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Introduction — Brendan Barber

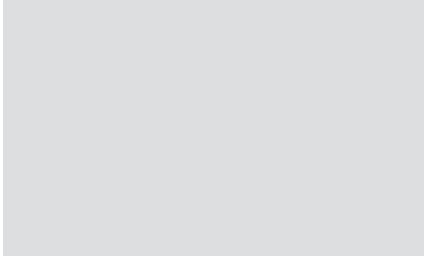


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The TUC would like to express its warm appreciation to the over 1,200 shop stewards and environmental reps who took part in the TUC's 2012 green workplaces survey. In difficult circumstances, not least the effects of recession on public and private sectors alike, several findings stand out. It's immensely encouraging that far more joint discussions are taking place at work on energy and resource issues since our last national green workplaces survey in 2009. Unions are raising their game at work, organising more green newsletters, green days, film shows and websites than three years ago. And significantly more union proposals are being taken up by management, from installing solar panels to green travel schemes.

It's obvious, too, that greening the workplace pays off, not just in environmental terms but also in business benefits. This in turn, boosts job security. Serious joint initiatives are being developed and shared between employers and their workforce through the trade union, as in the Magor Brewery case study we review here. The brewery is using half as much energy and water to make its products, saving over £2 million on energy bills alone. There's a rolling programme of energy efficiency, and the benefits are shared with the local community.

The commitment of union reps to the green agenda is reflected in the fact that four in 10 stewards say they are more concerned about the environment than they were a year ago. This mirrors wider concerns expressed by many commentators, including the TUC, that the government has yet to live up to the early expectations of building

a green economy. And employers could clearly do a lot more of the basic things needed to green their enterprises. Only a third are providing an annual environment report. More worrying, only a fifth of shop stewards report that they have been able to get time off to attend a union-organised environmental training course.

This cuts to perhaps the fundamental issue — that the three essential rights of health and safety at work reps should also be available to environmental reps:

- ◆ time to carry out an energy and environmental audit.
- ◆ time off for relevant training.
- ◆ the right to establish a joint environment forum.

Nevertheless, while the TUC and our affiliates will continue to press for these fundamental rights, clearly union reps, as always, are getting on with the job. Workplaces burn energy, consume resources, and generate waste and travel. This study shows how far unions are now taking this agenda to their members and employers, with results that they can be rightly proud of.

Why Go Green at Work?

The Earth's climate is changing with a growing body of evidence showing that human activity is largely responsible for the rising global temperatures. Our increased demand for energy, higher levels of waste, and growing dependency on the car are some of the key factors contributing to more and more greenhouse gases (GHGs) building up in the Earth's atmosphere. The result is increased temperatures which affect weather patterns, sea levels and increase the chances of extreme weather events.

The modern way of living seems inextricably linked to more and more GHGs being released into the atmosphere. But as awareness of the catastrophic consequences of our behaviour increase, there are growing numbers of people working to reduce the amount of GHGs that we produce.

Tackling the dangers of climate change is urgently needed in all areas of human activity. This booklet is primarily concerned with the measures being implemented in the workplace — an area which is responsible for a fifth of all carbon dioxide (CO₂) emissions. The

subsequent chapters are based on data provided by the 2012 TUC survey on unions, greening the workplace and climate change carried out by the Labour Research Department.

The aim is to provide a useful picture of progress on trade union action on environment/climate change in the workplace and the role of the trade union movement in this vital area. It follows on from a similar survey carried out in 2009 and by comparing the results it is possible to see what level of progress has been achieved in the three year period.

Go Green at Work 2012

With support from many TUC-affiliated unions, we received 1,208 replies from our 2012 survey. That's close to the 1,300 responses in 2009, a significant result considering the intervening impact of the recession, cuts to many public services and the increasing demands on the shoulders of shop stewards.

Strong responses came from union reps in central and local government, the NHS, retail, the education sector, power supply, manufacturing industry, food and drink industries, construction, research bodies, music and entertainment, the fire and rescue services and the docks, transport and communication sectors.

Green reps profile:

- ◆ 54% of respondents were union reps or stewards.
- ◆ 20% were safety reps.
- ◆ 8% were environment reps — twice as many compared to the 2009 survey.
- ◆ Nearly 20% of reps are 40 or younger.
- ◆ Gender profile: 28% women, 72% men.

Highlights for Green reps in 2012

This study presents powerful evidence of the many and diverse ways unions are tackling environmental issues at work. There's evidence that far more discussions are taking place at work since our first national survey in 2009, and there has been an increase in workplace activity, reflecting a growing confidence on the part of unions reps that green is a mainstream issue.

Many green reps comment that the union has encouraged people to change the way they do things at work. “Getting everyone to understand it’s not a load of tree hugging rubbish”, is how one rep expressed it frankly. Often, staff well appreciate that a new initiative is needed to save energy or waste, with the union helping to bring people together to make a difference.

Our chapters give the detail of energy and resource efficiency actions, green travel plans, and the different ways unions put all of this across to management.

The top 10...

The survey results show the most popular methods for combating climate change in the workplace: for example, a third of respondents report that high energy consuming VDU screens are being replaced, while a growing number of workplaces are also encouraging workers to abandon their cars and cycle in. The results also demonstrate how unions are becoming increasingly effective at ensuring green issues remain on the agenda with newsletters and surveys proving a popular way of keeping the issue live. Growing numbers of union reps (over one in four of the survey respondents) are participating in joint union-management discussions on the environment and a fifth of respondents had attended trade union training on the environment/climate change.

Energy efficiency

Replacing VDU screens	33%
Machinery on standby/switched off when not used	22%
Cutting night time and w/end electricity usage	26%

Green travel

Loans for cycling equipment	35%
Tele/video conferencing	22%
Loans for public transport passes	20%

Unions at work

Green newsletter at work	34%
Green survey at work	24%
Joint union-management discussions	26%
Shop stewards undertake environmental training	20%

While there is no coordinated government strategy to save energy at work, trade unions recognise the importance of tackling carbon emissions as a workplace issue. They are in a unique position to lead on environmental and energy efficiency in the workplace and encourage behavioural change — they also see it as their role to convince employers that greening their workplaces is a long-term investment rather than just a short-term cost.

Unions are best placed to:

- ◆ monitor the effectiveness of environmental policies and provide staff input;
- ◆ gain staff support for changes to workplace practices;
- ◆ use existing union structures and procedures to influence and develop members' thinking and actions;
- ◆ raise staff awareness and encourage behavioural change; and
- ◆ improve operational procedures.

For further information go to the TUC Workplace Manual:
Greening the workplace — environmental rights at work:
www.tuc.org.uk/workplace/tuc-20531-f0.pdf

1. Energy efficiency

This chapter examines workplace action on energy efficiency. The initiatives reported to us ranged from the very ambitious to the simple to implement, but all had in common the need for workers on the ground to be involved if they are to be effective. Staff participation is much stronger if people understand the reasons behind a new scheme, and this is one of the ways in which unions — with their ready access to members — can make a real difference.

