

No: 558/19

25<sup>th</sup> September 2019

Dear Colleagues

## TRADES UNION CONGRESS 2019: CWU DELEGATION REPORT

The 2019 Trades Union Congress took place from Sunday 8<sup>th</sup> September to Wednesday 11<sup>th</sup> September 2019.

All unions were entitled to submit two motions to the agenda. The CWU National Executive Council agreed the following motions:-

### **Motion 1: New Deal for Workers Campaign**

Congress agrees it has never been more important in our recent history for the trade union movement to come together and deliver a bold new deal for workers.

The world of work today is a harsher and more pressurised environment than at any time in living memory – in or out of the EU new technology and the intensification of work only threatens to make this worse.

We cannot wait for political change and must mobilise to challenge unacceptable insecurity, in-work poverty and the growing pressure workers are under.

While we recognise the work that has been done on a TUC New Deal Charter, we need a major public campaign, starting now, and we call upon the TUC to re-evaluate its priorities accordingly.

Congress agrees the General Council must now implement the following in support of a New Deal:

- a national day of action in the first half of 2020, with a range of options on action for unions to choose from;
- a major effort to engage union members and all workers through social media and workplace meetings in the run-up to a day of action;
- a New Deal campaign group to be established, meeting monthly from October, with representation from each affiliate;

- co-ordinating co-operation between unions at a sectoral level on common bargaining agendas; and
- organising a summit in the first half of 2020 to agree a charter to promote co-operation on recruiting the millions of unorganised workers in the UK and ending inter-union competition.

**Communication Workers Union**

## **Motion 2: Demands for the future world of work**

In recognising the scale of the problems in today's world of work and the challenges workers and society face from automation, the use of data and the introduction of new technology and AI, Congress agrees that now is the time for the union movement to be advancing a serious set of demands on behalf of workers to redress the balance of forces in the economy and entrenched inequality in society.

The scale of the challenges workers face must be matched by the scale of our ambitions and Congress agrees that our demands for the future should include the following:

1. a standard four day working week for all workers, with no loss of pay by 2025;
2. worker ownership funds to transfer a stake of private companies into the hands of workers;
3. through collective bargaining workers' control over the introduction of technology in the workplace that impacts on job numbers or surveillance/monitoring of staff;
4. a slowdown in the intensification of work and a reversal of the trend for ever longer working lives in terms of both occupational and the state pension age;
5. legal minimum standards on pension income to provide a decent standard of living, promoted in a similar to the Living Wage; and
6. maximum pay ratios of 20:1 for all employers.

**Communication Workers Union**

The CWU was also entitled to submit two amendments. These were as follows:-

### **1. Amendment to Motion P39 – Mental health in low-paid employment (USDAW)**

#### **To be inserted at the end of the original motion (2 additional bullet points)**

*iv. organise a one day conference, and set up a cross-union working group, on mental health as instructed by Congress in proposition 63 in 2018; and*

*v. campaign for workplace and work-related suicide to be categories recognised in legislation and recorded in government statistics.*

## 2. Amendment to Motion P58: Trade unionism and collectivism in the curriculum (ASLEF)

**To follow paragraph 5, insert a new paragraph as follows:**

*Congress also recognises that some unions are currently providing speakers on trade unionism to schools and colleges and calls on the TUC to support this by co-ordinating activity at a regional level, producing a briefing for speakers and helping secure speaking slots.*

The CWU also submitted the following emergency motion:-

### **EMERGENCY MOTION**

#### **CWU – Royal Mail Dispute**

Congress notes the CWU announced a ballot timetable for strike action in Royal Mail on 22/8/2019 and is holding meetings around the country in the second major national dispute in two years.

In 2017, CWU members delivered an 89% yes vote on a 74% turnout, smashing the legal threshold - we believe this will happen again.

Royal Mail has replaced its senior management team and it is clear that it plans to de-recognise the union's influence; break current agreements; reduce the vital 6-day USO and good jobs, terms and conditions; and break up this excellent public service the People's Post.

