lancs

38 CATEGORY A: This conference recognises that the trade unions were instrumental in forming the Labour Party. Trade unions play a key role in policy formation through their voting numbers at the Labour Party Conference, in the regions and in the constituency parties. We note that traditionally some trade union's card votes have not always reflected that union's policy. Our member's interests both 'in work' and 'in society' have, and will be, crucially dependent on the policies followed by a Labour Government. In that sense we have to take our role in the Labour Party seriously. To describe the current situation in the Labour Party as factionalism is wrong. We are very clearly faced in the Party with a one-sided attack on democracy and a purge of socialists, driven by the Leader, the General Secretary and regional full-time officials. Our members' vital interests are at stake here. We call upon the union to do all it can, to ensure that the trade union vote at all levels of the Labour Party is exercised in defending democracy and opposed to the purging of socialism and socialists from the party.

London Postal Engineering

39 CATEGORY A: This Conference notes:

- A landmark partnership agreement on employment and skills, and public sector workforce development has been reached between the Liverpool City Region Combined Authority, LCR Local Authorities and Trade Union partners.
- Brokered by the TUC, Mersey Metro Mayor, and local leaders, the agreement will see Trade Unions and political leaders working together to develop the public sector workforce, promote good practice on learning and development and developing partnerships to deliver good quality Employment and skills projects across the city region.
- The recent launch of the Liverpool City Region Fair Employment Charter by Metro Mayor Steve Rotheram.
- That the Charter is a welcome move to help raise employment standards and working practices for people across the wider City Region.
- That low-pay, insecure work and a lack of employee voice are problems that we are committed to tackling.
- That Decent jobs, access to quality training, upskilling and reskilling, and a strong focus on equality, diversity and inclusion are all necessary if we are to create a fair and inclusive city region.
- That this is a positive step to work with good employers to share best practice and improve conditions for local workers.

Therefore, the NEC resolves to:

Work with all relevant organisations, including the Labour Party and the TUC to champion healthy, fair, inclusive and just workplaces, across the whole Country.

Mersey

40 CATEGORY X: This conference recognises the integral and historic bonds between the Trade Union movement and the Labour Party and the relevance of political discussions and engagement at all levels of our Union. To assist in making this process fit for purpose conferences recognises the importance of up to date and relevant political education and training for CWU representatives. Therefore, the NEC is instructed with the assistance of the General Secretaries Department and the Equality, Education & Development Department to develop and deliver a long-term political education programme for our representatives which will ultimately enhance the goals for working people.

South West Regional Committee

41 CATEGORY X: Conference agrees that the CWU Anti-Racism strategy should build worker and rep education and awareness of the issues facing workers today. Conference therefore agrees that the Mandatory Reps course "Fair and equal in the CWU" will be extended from 1 day to 3 including 1 day focusing on this issue and further activities on Disability awareness and Proportionality.

If agreement cannot be reached with employers for the extra 2 days as Paid release Branches will fund them. Where Branches cannot fund such release, representations should be made to the SDGS requesting support in the usual manner.

Eastern No.5

42 CATEGORY X: Conference agrees that the principle of one member one vote is the best and most democratic way to elect officials and Lay officials to National industrial posts.

The use of branch block votes is out dated and undemocratic when electing these officials and lay officials to industrial posts, this union should embrace one member one vote.

The NEC is therefore instructed, to bring motions to the 2022 conference, that would ensure that future elections of officials and lay officials to national industrial positions are by one member one vote.

Greater London Combined

43 CATEGORY X: Conference agrees that the CWU Anti-Racism strategy should build worker and rep education and awareness of the issues facing workers today. Conference therefore agrees that the Mandatory Reps course "Fair and equal in the CWU" will be extended from 1 day to 3 including 1 day focusing on this issue and further activities on Disability awareness and Proportionality.

MOTIONS NOT ADMITTED TO THE AGENDA

If agreement cannot be reached with employers for the extra 2 days as Paid release Branches will fund them. Where Branches cannot fund such release, representations should be made to the SDGS requesting support in the usual manner.

Eastern No.6

44 CATEGORY X: This conference recognises that members who are diagnosed with a terminal illness, or have a dependant who has a terminal illness, are often left dealing with not only the illness itself, but also many concerns about finances. This is an issue not just for them but also those they will be leaving behind.