While there is a clear environmental need to tackle energy inefficiency there are other strong business reasons for addressing the issue. The Carbon Trust estimates that most businesses could easily save between 10% and 20% of their energy costs through simple low-cost or even cost-free measures: upgrades to heating and lighting, energy policies and staff training, could save businesses at least £1.6 billion per year — money that could be invested in protecting jobs. (source: www.carbontrust.co.uk) In monetary terms, a 20% saving equates to approximately £1,000 a year based on electricity consumption of 33,000kWh, with an average pence per unit cost of 15p (including the standing charge).

As the Magor Brewery case study shows (see page 13) energy savings can reap a rapid return on investment. Also improved energy efficiency in the workplace can result in greater levels of natural daylight, better heating and ventilation controls and improved air quality — all of which contribute to a more pleasant working environment.

Action on energy efficiency

The results for action taken on energy efficiency show there is a real momentum in the workplace with union reps informing us of a wide variety of initiatives. A third of respondents were able to say that their employer now has a comprehensive scheme for replacing VDU screens. A further 30% said there was a comprehensive scheme for installing lighting controls, followed by ensuring computers are switched off when not in use (29%), and cutting night time and weekend electricity consumption (26%).

Top five comprehensive schemes for energy efficiency

	2012	2009	Difference
Replacing VDU screens	33%	30%	+3%
Lighting controls	30%	19%	+11%
Computer standby/switched off when not in use	29%	22%	+7%
Cutting night time & weekend electricity consumption	26%	19%	+7%
Electric machinery switched off when not in use	22%	17%	+5%

However this still left just under a quarter of employers (24%) still taking no action on replacing VDU screens, 18% not attending to night time and weekend electricity consumption, and 17% taking no action to reduce emissions from lights left on.

It was clear from the survey that while union reps have helped bring about much needed improvements in workplace energy use there is still much more that can be done.

A minority of employers had undertaken a comprehensive review of their energy supply and management systems. As regards energy supply, the survey showed:

- ◆ Only 8% of employers have comprehensive renewable energy supply schemes, such as wind turbines and solar panels, and 68% have taken no action at all.
- ◆ Only 10% of employers have switched to a renewable energy supplier, and 63% have done nothing.
- ◆ Only 14% of employers have implanted comprehensive changes to their ventilation/air conditioning systems and 40% have done nothing.
- ◆ Just 16% had comprehensive schemes for insulation and glazing (compared to 38% who had done nothing) and 20% had comprehensive schemes for new boilers and heating systems (compared to 38% who had done nothing).
- ◆ Positively, in response to nearly all the energy efficient initiatives listed a majority of respondents were able to say that their employer had either implemented a comprehensive scheme or was at least taking some measures. However this was not the case for installing renewable energy sources or switching to a renewable energy supplier where 68% and 63% of employers had taken no action.

University of Dundee's Energy saving policy guidelines

- ◆ Switch off lights whenever you leave a room or daylight is sufficient.
- ◆ Switch off computer monitor when away from desk for short periods.
- ◆ Power down computer and printer overnight, weekends and holidays.
- ◆ Switch off photocopiers at wall overnight when last person leaves.
- ◆ Report any use of supplementary portable electric heating.
- ◆ Check that food and beverage vending machines are fitted with a timer.
- ◆ Where practicable ask technicians to switch off user equipment eg fume cupboard when not in use.
- ◆ Report areas i.e. Lecture Theatres or IT Suites where power down is not implemented overnight, weekends or holidays.
- ◆ Check that room air conditioning units are fitted with a timer.
- ◆ Ensure buyers are purchasing the most energy efficient option for electrical equipment as this is energy policy.

The university also provides details of the monthly electricity consumption and the cumulative annual electricity consumption across various college buildings.

These results compare favourably to the LRD greenworkplace survey in 2009. In every single category there was an increase in the number of respondents who were able to say their employer was implementing a comprehensive scheme on energy efficiency. This was most significant when it came to lighting controls with 11% more respondents saying there was a comprehensive scheme compared to three years ago. Other areas where there was a significant increase in comprehensive schemes were computer standby (up 7%), cutting night time and weekend electricity consumption (up 7%), new boilers/heating system (up 6%) and ventilation/ air conditioning changes (up 6%). The least significant change was on switching to a renewable energy supplier (up 2%).

Positive examples on energy efficiency

The LRD survey found many examples of workplaces that have begun to tackle climate change, with many measures driven by trade union reps.

Many of the changes are about making employees rethink their behaviour. UNISON reps at Portsmouth City Council carry out spot checks out of hours to ensure everything is switched off and put stickers on “offenders” computers. UNISON reps at EDF energy describe how environment reps have introduced lots of small scale local initiatives, especially to reduce printing and paper consumption. A PCS rep at the Department for Work and Pensions is going to deliver a presentation on “Energy Efficiency” in his department in a bid to help cut energy usage further.

GMB reps at food retailer Asda ensure that workers close walk in fridge/freezer doors when not in use, and that there is a greater use of internal email instead of internal paper mail. UNISON reps at outsourcing company Capita have set up all printing facilities so both sides of paper are automatically used; and they have succeeded in banning the wasteful use of individual toasters and kettles in most workplaces. A Prison Officers' Association (POA) rep at the Ministry of Justice says there is now constant monitoring of energy consumption by dedicated staff.

Union environment reps will have a good understanding of the existing inefficiencies in the workplace simply from working there and talking to their members. This means they are able to put forward realistic proposals to management and convince them of their viability. Prospect reps at the Health and Safety Laboratory said the union made specific approaches for changes to the heating system based on safety rep knowledge of the system and staff complaints. Prospect reps at the Countryside Council for Wales were able to present a convincing argument to ensure that the review of the energy supply contract led to the selection of a green energy provider.

UNISON reps in a Lancashire council helped bring about a week long closure at Christmas. “We previously opened between Christmas and New Year but convinced them that closing for a full week would give big financial savings in heating and lighting,” they explained.

Carbon calculator: monitoring your organisation's electricity and gas use

To make sense of the progress being made to reduce carbon emissions, union reps need to be able to measure the carbon footprint of their organisation. A basic carbon footprint includes the carbon dioxide (CO₂) emissions that the organisation directly controls, such as gas for heating and hot water and electricity usage.

You need to discuss with your organisation's building services managers where the meters are and how much energy is used. The TUC suggests using these equations to calculate the amount of CO₂ generated by energy use:

Kilowatt hours (Kwh) of electricity x 0.53 = kilogrammes of CO₂.

Kilowatt hours (Kwh) of gas x 0.19 = kilogrammes of CO₂.

For more information go to the TUC's *Go Green at Work* handbook (2008) which contains information on carbon calculation: www.tuc.org.uk/extras/gogreenatwork.pdf

The Carbon Trust publishes a leaflet on *Conversion factors* for energy use, transport, and so on: www.carbontrust.com

At Tata Steel a Community rep explains that there has been a change in the shift patterns to improve the efficiency of energy used on site.

