

AGENDA



**YOUNG  
WORKERS  
CONFERENCE**

*22 January 2019*

  
**YOUNG  
WORKERS**

Offices of CWU Birmingham District Amal Branch  
47 Summer Lane, Birmingham, B19 3TH

[yw.cwu.org](http://yw.cwu.org)

## Message from the General Secretary

Dear Colleagues

2019 will be a massive year for the union and indeed the whole of the UK – we want our Young Workers to be at the heart of our work.

This Conference represents an opportunity for you to build networks, confidence and friendships as you start on what I hope will be the start of a lifetime of trade unionism. Our union does not want to pigeon hole you. We do not want you only speaking on 'young workers' issues' – we want your opinions on our industrial work, our political strategy and our key campaigns.

The CWU has produced some brilliant young representatives in recent years and we must ensure this development continues and increases. We will look at mentoring schemes across the CWU so you are able to gain vital experience.

There are some huge challenges facing all of us, but we also live in very exciting times. Social media gives us all the chance to have a voice – I would encourage all young workers to embrace technology and use it to build your profiles and influence. The huge rise in young members joining Labour is something we must both tap into but also shape and the increasing number of CWU political candidates should act as an inspiration for anyone wanting to take this path. What really matters though, is that we bring through the next generation of workplace representatives and over the coming months you will hear more from us on this.

We have made some internal changes to the way we support our Young Workers and I hope you will see the benefits of this over time.

The main change is to give more ownership and responsibility for the section to you – we want you to grab this opportunity with both hands and deliver the approach and future of the union you want.

Finally, I wish all delegates a great conference. Get involved in any way you can – speaking at the rostrum, networking outside of the hall or even just taking a report back to your branch.

You are not the future of the union – you are the now.

**Dave Ward**  
**General Secretary**

## **Message from the Chair, National Young Workers Committee**

Dear Colleagues,

I'd like to extend a warm welcome to all of our young members attending this years conference. My name is Scott Hartles and I am Chair of the National Young Workers Committee. I'm looking forward to getting to know you all over the course of the day as we debate the future of our young Workers section. A special vote of thanks goes to all of those attending conference for the first time. I know that it can be a daunting thing to do but want you to know that myself and other members of the committee are available all day should you want any help or guidance. Our aim has been to make this conference as open and inviting as possible and we hope that you will enjoy your time here today.

We all know that the trade union movement is at a fork in the road. We have a major task ahead of us if we are to recruit and retain young workers given the backdrop of insecure work and the rise of the gig economy. Young people are more exploited than ever before and yet, somehow, are less represented than ever before. It is our job, as young workers to transform this situation. Our union has made clear that we have no intention of accepting defeat when it comes to young workers. There is no proof or evidence that young people are anti-Trade Union, they are just waiting for us to reach out and explain what we can do. That is our task and that is what this conference is all about.

As you can see from the conference agenda, we have a lot more motions than last year and this is proof of the rising interest across our generation. This means much more debate and that is exactly what we need. I implore everybody to get involved, to have your say and to decide the future of our young workers agenda. This is no easy job but we need to get on with it. We cannot allow the exploitation of young people to continue unchecked. Enough is enough, and we must be prepared to lead the campaign.

It is something that we can only achieve together. I look forward to playing my part in this task. But I am more excited to working with our whole membership to make it possible.

Have a great conference.

**Scott Hartles**  
**National Young Workers Committee Chair**

## Contents

	Page	
Message from the General Secretary	1	
Welcome from Chair, National Young Workers Committee	2	
Welcome from the General Conference Standing Orders Committee	3	
Standing Orders	4	
Timetable	9	
Update on Motions adopted at Young Workers Conference 2018	10	
Section I: Industrial Issues	Motions 1-7	13
Section II: National Issues	Motions 8-18	16
Motions Not Admitted to the Agenda	Motions 19-21	20

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### **Welcome from the General Conference Standing Orders Committee**

Dear Colleagues,

Welcome to the CWU Young Workers Conference of 2019 on behalf of the General Conference Standing Orders Committee.

The General SOC realise that the process of Redesign continues and that changes to some of our structures and rules, including our Conferences, are proposed, however until these are actioned (i.e. by a change in rule) we have prepared the Agenda according to the current rules and procedures.