It has unilaterally announced moves heralding the break-up of the company, starting with Parcelforce, and a new strategy for parcels that will render the core 6-day service unsustainable and leave 20,000 jobs at risk, as well as introducing operational change without agreement, which will leave thousands of jobs under threat.

It has done nothing to tackle a bullying culture that is endemic in Royal Mail, is introducing technology in a way that leaves staff being tagged like criminals and wants to move away from the legal protections agreed with the CWU in 2012 that have prevented it joining the race to the bottom with destructive asset-stripping and insecure employment models.

This dispute is the direct result of liberalisation and privatisation and Congress expresses its full solidarity with CWU members in defence of their jobs, agreements and the very future of a vital public service.

#WeRiseAgain

**Communication Workers Union**

**COMMUNICATION WORKERS UNION**  
**2019 TRADES UNION CONGRESS – BRIGHTON**

**MINUTES OF THE TUC DELEGATION MEETING**  
**HELD IN THE NOBLESSE ROOM, JURY'S INN HOTEL, KINGS ROAD,**  
**BRIGHTON**  
**ON SUNDAY 8<sup>TH</sup> SEPTEMBER AT 11.30AM**

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**PRESENT:** Jane Loftus (Chair), Dave Ward (General Secretary), Tony Kearns (SDGS), Andy Kerr (DGS T&FS), Terry Pullinger (DGS Postal), Maria Exall (ex officio), Tony Bouch, Stuart Davidson, Tracey Fussey, Tony Gilkes, Becca Hufton, Kirsty Lenham, Ali Moosa, Jacky Moorey, Michelle Reid-Hay, Amarjite Singh, Angela Teeling, Mark Walsh, Richard Wilkins and Rob Wotherspoon

**IN ATTENDANCE:** Lionel Sampson, Bill Taylor, Andrew Towers, Chris Webb, Kate Hudson, Janina Dunn, Meta Bovell and Dave Chapple

### **1 WELCOME - INTRODUCTIONS & APOLOGIES**

The Chair welcomed all CWU delegates to the meeting in particular those who were attending the TUC Congress for the first time and asked the delegation to introduce themselves to the meeting.

### **2 GENERAL SECRETARY OVERVIEW**

The General Secretary welcomed all delegates and said that this year's Congress was probably the most important TUC for many years, especially the debate around Brexit and that the CWU will be pushing for the 1<sup>st</sup> May 2020 as the first day of action and new policies on a new deal for workers.

The General Secretary reminded the delegation that we are in dispute with Royal Mail and he asked that they assist in any way they could this week to help achieve a yes vote.

### **3 EXPLANATION OF TUC DOCUMENTS**

The Head of Research provided an explanation of the TUC pack provided at the meeting which included:

- General Council Report 2019
- Final Agenda 2019

- General Purposes Committee Report and Composite Motions and General Council Statements 2019
- Consolidated Motions and Composite Motions 2019

The SDGS gave a brief explanation of the TUC Programme of Business.

#### 4. CWU POLICY POSITION ON MOTIONS AND AMENDMENTS

The SDGS went through the CWU policy position on motions and amendments.

##### Policy Recommendations for the Delegation Meeting

Motion	Subject	Submitted By	CWU Conference Policy Decision
<b>SECTION 1: THE ECONOMY</b>			
1	Industrial strategy: delivering real change	Unite	S
2	Save Our Steel	Community	S
Composite 01	Real jobs & apprenticeships	03 UCU Amend SoR Amend CoP	S
4	Skills and re-training	Community	S
Composite 02	Climate crisis and a just transition	05 Unite Amend Prospect 07 UCU Amend NEU Amend ASLEF Amend AUE	S
6	Securing UK green jobs	GMB	O
8	Public ownership of energy	Bakers, Food and Allied Workers Union	S
Composite 03	Buses a green transport system	09 ASLEF Amend TSSA 10 TSSA	S
11	UK Ship Register	Nautilus International	S
12	Artists' studios and the community	Artists' Union England	S
<b>SECTION 2: BREXIT</b>			
Composite 04	Brexit	13 Musicians' Union Amend RCM 14 TSSA	S