UNISON reps at the Walton Centre in Liverpool ensured sensor lighting was installed and Unite reps at GKN Aerospace have made sure machines are used more efficiently: "We have monitored power usage on some machines and come up with a better practice which saves energy."

Some changes have needed a technical overhaul of an existing system. Prospect reps from the Office for National Statistics describe the toilet flushing using rainwater and waterless urinals. PCS reps at the New Museum of Liverpool describe the usage of rain water for toilets and the installation of their own heat and power system. UNISON reps at Bournemouth University are pleased with their new bio-mass boiler. A Prison Officers' Association (POA) rep says in the prison they divert grey water from showers to feed the flush systems in toilets.

A PCS rep at the Defra government department describes a thorough updating of the building: “The office temperature has a “set point” of 19 deg C maximum during the colder months. Windows have been resealed from inside and outside. Heat from the canteen is recycled/reused to heat offices. The building’s air is refreshed overnight and heated with the old hot air from the daytime use. Rainwater is “harvested” to flush toilets. Lights are automatic and turn down or off when ambient light is above certain levels and off when no movement is sensed. Low energy bulbs and fluorescent tubes are used throughout. All PC’s have been replaced by energy efficient laptops.”

In many instances energy efficient improvements have come from moving into a more modern building. A rep working at the new headquarters of the public sector union UNISON describes the changes involved in moving to one of the greenest buildings in London: “It maximises the use of natural light; glazing to reduce glare, windows facing south are recessed to provide shading; there are ventilation plants with heat recovery; waste heat from cooling zones is reused to heat other areas; there are lights on infrared sensors; photovoltaics have been installed; floors and doors are sourced with FSC (Forest Stewardship Council certified); we have rainwater capture; three sedum roofs; and 50 cycle spaces plus lockers and showers.”

Unite reps at the Magor Brewery

The Magor Brewery, near Bridgend, brews some 8% of all British beer, including Stella Artois, Becks and Boddingtons. The brewery occupies a massive industrial site of 57 acres, and employs around 400 people.

Brewing involves the use of a huge amount of resources -until recently, the plant used 35,000 litres of water a day and produced 50 tonnes of carbon dioxide. That has all changed with the help of the union.

Unite organises nearly 90% of the workforce and was ideally placed to help the company reduce its carbon footprint, saving a fortune into the bargain.

Tony Bates, Unite branch chairman, was instrumental in setting up an initiative that saw the workforce taking the lead in cutting carbon. He explained that a few members wanted to

actively do something about energy saving at work. Bates started coordinating it, and the result was Project JUPITER (Join US People in Tackling Energy Reduction).

This has now been going for over three years, and through a £1.4 million company investment in the workforce's ideas and initiatives the company has recouped its outlay in less than 18 months.

Unite set up a team of Energy Guardians representing all departments at Magor which meet to look at what energy savings could be made and how they could achieve them. They developed a set of long and short term goals and monitor improvements and examine the production process.

The entire workforce is involved, with Energy Guardians taking forward ideas that come up in their department. It has resulted in an energy saving mindset amongst employees, with the knock on effect of workers taking the message, and money saving ideas, home.

Since starting the project the company has seen water usage drop 46%, electricity usage drop 49% and heating bills drop 23%. The company has saved over £2 million in bills, all through a mix of quick wins and a rolling program of installing energy efficient equipment.

Bates feels one of the most important elements of the project was to involve the most enthusiastic members; "We started with the most positive people with an interest, that way the team was already highly charged and raring to go. The challenge I set was we needed most of the members buy-in, we pitched it that it was not about saving the company more money but participating in securing our children's and grandchildren's future, and also about changing a mindset that saves members' money on their home budgets utility bills."

Bates also felt that having a supportive management was vital to the project's success. The management at Magor were involved from the beginning and continue to fully support it. However it is a Unite initiative and the union set up the meetings and chair and invite management along.

The project has now entered a new phase, and is spreading the energy saving word beyond Magor, into the local business community. It is approaching other companies to establish a Welsh energy coalition aimed at sharing best practice and innovation around energy reduction. An event at the plant was attended by 20 local companies and it is hoped they will soon get involved in the project.

In 2012 Unite safety rep Cathy Tomlinson took over chairing the Energy Guardians groups and has seen it go from strength to strength.

“At the beginning of the year we ran the TUC green reps course, Trade unions and the environment. It was good having it on site as members often complain about having to travel to courses.”

Reps found the course really helpful, but as they had been doing things for a while the tutor tailored the course to the workplace. They are now reviewing every process they do and recently started reclaiming heated water from the pasteurisation process. The brewery is now exploring solar PV and wind turbines to power the site.

2. Green transport

Transport is currently responsible for more than a quarter of the UK's carbon emissions, and these emissions are rising rapidly. However, there are a multitude of ways of encouraging employees to adopt green transport to get to and from work or when they have to travel as part of their job. It is critical that any changes to transport policy are properly communicated to employees so that they know what alternative transport methods are available to them and most importantly so that they understand and support what is being done.

Employer action on green transport

Over a third of respondents (35%) said their employer had a comprehensive scheme in place to provide loans for cycling equipment. Just under a third of employers have comprehensive schemes for providing secure cycle storage, lockers and showers (30%), followed by 23% providing subsidies for cycling equipment, 22% for using tele/video conferencing and 20% for loans for public transport passes.

Top five comprehensive schemes for green transport

	2012	2009	Difference
Loans for cycling equipment	35%	30%	+5%
Secure cycle storage, lockers, showers	30%	23%	+7%
Subsidies for cycling equipment	23%	19%	+4%
Tele/video conferencing	22%	18%	+4%
Loans for public transport passes	20%	18%	+2%

In fact a further 53% of employers have some measures in place for tele/video conferencing and 51% have some measures in place for providing secure cycle storage, lockers and showers. For example Prospect reps at Scottish National Heritage Work say that the travel policy is guided by a travel hierarchy with employees first having to consider video conferencing, followed by public transport and shared car use, while air travel is restricted to overseas trips except in exceptional circumstances. A UNISON rep at Hackney council says the council heavily promotes cycling and walking to work and offers

a cycle to work scheme and cycling allowances for work trips at 20 pence per mile.

However for a large number of other initiatives on which we quizzed shop stewards, a majority of respondents said that no action had been taken. 79% said there was no training in eco-driving techniques (compared to 5% offering comprehensive schemes).

A further 76% said there were no subsidies for public transport use or any company transport (compared to 8% and 5% offering comprehensive schemes).

Just under 70% said that no hybrid, dual fuel vehicles had been purchased for their employer's fleet compared to 5% of employers who had a comprehensive scheme. Even though loans for public transport passes makes it into the top five initiatives most likely to be part of a comprehensive scheme, 62% said their employer did not provide any support for this.