Conference agrees that receiving financial advice in these circumstances should not be an additional cost that a member should be dealing with. Conference therefore instructs the NEC to work with Unionline, or any other relevant legal services provider and the Legal Services Department to introduce a financial advice service, free to members who are diagnosed/affected by terminal illness and need this support.

The NEC is instructed accordingly.

South Central Postal

45 CATEGORY X: Conference notes with concern the fall in numbers of new starters being recruited to The CWU, since Royal Mail moved their Welcome To Royal Mail (WTRM) induction classes online.

Conference therefore, instructs the Postal Executive to immediately negotiate with Royal Mail for a return to face-to-face sessions with new starters during the induction process.

Warrington Mail Centre

46 CATEGORY X:

- Conference instructs the NEC to carry out a full review of the Voting procedures in CWU National Internal Position Elections and report back to Branches. We are all aware that the voting turnout for these elections are very poor. The CWU must do everything it can to promote member participation in these elections, so the people elected fully reflect the make-up and demographics of our Union. Furthermore, this review should look at the possibility of introducing the following.
- Electronic Voting
- Every member to have a CWU email address
- Text Voting

This list is not exhaustive.

York and District Amal

47 **CATEGORY X:** Conference agrees that it is shameful that the employer Royal Mail Group does not provide currently free sanitary products for all our female members at Royal Mail sites. Therefore, conference calls on the NEC and all relevant CWU departments to negotiate with Royal Mail and ensure that free sanitary products are made available in all Royal Mail sites, which will afford our female members in Royal Mail Group the dignity & respect they deserve.

Bournemouth and Dorset Amal

48 **CATEGORY X:** This Conference agrees that 50% of the money saved on the running costs due to the sale of Alvescot be divided yearly between the regions to assist branches to deliver activist training locally.

The NEC is instructed accordingly.

North West Regional Committee

49 **CATEGORY X:**

This union notes:

The continuing and deepening trend of bosses moving capital and production across borders in ways that aren't open to workers themselves.

That communications technology advances have allowed many tech and other companies to split teams and services across multiple countries.

For tech workers especially, the work we carry out developing applications and software infrastructure has increasing repercussions for the working conditions of our colleagues in Britain and abroad.

This union also notes:

That social programs in the Global North, such as Roosevelt's New Deal or the UK's NHS and welfare state were underwritten by exploitation of workers from the Global South, as well as increased extraction of natural resources from those nations.

That Brexit, the escalating Climate Crisis, and the Covid-19 pandemic have all starkly illustrated the interconnections between the lives and environments of the working classes globally.

That methods invented to discipline labour in the Global South are often then deployed against organised labour in the Global North, and that these methods are increasingly designed by tech sector workers.

This union believes:

MOTIONS NOT ADMITTED TO THE AGENDA

This union believes:

1. We have much to learn from and take courage in workers' struggles across the world, including the 2020 Indian general strike, and the refusal of dockworkers in Durban South Africa, Livorno Italy, and Oakland California to load Israeli vessels in 2021 during the 11-day war in Occupied Palestine.
2. Our obligations of solidarity to each other as workers do not end at any border - local, national, or international - just as exploitation by capitalist corporations never stops at the border.
3. In order to fight for ourselves and each other as workers in a global marketplace, our struggles must be globally coordinated, with the development of new relationships and tactics to meet this task.

This union resolves:

1. To develop and strengthen comradely links with unions elsewhere in the world - particularly the Global South - to build collective power across capital's supply chains and investment portfolios, including industrial action across borders where appropriate.
2. To design and implement ways of incorporating workforces spread across countries into our organising.
3. To make clear that a New Deal in Britain must not come at the expense of our fellow workers abroad or the environment.
4. To restate our unwavering opposition to Britain's draconian Trade Union laws and organise particularly for the repeal of the prohibition on secondary action.

UTAW National

50 CATEGORY X: This Conference agrees that the historic trend for Trade Unions to argue for percentage pay increases is not in the best interest of low paid workers, not least because this constantly increases the difference between the highest and lowest paid.

This Conference call upon the TUC to raise this issue with its affiliates and offer advice on the best method to improve the pay of low paid workers where requested.

The CWU as a Trade Union will have a general policy that aims to ensure that all the substantive grades it represents will be on a minimum of £10 per hour in all the companies where we have representation agreements by the end of the next round of pay negotiations.

The NEC is instructed accordingly.

Greater Manchester
