



AGENDA

VIRTUAL YOUNG WORKERS
CONFERENCE
FRIDAY 28TH JANUARY 2022

Message from the General Secretary

Dear Colleagues

Happy New Year to all our young workers representatives and members.

2022 is the year where we can seriously start the process of building a post Covid future for our members and their families.

This has to be all about strategies and actions that address the structural imbalance of power and wealth in the world of work, in how the economy operates and in the divisions that permeate society.

Although this imbalance of power and wealth has been decades in the making, Covid has highlighted these issues more than ever and as the world continues to grapple with the health and economic outcomes of the pandemic, there is a growing mood amongst people on the need for real change.

I believe that trade unions must lead the way in building support for radical change and I want our young workers to be at the heart of this work. The CWU has produced some brilliant young representatives in recent years and we must ensure this continues and the structures and networks we have provided are designed to support you and give you a direct voice in shaping the future of the union and our movement.

In this regard, the Young Workers' Conference represents a chance for you to participate in the democracy of the union and I would encourage you to not only speak about young workers' issues – but to form your opinions on our industrial work, our political strategy and our key campaigns.

I would also encourage you to set yourself some personal goals for the year ahead. In particular, set your target for getting more young workers involved in the union, take up an active industrial role if you have not already done so and actively support our national campaign to grow the union, which is taking place in March this year.

In 2022 you will see the CWU move forward on our Building Collectivism strategy and the New Deal for Workers campaign. These initiatives are fundamental to our future and when I address your Conference I will elaborate on how you can become more involved in delivering this crucial agenda.

Finally, I wish all delegates a great Conference, get involved in any way you can – speaking at the rostrum, networking or even just preparing a report back to your Branch.

Thanks for all you do for our members and the union – let's work together and make 2022 the year that we reassert trade unionism across the UK.

Dave Ward
General Secretary

Message from the Chair, National Young Workers Committee

Dear Colleagues,

On behalf of the National Young Worker's Committee I welcome delegates and visitors to this National Young Worker's Conference 2022 of the Communication Workers 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 who has 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.

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

You must take this opportunity to learn and prepare for the General and Industrial Conference in April. The Young Workers Conference is a great place to make friends and memories you will never forget.

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

For those of you who are attending an event for the first time I hope you'll take the opportunity to speak and I hope everybody here enjoys.

On behalf of the National Young Worker's Committee, I wish all delegates and visitors an enjoyable and successful event.

Yours sincerely,

Quincy Raymond
National Chair of the Young Worker's Committee

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Welcome from the General Conference Standing Orders Committee

Dear Colleagues,

Welcome to the CWU Young Workers Conference of 2022 on behalf of the General Conference Standing Orders Committee.

This year we have again used the same criteria for motions that will be used for General Conference 2022, as such, the Standing Orders are as close as possible to those that will be in place for that Conference.

We have, recognised an issue with Emergency motions being submitted at times where we have no facilities to deal with such motions. To rectify this issue the submission of Emergency motions will close at Midnight on **Wednesday 19th January 2022** as reflected in the standing orders.

The Standing Orders Committee will be in attendance during the virtual Conference should any Delegate have any questions over procedures, and to conduct the Ballot(s) for motions to go forward to General and Industrial Conferences 2022. Further information will be given at the start of the conference as well as prior to the commencement of the ballots.

May you all enjoy a successful Conference.

Yours sincerely,

Paddy Magill and Tony Sneddon
General Conference Standing Orders Committee

Virtual Young Workers Conference 2022 Standing Orders

1. The sessions of the Virtual Young Workers Conference shall commence in accordance with the timetable.
2. **TIMETABLE**
 - a
 - 10.30 Chairperson's Opening Remarks
 - 10.35 General Secretary's Address
 - 10.55 Adoption of Virtual Young Workers Conference Standing Orders
Committee Report (including appeals/reference backs)
 - 11.05 Section I – Motion 1
 - 11.20 Section II – Motions 2 -4
 - 12.05 Ballot
 - 12.10 Tony Kearns, SDGS
 - 12.25 Chairpersons Closing Remarks
 - 12.30 Conference closes
 - b Conference is limited to two-hour 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.
 - SPEAKERS** 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.
 - (ii) Motions standing in the name of a Regional Committee must be moved by a delegate from that body.
 - (iii) Motions must be seconded or else they shall be deemed to have fallen.
 - (iv) Motions may be deemed moved formally under Standing Order 9a.
 - f A motion may be seconded formally or by a speaker making a seconding speech.