Homeworking

There has been surprisingly little change in the percentage of employers offering working from home as a green initiative compared to 2009 — only 7% have a comprehensive scheme (6% in 2009). Meanwhile 53% of employers do not offer it at all. In fact one rep from a large utility company said his employer was scaling back what was once a very extensive home working policy. More positively, at Rhondda Cynon Taf County Borough Council, UNISON reps explain that a small amount of staff are working from home on a trial bases, and if successful it might be extended to other staff.

Green travel plans

Green travel plans, despite the tax-free benefits available, still had a low take-up with 51% of employers taking no action in this area. Only 12% of employers offer a comprehensive green travel plan scheme.

Meanwhile a similar number of employers compared to 2009 do not provide a car pool/ car sharing scheme (49% in 2012 compared to 48% in 2009). However there has been an increase in the number of employers offering this initiative as part of a comprehensive scheme (14%, up 3% compared to 2009).

HMRC Fact Sheet for employers setting up Green Travel Plans

Where an employer helps employees to get to and from work, such as by providing petrol or season tickets, these benefits are normally taxable. But there is no tax or NICs to pay if an employer offers:

- ◆ free or subsidised work buses
- ◆ subsidies to public bus services
- ◆ cycles and safety equipment made available for employees
- ◆ workplace parking for cycles and motorcycles.

www.hmrc.gov.uk/green-transport/travel-plans.htm

Overall comparison with the 2009 LRD survey shows that there has been no dramatic progress in the area of green transport and where there was progress it was primarily focused around cycling initiatives. When it came to comprehensive schemes, respondents were most likely to report an increase in the number of secure cycle storage, lockers and showers (up 7%) and loans for cycling equipment (up 5%). There was also a 4% increase in respondents reporting comprehensive schemes providing subsidies for cycling equipment and tele/video conferencing.

National Museums Liverpool's Green Travel Plan

The National Museum of Liverpool (NML) has a Green Forum for sustainability and environmental initiatives; managers, staff and unions work together for the advancement of sustainability across the organisation. It meets bi-monthly.

The Forum is responsible for monitoring the effectiveness of the Green Travel Plan (details below) and communicates the results, setting five year sustainable transport targets.

The Green Travel Plan encourages staff and visitors to use healthy transport modes.

Cycle purchase schemes: NML offers interest free loans for the purchase of bicycles. They are also looking at extending the benefit with a tax-free 'bikes for work' scheme over the next 12 months. This will involve a salary sacrifice scheme which will allow employees to pay for a bicycle and associated security and safety equipment via monthly salary deductions,

which will allow them to make savings on income tax and national insurance.

Cycle parking: The provision of cycle parking on site takes into account the Sustrans guidance (www.sustrans.org.uk) on parking location, design and quantity. Showers and changing facilities are provided for staff where possible.

Pedestrian routes: NML will work with Liverpool City Council to ensure that pedestrians feel safe when walking to work.

Public transport

A major barrier to public transport use is the lack of knowledge regarding public transport services, their times and the areas that they serve. It is important that high quality information is provided to ensure that lack of knowledge is not a barrier for public transport use.

Information is available on the NML website and at the venues. Public transport information will be available for all staff on the Intranet, with a link to the Traveline journey planner website. NML provides interest free loans for staff wishing to buy season tickets.

Car Management Strategy

NML is investigating measures to encourage employees and visitors to reduce single occupancy vehicle trips.

NML has no dedicated public car parking at any of its public venues, and NML offers no free staff car parking.

Car Share: Merseyside TravelWise operates a free car share database for people living in the Merseyside area. The database is available at www.merseyshare.org and allows users to enter their journey origin and destination as well as other relevant information such as preferences for potential car sharers.

Union action on green transport

The survey contained many examples of union reps successfully negotiating green transport initiatives based on their knowledge of what would be well received by employees despite sometimes encountering little support from the employer.

Prospect reps at a scientific centre in Scotland have secured cycle shelters. UNISON reps at EDF energy explain that environment reps organise annual 'Cycle Surgeries' which involves a local charity cycle campaigner visiting the office to MOT bikes and offer cycling tips and freebies. Prospect reps working for a weapons manufacturer saw that shower facilities were installed for cyclists and the creation of dedicated parking for car sharers. A GMB rep in local government describes how the union successfully campaigned for a cycle scheme and a shared driving scheme.

Prospect reps at a utility company were pivotal in the introduction of a shuttle bus for employees, while a PCS rep explained how the union negotiated increases in subsidies for public transport use when the employer relocated to an area that meant increased travel for many employees.

Meanwhile a Unite rep at software company has had great success in pushing telephone conferencing or video conferencing over travel.

CWU reps working for mail distributor Parcelforce have pushed for the purchasing of greener vehicles. At the Department for Work and Pensions, a PCS green rep is working with other reps in the branch to hold an event to promote more car sharing and other public transport. At a recycling company a GMB rep says that management is looking at using cooking oil for fuel, following an employee's suggestion.

Problems with green transport initiatives

The way these schemes are implemented have to be sensitive to employees' needs and if not done in proper consultation this can lead to conflict, as a UCU rep in the Midlands explains: "We have a new travel plan based on a permit scheme but this does not apply to management, the result is that rank and file staff are facing unaffordable transport costs but management are exempt from the scheme."

A Unite rep in the NHS transfusion service explains that there is a struggle to promote cycling due to limited cycle parking and almost no shower facilities and no changing facilities at all while a Unite rep at a building services company complains that the cheapest vehicles

are chosen regardless of energy use. An FBU rep explains that due to budget restrictions a popular cycling scheme that has run for a number of years is now on hold.

Case study: PCS reps at HM Revenue & Customs Lillyhall — environmental sustainability plan

At HM Revenue & Customs Lillyhall an environmental sustainability plan has been agreed between senior management and PCS union reps in an attempt to meet the Greening Government Commitments that the government has set for its own estate.

The joint management/union discussions set up targets to reduce greenhouse gas emissions by 25%, reduce the amount of waste generated by 25% and reduce water consumption all by reference to a 2009/2010 baseline. The Lillyhall plan for 2011/2012 focuses on each commitment in turn and sets out a series of objectives, actions, and targets aimed at achieving the reductions required. Progress on the plan is reviewed monthly at senior management meetings.

In an attempt to reduce the environmental impact of travelling to work the reps have been liaising with the car park committee to promote car-sharing and have negotiated a Cycle to Work scheme. In September 2011 all staff were invited to take part in World Car Free Day with those actively participating entered into a prize draw. Due to the enthusiasm of the reps and the support of management the day was a huge success with over 50 members of staff using a different mode of transport for the day.

Management and reps agreed paper usage would be a good place to start reducing waste. Workers were encouraged to set printers to print double sided and scrap paper boxes are now in place next to each printer. This scrap paper is turned in to note pads further reducing the amount of paper used on site. The scrap pads were launched through a notebook amnesty during Climate Week.

The next big event planned is Green Office Week. As a part of this the team at Lillyhall has invited the local water company, United Utilities, along to advise on how to reduce water consumption.