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

We have, recognised an issue with Emergency motions being submitted at times where we have no facilities to deal with such motions. To rectify this issue the submission of Emergency motions will close at Midnight on **Wednesday 16<sup>th</sup> January 2019** as reflected in the standing orders.

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

May you all enjoy a successful Conference.

Yours sincerely,

**Paddy Magill and Tony Sneddon**  
**General Conference Standing Orders Committee**

## CWU YOUNG WORKERS CONFERENCE 2019 – STANDING ORDERS

1. The sessions of the Women’s Conference shall commence in accordance with the timetable.

### 2. TIMETABLE

- a
  - (i) Chairperson’s Opening Remarks
  - (ii) General Secretary’s Address
  - (iii) Adoption of Standing Orders Committee Report (including appeals/reference back)
  - (iv) Sections of Conference Business
- b The doors of Conference will open with registration at 10.00 and the conference commencing at 10.30 and closing at 16.00.

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

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

### 3. PROCEDURE IN DEBATE

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

#### SPEAKERS

- b A delegate when speaking from the rostrum shall address the Chairperson. If two or more persons desire to speak at the same time the Chairperson shall decide to whom priority will be given. No person shall be allowed to speak twice on the same question.
- c All speeches shall be confined to the subject under discussion.
- d Delegates may only refer to documents which have a bearing on the subject under discussion.
- e
  - (i) Motions must be moved by a delegate from the submitting body.
  - (ii) Motions must be seconded or else they shall be deemed to have fallen.
- f A motion may be seconded formally or by a speaker making a seconding speech.

Members of the Advisory Committee cannot move or second or speak on behalf of their branch.

#### COMPOSITE MOTIONS

- g All sponsors of a composite motion will be responsible for agreeing the allocation of moving and seconding speakers from amongst those named within the composite motion, notwithstanding the terms of SO3e(i) and (ii).
- h The mover of a motion shall be allowed to speak for not more than 5 minutes and any other speaker (including the mover exercising the right of reply) for not more than 3 minutes. **In EXCEPTIONAL CIRCUMSTANCES a speaker may request the special permission of**

**Conference to speak for a longer period, if agreed, it shall not exceed a further 3 minutes.**

- i The moving speaker shall have the right of reply to the debate only if there has been opposition and shall not introduce any fresh matter but shall be limited to answering the debate.
- j The Advisory Committee (including the relevant Officer) shall in addition to moving and exercising the right of reply be allowed a maximum of one speaker in a debate on motions standing in the name of the Advisory Committee (SO3e(i)) applies to the Advisory Committee).
- k The Advisory Committee (including the relevant Officer) shall only be allowed one speaker in debate on all other motions not standing in the name of the Advisory Committee.
- l No motion shall be spoken upon except by the mover, until it has been seconded. The mover of a motion who sits down without speaking upon it shall lose the right of addressing Conference, but shall still have the right of reply (SO3e(i)) applies. The seconder of a motion who sits down without speaking upon it shall not lose the right of addressing Conference.

**ENDING DEBATE**

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

**WITHDRAWAL**

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

**POINT OF ORDER**

- p Any person wishing to question the proceedings of Conference may rise on a "point of order", and when called shall state the procedural point in exact terms, whereupon the Chairperson shall immediately give a ruling or refer the matter to the Standing Orders Committee for a decision. Any person raising points of order must seek to prove one or more of the following:-
  - (i) That the speaker is using unparliamentary language.
  - (ii) That the speaker is digressing from the subject of the motion.
  - (iii) That the rules of the Union are being broken.
  - (iv) That there is an infringement of the customary rules of debate.
  - (v) That there is an infringement of the Standing Orders (which shall be referred to the Standing Orders Committee).
- q The Chairperson's ruling on a point of order shall be final unless it is challenged. The correct method of challenging the ruling shall be to move: "I wish to challenge your ruling". Such a motion shall be carried by a simple majority.