COMPOSITE MOTIONS

- g All sponsors of a composite motion will be responsible for agreeing the allocation of moving and seconding speakers from amongst those named within the composite motion, notwithstanding the terms of Standing Order 3e(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 National Young Workers Committee (NYWC) shall be allowed one speaker in debate on all motions except those standing in their name. With the exception of Branches and Regional Committees moving and seconding a motion (under SO3e), Branches and Regional Committees, are entitled to one speaker only in each debate.
- k The National Young Workers Committee shall only be allowed one speaker in debate on all other motions not standing in the name of the National Young Workers Committee.
- l No motion shall be spoken upon except by the mover, until it has been seconded. The mover of a motion who opts not to make a moving speech shall lose the right of addressing Conference (except where SO9a 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 SO4), 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 to SO4b). In the event of it being carried Conference shall at once proceed to the next item on its agenda.

WITHDRAWAL

- o Any motion or composite motion may be withdrawn from the Agenda prior to midnight **Wednesday 19th January 2022** 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.

POINT OF ORDER

- P Delegates MUST indicate through the 'Chat' function on the ZOOM platform if they wish to raise a Point of Order.

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

- (i) That the speaker is using unparliamentary language.
- (ii) That the speaker is digressing from the subject of the proposal.
- (iii) That the rules of the Union are being broken.
- (iv) That there is an infringement of the customary rules of debate.
- (v) That there is an infringement of the Standing Orders (which shall be referred to the Standing Orders Committee).
- (vi) That technical difficulties (as detailed in SO8) are impacting on the functioning of Conference.

- q The Chairperson's ruling on a point of order shall be final unless it is challenged. The correct method of challenging the ruling shall be to indicate in the 'Chat' function on the ZOOM platform "I wish to challenge your ruling." Such a proposal shall be carried by a simple majority.

- r The Standing Orders Committee shall have the right to enter debate on all matters affecting the decisions and role of the Committee.

4. VOTING PROCEDURE

Voting at the Virtual Young Workers Conference shall be electronic. 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 SO9)

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 **Wednesday 19th January 2022**. 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. **No Emergency Motions will be accepted after that date.**

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

6. APPEALS/REFERENCE BACK PROCEDURE

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

- (i) motions not admitted to the agenda
- (ii) inclusion/exclusion of motions in a composite

- (iii) the priority/placement given to a 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 **Wednesday 19th January 2022** 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 **Friday 28th January 2022**.

- 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 (SO4 applies).

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 (SO4 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. BALLOTS

- a There will be a ballot to select two motions this Conference will forward for submission to the 2022 General Conference, and one motion to each of the Postal Group and Telecoms & Financial Services Conferences 2022.

Further details on the process for the ballot will be made available at the

conference.

- b Should there be a request at General Conference, Postal Group or Telecoms & Financial Services Conferences to remit a motion in respect of the 2022 Young Workers Conference motions, the mover of the motion at General Conference, Postal Group or Telecoms & Financial Services Conferences will be deemed to have the authority to agree to the remittance on behalf of the 2022 Conference, subject to the agreement of that Conference.