Motion	Subject	Submitted By	CWU Conference Policy Decision
15	NHS and future trade deals	British Dietetic Association	S
<b>SECTION 3: RESPECT AND A VOICE AT WORK</b>			
Composite 05	Sectoral collective bargaining	16 National Education Union Amend UNISON Amend Usdaw Amend PCS	S
17	A new framework for collective bargaining	Aegis	S
18	Christmas and New Year working	USDAW	S
19	Demands for the future world of work	CWU	Move
Composite 06	Collective voice intelligence and new technology	20 Prospect Amend Community Amend FDA 21 Accord	S
Composite 07	New deal for workers	22 CWU Amend UNITE Amend GMB	Move
23	Industrial action ballots	PCS	S
Composite 08	Free our unions	24 Fire Brigades Union Amend UNITE Amend NASUWT Amend POA Amend TSSA 25 BFAWU	S
26	Safety of rail workers	RMT	S
27	EU copyright directive	Equity	S
28	The inclusion of freelance workers in TUC policy	Musicians' union	S
29	Ending exploitation of seafarers	RMT	S
30	Threat to British seafarers	Nautilus International	O

Motion	Subject	Submitted By	CWU Conference Policy Decision
Composite 09	Flexible working	31 FDA Amend CSP Amend Community	S
32	Outsourcing the finance sector	Aegis	S
33	Are our staff wearing the appropriate footwear	The college of podiatry	S
34	Equality 2020	Unite	S
35	Class inequality	Equity	S
36	Widening access to the airline pilot profession	BALPA	S
37	Smashing the gender pay gap: a vague sense of shame is not enough	Unison	S
Composite 10	ILO convention on workplace sexual harassment	38 CSP Amend NASUWT Amend UCU	S
Composite 11	Mental health and wellbeing	39 Usdaw Amend CWU Amend Equity Amen CSP 40 PFA	S
41	Tackling racist ideologies	Educational Institute of Scotland	S
42	Period poverty	TUC women's conference	S
43	End discrimination in state reciprocal pension arrangements	TUC black workers conference	S
44	Homophobic and transphobic hate crime	TUC lesbian, gay, bisexual and transgender+ conference	S
<b>SECTION 4: GOOD SERVICES</b>			
Composite 12	Privatised public services: bring them in	45 Unison Amend UNITE Amend PCS	S
46	NHS and workforce funding	Chartered society of physiotherapy	S

Motion	Subject	Submitted By	CWU Conference Policy Decision
47	Suspend charging for NHS maternity care	RCM	S
48	Wholly owned subsidiaries	Society of Radiographers	S
49	Financial incentive to undergo NHS treatment		S
50	Healthy start scheme	British Dietetic Association	S
51	Bullying and harassment	College of Podiatry	S
52	Better and active safeguards for whistle-blowers in the NHS and public services	Hospital consultants and specialists association	S
53	Perinatal mental health services	RCM	S
54	Transforming social care	GMB	S
55	National independent living support service	TUC disabled workers conference	S
56	Poverty and privatisation damage children's education	NEU	S
57	Curriculum narrowing	NASUWT	S
Composite 13	Trade unionism and collectivism in the curriculum	ASLEF Amend CWU Amend UCU	S
59	Pupil violence and indiscipline	59 NASUWT Amend NEU 60 AEP	S
61	Resourcing pupils with additional support needs (ASN/SEN)	Educational institute of Scotland	S
62	Relationships education	National Association of Head Teachers (NAHT)	S
63	Small and rural schools	NAHT	S