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

#### **4. VOTING PROCEDURE**

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

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

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

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

#### **5. PROCEDURE FOR EMERGENCY MOTIONS**

- a Emergency motions may only be submitted for inclusion in the Agenda if they refer to a matter which because of the circumstances giving rise to them could not possibly have been submitted by the published closing date for motions. Such emergency motions will only be accepted by the SOC if they constitute a significant and important matter, which requires a decision by Conference.
- b Emergency motions must reach the Standing Orders Committee at CWU Headquarters by midnight on **Wednesday 16<sup>th</sup> January 2019**. [conferences@cwu.org](mailto:conferences@cwu.org) Delegates will be advised by the SOC whether or not the emergency motion has been accepted for inclusion to the Agenda prior to the commencement of Conference. **No Emergency Motions will be accepted after that date.**
- c A decision taken by Conference shall not be open to the emergency procedure at the same Conference.

#### **6. APPEALS/REFERENCE BACK PROCEDURE**

- a Written notice of appeals/intention to move reference back against decisions of the Standing Orders Committee as published in the Agenda regarding:-
  - (i) Motions not admitted to the agenda
  - (ii) inclusion/exclusion of motions in a composite
  - (iii) the priority/placement given to a motion
  - (iv) timetable/programme of business
  - (v) the Standing Orders for Conference
  - (vi) the consequential rulings on motions

must reach the Standing Orders Committee at CWU Headquarters by midnight on **Wednesday 16<sup>th</sup> January 2019** to [conferences@cwu.org](mailto:conferences@cwu.org)

Such written notice must advise of the intention to appeal/move reference back to alter the published agenda with details and reasons for doing so.

After consideration of appeals/reference backs by the SOC, Branches, Advisory Committees, and Regional Committees (if appropriate) wishing

to continue their appeal/reference back must seek to do so by addressing Conference at the commencement of conference.

- b Challenges to other SOC decisions as printed or announced in supplementary SOC reports must be made at the time the supplementary report is moved.
- c All appeals/reference backs will be deemed carried if they have the support of a simple majority of Conference.
- d The Advisory Committees will also be required to follow these procedures.

## **7. SUSPENSION OF STANDING ORDERS**

- a Motions to suspend Standing Orders shall only be allowed to deal with business or circumstances that could not have been foreseen when the Timetable/Programme of Business was adopted.
- b The Chairperson may accept a motion for the suspension of Standing Orders provided no motion is on the floor being debated.

Any such motion must state the Standing Order/Orders involved and also state the nature and urgency of the business as to why the suspension is required.

The Chairperson shall immediately refer such a motion to the Standing Orders Committee who shall express their view before the vote is taken. A motion for the suspension of Standing Orders will be carried if supported by a simple majority of the Conference.

## **8. BALLOTS**

- a There will be a ballot to select two motions this Conference will forward for submission to the 2019 General Conference, and one motion to each of the Postal Group and Telecoms Industry Conferences 2019.

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

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

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

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

- b Should there be a request at General Conference or Industrial Conferences to remit a motion in name of The Young Workers Conference the mover of the motion at General Conference or Industrial Conferences will be deemed to have the authority to agree to the remittance on behalf The Young Workers Conference, subject to the agreement of the relevant Conference.

**9. PROHIBITIONS**

The use of mobile telephones are prohibited anywhere within the confines of the Conference Hall.

No documents, posters or banners shall be circulated, distributed or displayed within the Conference Hall without the permission of the Standing Orders Committee.

## Timetable and Programme of Business

- 10.00 Registration
- 10.30 Chairpersons opening remarks
- 10.35 Chris Webb, Head of Communications
- 10.45 Dave Ward, General Secretary
- 11.00 Kate Hudson, Regional Secretary's Welcome
- 11.05 Standing Orders Committee Report and Adoption of Standing Orders
- 11.10 Section I Motions 1-7
- 12.15 Section II Motions 8-18
- 12.45 Lunch
- 13.30 Section II Motions 8-18 continued followed by the ballot
- 14.15 Social Media Event
- 15.45 Summation by Chairperson and ballot result
- 16.00 Conference closes