3. Best measures to green the workplace

The LRD survey asked respondents to put forward the best environmental measure that had been introduced into their workplace. A wide variety of measures were listed by respondents ranging from the introduction of wind turbines to making people bring in their own mugs for tea. However, by far and away the most frequently cited best measures involved the introduction of recycling initiatives, waste reduction and preventing unnecessary use of office lights.

Simple measures

A UNISON rep working for a local council highlights that the small changes can be very effective: “Putting up notices to switch off lights and computers has in this local authority been the best measure for greening the workplace.” Another UNISON rep employed by a water utility cites a simple initiative for waste reduction: “By making people use spoons we save 30,000 plastic stirrers in one building — per month.”

An Usdaw rep working for delivery company DHL says they have eliminated waste materials being sent to landfill. A Community rep at Tata Steel said they replaced thousands of light fittings with energy efficient tubes on a site that covers approximately seven square miles.

Behaviour change

Changing people’s patterns of behaviour is key. A rep from Unite working for an engineering company: “Our best measure is probably the increasing recognition of the validity of home working for a certain portion of the week and providing support for individuals (particularly those working a long distance from home) to do so.”

A Prospect rep in central government said he found awareness training to be crucial: “Getting everyone to understand it is not a load of tree hugging rubbish.” While another Prospect rep employed in the nuclear industry says that positive action can be taken even without the employer’s support. “Staff — independent of the employer — take plastics and cans home to recycle them, and to stop

them going to landfill.” Meanwhile a PCS rep working for a museum says the same: “Recycling of paper, cardboard, cans, plastic, batteries is carried out by staff volunteers and is not a management initiative.” An Usdaw rep working for Tesco believes getting shoppers to recycle plastic bags is the best measure to have been taken.

Providing information

A Prospect rep in central government highlights the importance of keeping people informed — according to him the best measure is the setting up of an environmental committee that reports on progress to all staff. An FBU rep from Leicestershire agrees: “There is a “carbon management” scheme in place with regular updates to staff on simple reduction measures.”

Setting targets

Clear targets are also considered effective. A PCS rep at Scottish National Heritage (SNH) said: “Every manager in SNH has an annual carbon allocation — their unit’s share of our carbon-saving target.”

PCS reps at HM Revenue and Customs also support the use of targets: “The site has a group of green volunteers who meet monthly to discuss any issues raised by other employees that would fall under the environmental remit and also to try and come up with new initiatives to save waste, energy or recycling. We organise donations to the local charity ‘Watch us Grow’ and oversee the collection of old batteries for HMRC’s battery recycling scheme, Spectacles for World Vision (www.worldvision.org.uk), and mobile phones for Marie Curie.”

And more...

Other measures that were frequently mentioned: Automatically turning computers off at night, becoming virtually paperless, colour coded bins for recycling, motion activated lights, introduction of electric vehicles, appointment of a sustainability manager, fixing water leaks, selling electricity back to the grid, putting in low energy light bulbs, a new combined heat and power plant, printers that require pin numbers to use, and creating more meeting spaces to avoid having to travel offsite.

Case study: FBU reps at Bury St Edmunds Fire Station, Suffolk

After attending a TUC conference on how to “Go Green at work”, FBU rep Paul Turner began to raise the profile of environmental issues at the fire station where he works resulting in recycled fire hoses being turned into designer bags and hammocks for monkey enclosures.

He has introduced recycling, composting and energy efficiency measures into his workplace and has been working with management regionally to improve the service’s environmental impact. Initial actions include:

- ◆ Discussions with management on making new build fire stations and refurbished stations in the region more energy efficient.
- ◆ Identifying energy efficiency measures to improve the environmental performance of fires stations.
- ◆ Getting agreement that the Fire Brigade improve the communication of its environmental goals by making its Directorate Environmental Action Plan (DEAP) more reader friendly.
- ◆ Gaining agreement from management to recycle condemned fire hoses at Bury fire station. The hoses used to be sent to landfill but are now being turned into designer bags and belts. The company involved has agreed to donate 50% of the profits to the Firefighters Charity and the scheme will reduce the amount of landfill tax the service has to pay. The union aims to get neighbouring fire authorities to join the scheme. In addition, fire hose has been donated to Colchester zoo for use in monkey and ape enclosures and have been made into hammocks and swings.
- ◆ Lowestoft and Bury fire stations have successfully bid for compost bins and staff at each station will be given priority to take part in a composting course.
- ◆ After applying for £300 from the County Council’s “Environmental fund” in July 2010 Turner convinced brigade management to get personal issue drinks bottles for all operational personnel in Suffolk. Although it is not intended to

fully eliminate the purchased bottled water, as bottles will still be needed at an incident, the rep hopes it will significantly reduce the need for most of the bottled water used during training and daily use.

◆ An environmental audit of the FBU's own regional office in Essex.

Turner could achieve much more if he had facility time and so he has asked for union green reps to be granted facility time within DEAP.

He said: "Union members in other fire stations have said they would be keen to act as a contact point on green issues. Getting facility time would mean I could attend meetings with management, other reps on stations and across the region. Although this has not yet been granted, I am hopeful that the recognition that I have received from the brigade's principle officers will be a platform on which to convince them of the need for facilities time."

Turner has also organised an eco-fair at Bury Fire Station attracting a multitude of charities, organisations and businesses from across the region to participate. The event has provided an opportunity to get other union members involved in environmental issues. Funds raised at the eco-fair were ring fenced to help pay for its sedum roof. To make the most of communication and publicity networks, Turner has joined forces with local green campaigners to publicise the event to a wider audience including an interview on Radio Suffolk.

He said: "There are many colleagues in my station who are now offering assistance especially with the Eco-fair. I am really encouraged by the way they have understood what I am doing."

4. Adapting to climate change

This chapter focuses on how employers are adapting to climate change. We explore whether working practices have been adapted to cope with hotter summers, drought and flooding. A changing climate may also necessitate a rethink of dress codes, uniforms, equipment and shift patterns.

The results show that adapting to climate change is clearly not a priority for large numbers of employers with a majority of reps reporting that no action had been taken across all the possible initiatives listed.

Of all the measures listed for dealing with climate change and extreme weather conditions, employers were most likely to have a comprehensive plan focusing on planning for floods and storms (18%). However this still left 41% who had made no provisions at all.

They were least likely to be doing anything about changing shift times during hot weather with 90% of respondents saying nothing had been done in this area compared to 1% who had introduced a comprehensive scheme. In two-thirds of organisations (68%) no action had been taken on having a maximum indoor temperature trigger compared to the 6% with a comprehensive scheme. Similarly, a majority of employers (67%) had done nothing towards changing equipment or adapting products and services, compared to the small numbers of employers who had adapted their services and support to staff.