Motion	Subject	Submitted By	CWU Conference Policy Decision
Composite 14	Public service pensions	64 PCS Amend FBU Amend SoR	S
65	Rebuilding local government	UNISON	S
66	Grenfell Tower – never again	FBU	S
67	Manifesto for justice	FDA	S
Composite 15	Public inquiry into TR; stop government recidivism on rehabilitation	68 Napo 69 Napo	S
Composite 16	Over-75s' TV licences and BBC funding	70 Prospect 71 NUJ	S
<b>SECTION 5: WINNING MORE FOR WORKERS</b>			
72	ILO Campaigning	NUJ	S
73	Justice for Columbia	POA	S
74	Cuba and the US blockade	POA	S
75	Palestine – supporting rights to self-determination	Artists' Union England	S
76	Role and remit of TUC young workers forum	TUC Young Workers Conference	S
77	Trades councils' participation in Congress	TUC Trades Councils Conference	S

<b><u>General Council Statement</u></b>	
Brexit	S

General Council Report – Page 75 – Paragraph 6.12 – Amarjite Singh to speak

The above policy was **agreed**.

## 5 CWU MOTIONS AND AMENDMENTS – SPEAKERS

The following CWU commitments and interventions were agreed:

PROPOSITION	TITLE	SPEAKER
1	Industrial Strategy Delivering Real Change	Rob Wotherspoon
6	Securing UK Green Jobs	Tony Kearns
8	Public Ownership of Energy	Mark Walsh
Comp 05	Sectoral Collective Bargaining	Maria Exall
19	Demands for the Future World of Work	Dave Ward
Comp 06	Collective Voice Intelligence and New Technology	Andy Kerr
Comp 07	New Deal for Workers	Dave Ward
Motion 23	Industrial Action Ballots	Tony Bouch
34	Equality 2020	Jacky Morrey
37	Smashing the Gender Pay Gap	Michelle Reid-Hay
Comp 10	ILO Convention on Workplace Sexual Harassment	Becca Hufton
Comp 11	Mental Health and Wellbeing	Tony Kearns
42	Period Poverty	Tracey Fussey

PROPOSITION	TITLE	SPEAKER
Comp 12	<b>Privatised Public Services: Bring Them In</b>	<b>Mark Walsh</b>
57	<b>Curriculum Narrowing</b>	<b>Angela Teeling</b>
Comp 13	<b>Trade Unionism and Collectivism in Curriculum</b>	<b>Jane Loftus</b>
62	<b>Relationships education</b>	<b>Maria Exall</b>
77	<b>Trades Council Participation in Congress</b>	<b>Amarjite Singh</b>
<b>General Council Statement</b>	<b>Brexit</b>	<b>Tony Kearns</b>
<b>General Council Report</b>	<b>Page 75 Paragraph 6.12</b>	<b>Amarjite Singh</b>

- ❖ The General Secretary gave an update on the TUC General Council statement on Brexit.

## 6 FRINGE MEETINGS AND RECEPTIONS

The delegation was advised of a number of fringe meetings involving, or of special interest to the CWU.

## 7 DELEGATION SEATING ARRANGEMENTS

The Chair confirmed that the Congress seating plan was contained on page 29 of the Congress Guide. CWU would be situated in Block A, rows – F 1 -12 and G 1 -10.

## 8 CWU COMMUNICATIONS

The Head of Communications advised delegates that they should email Karl Stewart with any speeches. He also asked delegates to promote the Royal Mail dispute via social media in an effort to assist the union in obtaining a large yes vote and that Tuesday 10<sup>th</sup> September was National Gate meeting day and the senior officers and President would all be attending gate meetings in and around Brighton before the start of Congress and encouraged delegates to visit the CWU stall to record messages of support for our members in dispute.

## 9 ABSENCES DURING CONGRESS

The Chair asked the delegation to confirm to the SDGS or the Chair if they would be absent during Congress, or if they were required to leave Congress early.

## 11 ANY OTHER BUSINESS

There being no further business the meeting closed at 13.27.

Any enquiries on the above LTB should be addressed to [gsoffice@cwu.org](mailto:gsoffice@cwu.org)

Yours sincerely



Dave Ward  
**General Secretary**