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

**CWU Young Workers Conference 2018 – Action taken on Motions Carried or Remitted**

<b>Motion</b>	<b>Notes</b>	<b>Action Taken</b>
<p><b>Motion 1</b></p> <p>Conference instructs the Young Workers National Committee to work with the PEC to write to every young member in Royal Mail to remind them of some of their basic rights as set out in previous agreements. This includes:</p> <ul style="list-style-type: none"> <li>• The right to the equivalent number of Saturdays off as duty holders in your office</li> <li>• Meal Break entitlements for when you work over duty hours</li> <li>• The cutting off procedure</li> <li>• Part 7.2.2 of the 'Agenda for Growth'</li> <li>• The entitlement of a day in lieu OR the equivalent of overtime when your rotated day off falls on a Bank Holiday</li> </ul> <p>This list is not exhaustive.</p> <p style="text-align: right;"><b>Gloucestershire Amal</b></p>		<p>Submitted to Postal Conference 2018 as Motion 72.</p> <p>Motion was composited.</p> <p>The motion was lost.</p>
<p><b>Motion 2</b></p> <p>Pensions insecurity for younger workers is a huge concern, as the trend for corporations to close their defined benefit schemes, which guaranteed a retirement income, and opt for money purchase schemes, which put the risk of future pension pots onto the individual. Reports suggest that young workers need to save at least a fifth of their salary to enjoy an adequate retirement.</p> <p>Many young workers in BT are in the BTRSS scheme which is a money purchase scheme. This scheme is currently under review and the CWU believe BT should contribute more into the scheme. BT made £7500million in profit last year and paid more than £1000million to shareholders in dividends. BT has only proposed a 1% increase in contributions which is only worth £4.00 per week for new joiners. The National Young Workers Committee is instructed to work with the Telecoms and Financial Services Executive to significantly improve the current BTRSS pension scheme to ensure our younger members receive a reasonable income in their retirement.</p> <p style="text-align: right;"><b>National Young Workers Committee</b></p>		<p>Submitted to T&amp;FS Conference 2018 as Motion 52.</p> <p>The motion was carried.</p>

<p><b>MOTION 3</b></p> <p>Young members should be given an opportunity to be trained and drive the 600s up to a HGV.</p> <p>If seniority basis is taken in consideration, the young members would have to wait approximately 20 years, to be selected for this position.</p> <p>Therefore it is in the best interest for Royal Mail to have a process in place for young members to be considered to drive the 600 up to HGV.</p> <p>In this way Royal Mail would benefit on retaining valuable employees. They would be motivated and enthusiastic to work for the organisation. Royal Mail is now privatised so we need to think in advance and adapt a method of being innovative and creative to the changing business.</p> <p>Therefore this conference instructs the Young Workers Advisory Committee to work with the PEC to look at ways to create the driving opportunities up to HGV for Young workers.</p> <p style="text-align: right;"><b>South Midlands Postal</b></p>	<p>Remitted</p>	<p>Written to the mover of the motion on 19<sup>th</sup> February 2018 for their view on what action is needed to progress the wording of the motion.</p> <p>Response received from Branch on 28 February. The branch has confirmed that no further action is required due to the seniority aspect of the motion making it difficult to progress.</p>
<p><b>Motion 5</b></p> <p>Conference instructs the National Young Workers Committee to lobby the NEC to develop a Young Worker's Training Day around the Young Worker's role.</p> <p style="text-align: right;"><b>Midland No.1</b></p>		<p>Submitted to General Conference 2018.</p> <p>Carried at General Conference as Motion 62.</p> <p>A Training Day set for 15/16 April 2019 at Alvescot. Education &amp; Training Department working with NYWC to develop agenda.</p>
<p><b>Motion 6</b></p> <p><b>COMPOSITE MOTION</b></p> <p>This conference is aware of the ongoing inequality forced on mothers and fathers when it comes to childcare. It is unacceptable and discriminating towards some of our members, especially those who are unmarried.</p> <p>All mothers receive parental responsibility; however this is still not the case for most fathers. As stated on the <a href="http://gov.uk">gov.uk</a> website there are only 3 ways for a father to gain parental responsibility.</p> <p>This can be done through means of joint registration at birth, a parental responsibility agreement or a court order.</p> <p>Fathers are still discriminated against within the workplace when it comes to time off to care for</p>		<p>Submitted to General Conference 2018 as Motion 16.</p> <p>Carried at General Conference. General Secretary's department working with the NYWC to progress.</p> <p>Will Murry from the NYWC on the GS working group.</p>