Top five comprehensive schemes for adapting to climate change

	2012	2009	Difference
Planning for floods and storms	18%	13%	+5%
Staff training or advice	8%	n/a	n/a
A trigger “maximum” indoor temperature	6%	4%	+2%
Adapting products and services	5%	2%	+3%
Changing clothing during hot weather	4%	3%	+1%

Compared to the 2009 LRD survey there has been a small improvement on the number of new comprehensive schemes introduced. The most

significant improvement has been for planning for floods and storms where 5% more respondents said a comprehensive scheme was now in place. An additional 3% of respondents also said their employer was adapting products and services.

Progress has also been made with more employers introducing at least some measures.

More employers are recognising the need to take action to deal with maximum indoor working temperatures, with 26% now prepared to take action, up 7% on 2009. A third of employers (33%, up by 6%) allow a change of clothing during hot weather and 29% (up 5%) have some measures in place for changing equipment.

About one in 10 employers offer comprehensive staff training, we found that nearly half (48%) do not provide their staff with advice or training on adapting services or work practices to climate change.

Examples of action on climate change

Many respondents said their organisation had no specific policy regarding climate change. However unions continue to strive to bring about improvements in this area.

Assessing risks in buildings

A PCS rep working at the Department for Work and Pensions says there has been a recent assessment of the flood risk of all major buildings, and a UNISON rep working for a local authority explains that they are working on the production of a flood risk management strategy, the adoption of sustainable drainage systems, as well as making efforts to reduce dependency on fossil fuels to reduce the council's carbon footprint.

A Prospect rep at National Library of Wales said the library has a disaster emergency plan to cope with most eventualities and a UNISON rep for a gas company was able to report that indoor temperatures have been a lot better recently since UNISON thermometers have been distributed through the building.

The employees

A PCS rep for Welsh government says there is now updated advice on travelling to work in extreme weather / transport problems and

similarly a UCU rep from a Scottish university explains that due to extremely cold weather last year and storms this year, the university is now telling staff to make arrangements to work from home when these are forecast. A CWU rep at Parcellforce says they now have water coolers installed in the warehouse because of the recent hot weather.

Policy

A UNISON rep for a local authority said all services are required to write a business continuity plan which takes account of climate change. Meanwhile at telecoms giant BT, a Prospect rep explains that there is now one of the UK's most demanding and wide-ranging green procurement policies, insisting that all of the company's thousands of suppliers adhere to a package of sustainable best practices. "The new policy imposes three minimum expectations on all of the Telco's contracted suppliers, requiring them to produce a formal climate change policy, report on their annual greenhouse gas emissions, and demonstrate "challenging" emission reduction targets in 2010," he said.

Training

A Prospect rep at the Countryside Council for Wales says they are taking climate change seriously: "We have had staff training on climate change and its impact for all staff and we have conducted research into the impact of climate change on the organisation's work." PCS reps at Scottish National Heritage say the employer ran a training event on adapting land management in a changing climate and FBU reps report that Devon and Somerset Fire and Rescue Service have provided additional training and equipment for water safety and rescue provisions.

PCS reps working for the Welsh government says they now have updated advice on travelling to work in extreme weather. However a CWU rep based in distribution said staff training is haphazard and very much depends on the line manager's knowledge and interest.

Problem areas

As well as the significant number of employers who don't seem to be taking heed of our changing climate, a worrying number don't

appear to be consulting with staff. A Unite rep at a travel company says that a request for air conditioning in a workshop has been refused: “It gets very hot in summer. We have asked for lightweight overalls, and relaxing of need to wear flame retardant overalls, as they’re not necessary. They have got some lighter weight flame retardant overalls, but they’re not noticeably any cooler.”

A PCS rep working for a museum believes workers lose out when there is extreme weather: “A ‘cold weather’ policy has been put in place two years ago following extreme temperatures but it mainly confirms to employees that if they are unable to travel to work, they will either lose pay, have to take annual leave or work the lost hours.”

A union rep employed by a large regional orchestra complains that his building is not a great design: “There is no cash to put in air con and it’s a very hot building in summer and very cold in winter – there is too much glass.”

And a UCU rep in a local college highlights how improvements need to be properly thought through: “Air conditioning units have been installed in some staffrooms however these are very rarely used as the person sitting below them is in danger of suffering from hypothermia due to them being badly positioned.”

Case study: Community union reps at Tata Steel’s 20” Pipe Mill in Hartlepool

Community Union is the largest trade union within Tata Steel Europe (previously Corus) and aims to have environmental reps in place at all of Tata UK operations in order to work with the company to reduce its carbon footprint. This is already happening with clear results at the 20” Pipe Mill in Hartlepool. The reps at this site are trained so that they can answer questions about environmental procedure to colleagues in the mill and they are also in a position to give the company’s environmental team input as to how and why improvements can be made around the site.

The reps attend quarterly meetings with the company’s environmental department where they are informed about anything discussed in the section managers’ environmental

committee meeting. Information on any changes, legal updates, breaches can then be passed on to the rest of the workforce through the reps and it is also an opportunity for the employer to get opinions and ideas on any of the solutions they have proposed. One proposal put forward by a rep at a meeting has resulted in all the amenity blocks having a recycling area and a recycle centre on site for waste such as tins and plastic.

The reps attended environmental awareness training organised by the employer to give them insight into environmental regulations and requirements, which the 20" Pipe Mill must adhere to: the idea is that they can then share this knowledge with the rest of the workforce.

Six of the reps went on to train to become environmental internal auditors which involved attending a three-day training course. The course has enabled all attendees to gain a recognised qualification as an internal auditor, which means they are now able to complete competent environmental internal audits for the 20" Pipe Mill.

"As we progress in our role we would like to be able to complete more audits and be able to offer more support to the environmental department, like safety reps have progressed in their role," said one of the reps who is now a qualified environmental auditor.

"I think the next big step would be further environmental training for all staff members on site. This would help our role to progress and for the workforce to have a better understanding of what our role is on site."

In turn the company's environmental department is now able to rely on the trained environment reps to complete a thorough, relevant audit schedule, which ensures that the site is constantly regulated, and areas of improvement identified. Ultimately this means the organisation is able to reach high standards in its ISO 14001 audits (certification for environmental standards) and ensures that they are prepared for new and evermore stringent environmental legislation.

5. Distribution of information

When people see positive outcomes as a result of the environmental initiatives they are less likely to be cynical. Showing people the results will let them see that their action is making a difference.

Annual environment report

Over a third of respondents (35%) said their employer publishes an annual environment report, containing information on the environment and climate change. This has increased significantly compared to 2009 when 24% of respondents said their employer published a report.

Carbon footprint

An even higher number (43%) of employers produce an annual measure of the organisation's carbon footprint. Again this has improved significantly compared to 2009 when 22% of employers produced an annual measure.

Gainsharing

“Gainsharing” is a bonus or incentive system designed to share the benefits of improved productivity or performance through workers' active involvement. Cost savings can be fed into staff bonus schemes or ring-fenced for investment in environmental improvements. Energy saving initiatives can result in huge financial savings and it is important for union reps to know where this money goes.