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 Chairperson 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. Raising 'Points of Order' (SO3p)
- ii. Legitimate conference proceedings (SO3m,n,q)

11. PROHIBITIONS

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

Timetable and Programme of Business

- 10.30 Chairpersons opening remarks
- 10.35 Dave Ward, General Secretary
- 10.55 Adoption of Virtual Young Workers Conference Standing Orders Committee Report (including appeals/reference backs)
- 11.05 Section I Motion 1
- 11.20 Section II Motions 2-4
- 11.15 Section I Motions
- 12.05 Ballot
- 12.10 Tony Kearns, Senior Deputy General Secretary
- 12.25 Chairpersons closing remarks
- 12.30 Conference closes

SECTION I INDUSTRIAL ISSUES

- 1** 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 National Young Workers Committee in conjunction with the PEC to provide a comprehensive report back to Branches by October 2022 that shall include the following:
- What work has taken place to get Young Workers Reps in postal branches the same release as BT Young Workers as per motion 65 from Postal Workers Conference 2017
 - Why are under 18s working at Royal Mail not on the same pay rate as 18 and overs despite the passing of motion 106 at Postal Workers Conference 2019?
 - In the negotiations leading to the 'Pathway to Change' agreement was either of the above issues attempted to be negotiated with the business? If not, Why not?
 - Has the Postal Executive met with Royal Mail to explore ways of promoting younger applicants into the postal industry as per motion 46 of the Postal Conference 2019?
 - How close is The PEC in reaching an agreement with Royal Mail on the conversion of agency workers to permanent contracts as per Motion 43 of Postal Workers Conference 2019?
 - Is the PEC committed to addressing the ongoing needs of Young Workers in RMG?

This list is not exhaustive.

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SECTION II NATIONAL ISSUES

2 COMPOSITE MOTION

The CWU has worked hard to create continuous flow of representation of membership for our young workers at Branch, Region and National level. This has been achieved via the Redesign and changes in the structures.

For young worker members the structure of representatives, elections and purpose of roles isn't always clearly defined or available. There are also variations to roles and responsibilities at branch and regional levels.

Conference instructs National Young Workers Committee to work with the National Executive Council and other CWU departments to review and relaunch the Young Worker Toolkit.

The toolkit should be available electronically/online and contain at least:

- **Roles and responsibilities of YW representatives at each level**
- **Details of how the role fits into the wider structure of the CWU**
- **Useful Resources & links**
- **Details of Education available**
- **Contact details for current position holders at regional and national level**

This list is not exhaustive.

Young Workers Committee
Tyne and Wear Clerical

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- 3** National Young Workers Committee know that more support and understanding is required at branch level to highlight the importance of young workers activism in the CWU. We have heard of young workers that lack engagement with the union due to shortage of importance place on their ability to bring activism to the table.

We are seeing a growing number of young workers led campaign around UK and world to bring better change for now and the future. We see young workers fighting for a better terms and condition to be able to buy a home, provide for your family and to have a better work/life balance.

Conference instructs the National Young Worker Committee to lobby the General Secretary Department to hold a National Briefing with all Branch Secretaries on the importance of young worker activism in the CWU. This Briefing should take place in the year of 2022.

Young Workers Committee

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- 4** Conference knows that since Redesign that union has be undergoing a transformation of its departments. We have seen changes to a range of union courses and information provided to branches and reps. Our union wants to be a place that supports and develops its members and reps.

For too long, we as Young Workers want to have the knowledge and guidance to be better reps and activists. We know that there is no specific education resources tailored to young workers. We believe that we should have tailor made education resources for young worker reps which could be in many different forms. We expect the basics to be covered of what a union is, the structure, what the role of the young workers and what's it means to be a member.

Therefore, conference instructs National Young Workers Committee to work with the Equality, Education and Development Department to create tailor made education resources for young workers.

North East Regional Committee

MOTIONS NOT ADMITTED TO THE AGENDA

- 5** We as young workers want to have a voice at the table and discuss issues. The action taken at all levels impact young workers. The union has been making great changes to bring a better and more inclusive structure to hear all members issues and concerns.

The CWU Rule Book provides 2 Young Worker seats on the National Executive Council and 1 Young Worker seat on the Telecom and Finance Services Executive Committee. However, there is no Young Worker seat on the Postal Executive Committee.

We believe that is should be fair and consistent and it cannot be that we as young worker have a seat at the other tables, but not in the postal sector. It is time to add our name to a seat.

Conference instructs National Young Workers Committee to lobby Postal Executive Council to seek a rule change to include a Young Worker seat to the Postal Executive Council before the next elections.

Young Workers Committee