<p>children.</p> <p>Therefore the National Young Workers Conference instructs the National Young Workers Committee to lobby the NEC to press the government to equalise Parental Leave so that both mothers and fathers are treated equally when it comes to child care and leave. Eastern Regional Young Workers Committee</p> <p style="text-align: center;"><b>National Young Workers Committee</b></p>		
<p><b>Motion 8</b></p> <p>Unlike BT employee's, Manpower workers have no access to BT's Employee Assistance Program or Occupational Health Support. What's more Manpower has nothing even remotely close to help and support its workers with physical and mental health issues. Yet their colleagues who are doing the same job, sat right next to each other have a vast number of support resources available to them working for BT.</p> <p>This is leaving our young workers in particular in an extremely vulnerable position when they might need the most support. It creates a double standard that flies in the face of BT's vales of being Personal, Simple and Brilliant.</p> <p>Conference therefore instructs the TFSE to lobby by all available means necessary both Manpower and BT to better support agency workers who are struggling with physical and mental health issues. This can be done by ensuring that Manpower Workers on the BT account have the same access to BT's Employee Assistance Program and Occupational Health Support service as BT employee's.</p> <p style="text-align: right;"><b>Meridian</b></p>		<p>Motion forwarded to the DGS(TFS.</p>

## **SECTION I INDUSTRIAL ISSUES**

- 1** Conference recognises that the age profile/demographics of employees within the Royal Mail Postal Industry are disproportionately high. Conference also notes that there are no tangible agreements within the business that actively promote the recruitment of young workers.

With a breakdown 47.8% of our non retired members being over 50, 28.2% over 55 and 11.7% over 60, we are simply not recruiting enough younger workers to replace the older generation as they retire. As it stands today the average age of a CWU member is 47.4 years old.

Against this backdrop, the Young Workers Committee are instructed to lobby the Postal Executive to negotiate an agreement with Royal Mail that secures advantage of younger applicants into the Postal Industry, this may include youth employment initiatives that compliment the CWU and labours commitment for a 'new deal for workers'.

**Essex Amalgamated Branch**

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- 2** Conference recognises that where possible, maintaining good industrial relations with BT is important to both our union and BT.

Conference also recognises that when young workers are proactively involved within the CWU and BT, innovation, creativity and future leaders come to the forefront.

It's in this spirit that conference instructs the National Young Workers Committee to lobby the T&FSE to enter into discussions with BT to secure an annual meeting of CWU Young Workers, members of the TFSE, young BT managers in departments such as HR, ER and senior Bt Management.

The meeting at its core would be to achieve the following:

- To open up a new generation of communication between the CWU and BT
- To provide an opportunity for CWU young workers to openly comment, advise, lobby and portray the issues facing young workers in BT to senior BT Management directly
- To start to build a level of rapport, understanding and experience between CWU Young workers representatives and their respective counterparts in BT
- To showcase the work being done by both the CWU and Bt to promote young people
- To consider the possibility of young workers in the CWu and BT observing some negotiations and meetings as a platform to gain invaluable industrial experience and training

This list is not exhaustive.

**Meridian**

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- 3** Across the country we see a rise in the lack of opportunities for young people and the lack of financial equality in the world of work.

In All businesses where we have representation currently there are unequal youth pay rates seeing a discontent between those over and under the age of 18, which we believe contributes to an unbalanced workforce. As a campaigning, forward thinking union we believe there is an opportunity to put this right.

This conference instructs the national young workers committee to lobby the PEC to seek talks with Royal Mail as a matter of urgency to immediately rectify the unequal youth rates in the business and put in an equal pay structure going forward, therefore abolishing the youth pay entirely.

**National Young Workers Committee**

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- 4** This conference notes the "scourge" of workplace mental ill health, with young people most at risk of anxiety and other conditions.

Young people are working in uncertain times with lesser contracts and often lower pay, putting enormous strain on their mental health.

Conference also notes that that length of the working week that young workers generally find themselves having to work does not help work life balance or mental well-being.

This conference therefore instructs the National Young Workers Committee to lobby the T&FSE to negotiate with BT group seeking improvements in the length of the working week for employees, aiming to reduce the overall contracted hours for all employees to 34 hours.

**National Young Workers Committee**

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

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

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

This contradiction in SanUK's approach towards mental health must be addressed. Conference calls upon the Young Workers Committee to Lobby the SNC to campaign against performance management implemented in SanUK contact centres and the affects it is having on our members mental health. SanUK should consider a move

towards collective and team based objectives, which are mathematically attainable for all employees. Employees who are below 20% should have their performance measured relative to their previous months to encourage improvement.