While only about one in seven employers (14%) have distributed the financial benefits of environment/climate change measures (such as energy saving) to employees, the rate of gainsharing has doubled since our 2009 survey, when just 7% of employers had distributed any financial benefits.

A limited number of respondents were able to give examples of any schemes which linked being environmentally friendly with financial benefits.

Details of schemes

A Prospect rep for a nuclear decommissioning company reported:

“Energy saving was tied to the company bonus scheme. As well as a ‘Save Suggestion’ scheme that gets a random draw of a £25 voucher per month. The latter though not entirely green related, has produced a lot of large energy savings.”

Meanwhile a UCU rep in Dundee explains that by saving energy a department will receive some of the energy bill back into their departmental budget. Similarly a Unite rep at an insurance company says energy savings hit the bottom line: “Bonuses are paid if targets are hit on green issues.” A Unite rep working for a technology company explains that they have an expenses system that allows a driver to claim an extra five pence a mile if they take a passenger who is also travelling on company business. Another Unite rep at a software company says the company runs several schemes where staff “good ideas” are rewarded.

Meanwhile at the University of East Anglia, a UCU rep explains that the revenue from car parking charges is ring-fenced for use for services for cyclists and public transport users.

Case study: UCU reps at South Thames College create the Greener Jobs Alliance

The Greener Jobs Alliance was set up by the UCU university and college union to campaign for a national skills strategy to deliver a low carbon economy.

The union believes green investment could provide the boost the economy desperately needs.

The union joined forces with South Thames College to show how an FE College and a trade union can promote the development of green jobs and skills by working with community organisations. The union hopes to not only influence national skills policy but also to develop demonstrator projects in local areas that would inspire students to want to work in the energy saving sector and to give them the opportunity to gain the skills needed for the low carbon economy.

As demand for low carbon training is not as strong as it should be to justify significant investment in curriculum development, the UCU South Thames College branch worked

with the college and other local organisations to promote low carbon training to local employers to create more demand.

It also created links with local community organisations working on sustainable development in the two London boroughs where South Thames College has a campus — Merton and Wandsworth.

The alliance also sought to initiate opportunities for the college students, such as those in the construction school, to experience work with local organisations that would be involved in delivering the Green Deal — the government initiative aiming to improve the energy efficiency of household and business properties. So far students in heating and ventilation and electrical installation have worked with local employers by joining them on a home energy visit and installing photovoltaic systems on a private household.

As a result of the project, one tutor from the Construction School is attending a five day training course with Parity Projects, a local energy conservation consultancy, to learn how to deliver a short course programme on energy efficiency measures.

The alliance also produced training materials, including a video to be used on a range of Education for Sustainable Development courses and meetings.

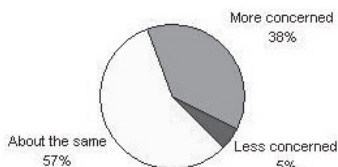
Overall the project offered a practical demonstration of community trade unionism and illustrated how a UCU branch can link environmental action with the future job prospects of staff and students.

The video can be seen at: www.youtube.com/watch?v=VNRx6tNFG8U

6. Union action on climate change in the workplace

Findings from the LRD survey establish that union reps are very motivated about tackling climate change and reducing emissions. Nearly 40% of the respondents said they were more concerned about the environment now than they were a year ago while a further 57% said their concern was about the same as last year.

How concerned are you about the environment compared with a year ago?



As demonstrated in previous chapters, unions have played a key role in supporting workplace measures on the environment. However, they are also key to driving through environmental improvements. The survey found many examples of union reps driving environmental initiatives and lobbying management for support.

A fifth of respondents (21%) said their union had made proposals to management on the environment/climate change. This is a crucial part of union involvement in green issues as union reps will be supported by their members and their involvement in any projects reassures employees that their interests are taken into account.

Examples of unions initiating action

The examples listed here demonstrate the active role unions play in bringing about environmental improvements. Many of these proposals are still at negotiation stage while some will unfortunately have been rejected by the employer. However they all demonstrate the key role union reps play in ensuring environmental issues are on the table.

Transport proposals

Prospect reps at BT says the union has called for the introduction of

charge points for electric vehicles in some company car parks; and a UCU rep in Hertfordshire describes union proposals for a bike purchase scheme and subsidised bus tickets for staff.

A Prospect rep at a power company has campaigned for the introduction of a cycle to work scheme which has now been accepted in principal but the viability of a scheme is currently being assessed by the company. Similarly a UCU rep from a Manchester college said the union reps campaigned long and hard for a Cycle to Work scheme to be introduced.

A Unite rep working in the NHS is trying to convince her employer to reduce all subsidies for car use and make all mileage payments the same for cycling and driving and a UNISON rep working for a local council is calling for all staff to be given bus passes.

Energy efficiency proposals

A UNISON rep in local government is trying to persuade the employer to install double glazing and another local council rep is calling for a system to be installed so appliances shut down when not in use. Another UNISON rep at a power company wants management to support local environment audits. Meanwhile, like a number of other shop stewards in this survey, a Prospect rep for a government department is trying to ensure that the review of the energy supply contract leads to the selection of green energy provider.

A Unite rep at a technology company led a campaign for all the CRT (cathode ray tubes) monitors to be converted to flat screen ones. Although this proposal was rejected as too expensive, new screens are now flat screen ones which consume much less electricity. CWU reps at BT have called for the installation of wind turbines on buildings.

A Prospect rep at a utility company thinks their suggestion for sustainability awareness and role specific environment training will be taken up.

Financial scheme

Unite reps at a technology company are negotiating for an energy/environmental bonus scheme where savings from energy efficiency and recycling initiatives get shared between the members and the company. Unite reps at an engineering company are trying to

persuade the employer to pay workers an incentive to collect and recycle waste bolts that fall on the floor during assembly operations that are normally swept up and put in the rubbish.

Recycling

PCS reps at the Department for Work and Pensions are pushing for staff to be able to recycle their aluminium drinks cans and plastic bottles in green recycling bins; and UCU reps at a local college describe their proposals to extend the recycling scheme to make greater use of recycled and sustainably sourced paper.

Joint working

Whilst a significant number of employers are now happy to discuss environmental issues with unions (see Chapter 6), some have resisted change. GMB reps in local government in the West Country put forward a request to create a joint environment committee but unfortunately this was declined.

TUC Green Workplaces Projects

GreenWorks: TUC GreenWorkplaces Project Report 2008-10. Reports and results from pilot projects at BT, Great Ormond Street Hospital for Children, Leicester City Council, National Library of Scotland, National Museums Liverpool, the National Union of Teachers (NUT), and United Utilities. Unionlearn and the Trade Union Education Department at Stow College played a key role in laying solid foundations for the GreenWorkplaces projects

In 2006-07, the TUC's GreenWorkplaces project launched with six demonstration workplaces at Corus, Friends Provident, Defra, Scottish Power, the British Museum and the TUC itself. The Carbon Trust funded the project. A TUC evaluation found that union-led committees, surveys, green events and other initiatives had helped the organisations reduce carbon emissions and making other breakthroughs. Reports available on the TUC's website.