### **Bootle Financial Services**

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- 6** This conference notes the abuse of some agency workers working within Royal Mail with regards to how long they are held as agency workers despite working regular hours.

This conference instructs the Young Workers Committee to work with the PEC to reach an appropriate agreement with Royal Mail on the conversion of Agency Workers to permanent contracts. The terms of this should be agreed between Royal Mail and the CWU.

### **South Yorkshire & District Amal**

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- 7** Following the carriage of motion 1 at Young Workers Conference 2017 and motion number 65 at Postal Conference 2017, conference notes that there appears to have been no developments on this policy.

Conference therefore instructs the National Young Workers Committee in conjunction with the PEC to provide a comprehensive report back to Branches by October 2019 that shall include the following:

- Has the policy been pursued by the Postal Executive Committee with the business?
- What the NYWC has done to pursue the issue?
- Detail of plans to carry out this policy

This list is not exhaustive.

### **Gloucestershire Amal**

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## SECTION II NATIONAL ISSUES

- 8 Conference instructs the national young workers committee to lobby the CWU education department department to launch a training course on appreciation of neurodiversity in the workplace.

This will take the form of a classroom based course open to CWU reps and members alike.

**Greater London Combined**

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- 9 This Conference welcomes the carriage of Motion 5 at last year's Conference, and the subsequent carriage of Motion 62 at this year's General Conference, which instructed the NEC to develop a Young Worker's Training Day around the Young Worker's role.

However, this Conference is concerned that in the Residential Education & Training Programme: August 2018 – July 2019, there is only one CWU Young Workers Workshop course, and that it is scheduled over the Easter Bank Holiday weekend.

Conference therefore instructs the National Young Workers Committee to further lobby the NEC to ensure that more dates are added to the Residential Education & Training Programme: August 2019 – July 2020, to ensure that more Young Workers can attend the course.

Conference further instructs the National Young Workers Committee to lobby the NEC to ensure that some of the additional courses can be held at alternative venues if required.

**Newcastle Amal**

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- 10 With the election of Jeremy Corbyn as Leader of the Labour Party and the upsurge of support for the Labour party from young voters, this conference instructs the Young Workers Committee to work with the NEC to tap into this rise of political activism by running Regional Young Workers Political networking/training events in each of the regions.

This would involve working with Labour's new community organisation unit, The World Transformed's new 365 political education group and Momentum & Media Fund's new communications training team who all offer fantastic support in creating a movement that will get Labour elected at the next GE.

The events should be designed to encourage Young Members in becoming more politically active – to give a better understanding of why trade unions engage in politics - the importance of the trade union link with the Labour Party – an understanding of other political organisations i.e. Momentum – the importance of community campaigning – and finally to wet their appetite to stand for public office. The events should be planned and run in 2019.

**North West Central Amal**

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

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

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

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

Conference instructs the National Young Workers committee to work together with the NEC to campaign for this policy in the Labour Party and TUC.

**Coventry**

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- 12** We are calling for a national day of action in 2019 led by the young workers of the CWU, to highlight and expose the social injustices that disproportionately affect young people in the UK. Issues such as the changing world of work (gig economy, low pay, insecure employment models and digitalisation) and wider society issues such as rogue landlords, mental health crisis and unpredictable future.

We instruct the national young workers committee to lobby the nec for a date and all possible support for this day of action.

**National Young Workers Committee**

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- 13** Conference notes that the vast majority of lay members sitting on the National Young Workers Committee work for either BT/Openreach or Royal Mail Letters/Parcelforce.

As a union we are fully committed to promoting the inclusivity of all members, whether they work in our recognised or non-recognised industries. To make the National Young Workers Committee more representative of our Young Workers this Conference instructs the National Young Workers Committee to work with the NEC to bring forward a Rule Amendment at the earliest possible opportunity to increase the CWU National young workers committee from 20 to 22 lay members.

The additional two lay members should only be open to members who work for companies other than Royal Mail Letters/Parcelforce and BT/Openreach.

The additional two lay members should be elected biennially from nominations on the following basis: one from the Postal Constituency and one from the TFS Constituency

All candidates shall be aged 29 or under at the time of election

**North West Regional Young Workers Committee**

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- 14** This Conference instructs the National Young Workers Committee to ask the NEC to submit the appropriate Rule Change(s) to ensure the attendance of a Young Worker is mandatory for all Branch delegations to CWU General Conference.

**North East Regional Young Workers Committee**

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- 15** London and South East Region are the most expensive areas in the UK to rent a property. Not only do rental prices in particular in the South East continue to sky rocket, but the quality of the properties also continues to diminish.

Young People in particular, now more than ever, being trapped in the rental market, trapped with rogue landlords and trapped in properties not fit for human habitation. However, Renters Unions up and down the UK are standing up for our generation, "generation rent". Renters Unions are engaging Communities, lobbying Government and providing a voice for Young People. It's time we joined them and our members. Conference instructs the National Young Workers Committee to lobby the NEC for the CWU to actively support and affiliate to Renters Unions where possible in the UK.

**South East Regional Young Workers Committee**

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- 16** Conference notes the fantastic work that the Scottish Trade Union Congress (STUC) has been doing on the Better Than Zero Campaign which has raised the awareness of trade unions in the hospitality industry and are fighting against zero hour contracts and the exploitation of workers in that industry.

Therefore, conference instructs the Young Worker's Advisory Committee to work with the NEC and lobby the Trade Union Congress (TUC), the Wales Trade Union Congress (TUC) Cymru to join with the STUC on the Better Than Zero Campaign or to create their own campaign to fight against exploitation of workers with zero hours contracts.

**Midland No 1**

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- 17** Young Workers Conference notes:

- That communications workers have a proud history of trades unionism and of industrial and political struggle within the United Kingdom.

Young Workers Conference believes:

- That proper knowledge of this history is a vital tool in the hands of trade union activists.
- That knowledge of our history is essential in forging bonds across time between communications workers past and present and preserving our identity as an independent union.
- That local knowledge within regions and branches is of immense importance in maintaining links with historical and geographical communities but that there are areas where local history and experience across regions and branches is unavailable and/or understudied.
- That young workers especially would stand to gain immensely from a proper recording of local memories/histories of communication workers struggles in the past.

Young Workers Conference resolves:

- To instruct the National Young Workers Committee to lobby Regional Committees to immediately undertake commitments to establish plans to preserve, protect and publish regional histories of the CWU - and its most immediate predecessors - from the post-war period up to the most present day - wherever possible.

#### **Scottish Regional Young Workers Committee**

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- 18** This conference believes that the practice of paying honorarium to CWU reps or officials at branch, region and national levels is anachronistic and that member's money could be put to better use. Considering the financial difficulties this union is currently facing it seems outdated to still allow these payments. The current Expenses Policies and Procedures document covers the out of pocket expenses for everyone and additional payments are not required.

The National Young Workers Committee is instructed to lobby the NEC to compile a report on how much is paid out across the country on this practice from Branches, Regions and National positions so that members and branches can see how the practice financially effects the union. This report shall be produced by the end of October 2019.

#### **South West Regional Young Workers Committee**

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## **MOTIONS NOT ADMITTED TO THE AGENDA**

- 19** The Young Workers conference instructs the NEC to seek formal union recognition for the agency Angard. They are instructed to secure an industrial relation structure and terms and conditions for the employees of Angard, to match those of Royal Mail employees.

**Nottingham & District Amal**

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- 20** The Young Workers conference instructs the PEC to develop a new voluntary scheme with Royal Mail to help structurally reduce the hours of our members who are struggling with their duty, while increasing part timers hourage to reflect the change in workload

**Midlands Regional Young Workers Committee**

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- 21** "There has never been a bigger divide within the Openreach engineering grades regarding contracted conditions. New start employees which are mostly young people, work more hours, get a lower overtime rate and a much reduced pension accrual compared to old style contracts.

This disparity is causing discontent between members and raises unnecessary divides. This divide is dangerous not just for the morale of teams but it also weakens the CWU's hand at collective bargaining.

This conference instructs the Telecoms Executive to start negotiations with BT around the equalising of the working week to 36 hours for all staff on Openreach engineer grades.

While this would only be an initial step in perusal of fairness and equality it is crucial in offering all Openreach engineers the chance to move towards equal conditions for equal work and to strengthen the negotiating hand of the CWU.

**Great Western**

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## NOTES