A report published by the European Foundation for the Improvement of Living and Working Conditions (2011) described GreenWorkplaces projects as "positively perceived, with many companies and employers taking part." It calls on

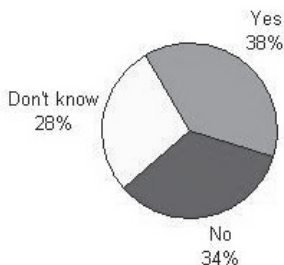
governments to “provide incentives to social partners by making clear the benefits that can flow to both sides.”

Join the TUC GreenWorkplaces Network at: www.tuc.org.uk - go to Greenworkplaces.

Examples of proposals accepted by management

Positively, the LRD survey found many examples of environmental action that happened because of campaigning by union reps. In nearly 40% of cases respondents said a union proposal on the environment/climate change had been accepted by management. As well as the examples listed below, many further cases of successful union-led environmental action can be found in the previous chapters.

Have union proposals on the environment been accepted by management?



Prospect reps at Scottish National Heritage: “It was the union that first proposed that we have a member of staff devoted to greening its own activities and this was accepted by management.” FBU reps based in the West Country encouraged the production of the Environmental Statement which was adopted by the service and led to the appointment of an environmental officer.

Prospect reps at telecoms company BT successfully negotiated a change to plumbed in water, instead of bottled drinking water. Similarly an FBU rep based in Suffolk said he managed to get the fire service to purchase a personal issue drinks bottle for every operational fire fighter to cut down on the use of disposable bottles of water. FBU reps were also successful in getting a hot water solar panel installed on a new build fire station and movement sensors on lighting in some areas.

UNISON reps at the University of Hertfordshire were behind the introduction of a bike purchase scheme and subsidised bus tickets for staff and a UNISON rep in the NHS said their lobbying resulted in sensor lighting being installed. Campaigning by GMB reps in local government in Manchester resulted in equipment now being switched off when not in use.

Unite reps working for a food retailer have worked to persuade their employer's suppliers to cut down on non-recyclable products which are delivered to the site, and they are also putting measures in place for new heating/extraction units as a response to climate change. A Unite rep working for a manufacturer of household appliances has been working on transport logistics, whereby the more efficient use of vehicles is saving several thousand litres of fuel.

Case study: Reps at US union IUE-CWA conduct award winning "treasure hunts"

A union-led greenworkplaces project in the United States won President Obama's Champions for Change Award. It's a welcome recognition of the role unions are playing in tackling climate change at work. The US communications union IUE-CWA won the award for training union members to identify energy efficiencies in manufacturing companies. In a pilot programme, front line workers conduct the energy efficiency "Treasure Hunts."

"Treasure Hunts" use the expertise of the workforce to investigate energy and natural resource consumption. Typically, joint union-management teams visit a plant on a Sunday when it is shut down, measure energy and resource use, and then compare the findings with data on Mondays and Tuesdays. The teams comprise shopfloor reps, operations managers and the union team. They make two tours, of operational and non-operational areas, though mostly focus on the operational part of the plant.

They find ways to save energy from industrial processes and in heating and lighting their workplaces. For a typical one-off investment of \$34,500 in energy saving equipment, the

programme saved three times that in annual energy bills (\$97,500) and an average of 779 tonnes of CO₂ emissions per project.

The union team has devised an energy recording spreadsheet to clearly show the outcomes of interventions made to cut energy use. This provides the kind of validation needed to convince company finance directors of the value and effectiveness of energy and water saving programmes.

The next stage for the union is to make this project operational across the IUE, starting with a training programme for 20% of shop stewards. The union has set aside around \$1 million to fund the project, which receives no public funding support. Nevertheless, there are cases now where workers are receiving money benefits from the projects. And, the hope is to eventually even increase employment. IUE's green and lean work, for example, has brought in 1,000 new jobs at General Electric alone.

The TUC is working with the European TUC (ETUC) to set up a European Green Workplaces Network. The network aims to exchange experience, build links between similar projects and to work together for a more sustainable Europe: go to www.tuc.org.uk-greenworkplaces.

7. Unions promoting awareness

From green newsletters and staff surveys to 'green days' and film shows, shop stewards are reaching out in imaginative ways to encourage staff to support the green agenda. Green newsletters are a popular way of union and local branches informing workers about the environment and climate change with 34% of respondents saying they did this. They were equally likely to reach out to workers on the environment by organising a green day (34%).

Green days are clearly an increasingly popular way of raising the issue of the environment as in the 2009 only 6% of respondents reported organising a green day (up 28%).

Green surveys had been carried out by 24% of respondents (up 16% on 2009) followed by 17% who had carried out green audits (up 14% on 2009). Surveys and audits are very effective ways of highlighting the need for action and starting an emissions reduction campaign and their growing popularity with reps reflects this.

A further 15% had had a dvd/film showing (up 12% on 2009). The big increases in union events shows the growing confidence of union reps that these are really effective ways of reaching out to their work colleagues.

Case study: CWU reps at a BT call centre organise a sustainability debate

Last year a lunchtime debate on sustainability was held at a BT call centre in Leicester. The 'Let's Talk' event was organised between BT, the CWU and Prospect unions with the aim of getting employees to share their views about sustainability. People liked seeing that it was a joint event for BT with union colleagues and despite the restriction of a busy call centre environment 17 people were able to come — by the end of the session 16 of them said they thought the event was a good use of their time. Participants quickly demonstrated very strong sustainability knowledge (more than anticipated) and a keenness to learn more during the debate.

The session was led by a sustainability advisor from Ashridge Business School and also included a video, and activities

designed to ensure people had fun. Lunch was also provided as the workers were giving up their lunch break to be there.

Feedback from the event showed that by the end of it, participants felt they had a stronger grasp of the wider issues around sustainability, and about their own responsibility towards the environment. More events like this are now being considered.

Green events organised by unions

	2012	2009	Difference
Green newsletter	34%	n/a	n/a
Green day	34%	6%	+28%
Green survey	24%	8%	+16%
Green audit	17%	3%	+14%
DVD/ film showing	15%	3%	+12%

8. Formalising the union role

Agreements and green committees

The LRD survey found that in over a quarter of the workplaces surveyed (312 organisations; 26%) there are management/union discussions on the environment/climate change. Over 130 of these discussions are taking place in joint green committees or joint green working parties. Some 79 workplaces are also able to report the establishment of a joint union-management environmental agreement. This shows that union reps can have real leverage in their workplaces when it comes to discussing climate change and related issues. Here, we examine the ways these various arrangements play out .

The most popular forum for discussing climate-related issues is clearly the existing joint management-unions health and safety committee (46%, 142 respondents). This is followed by joint management-unions environment committees (28%, 87 respondents).

Where management/union discussions on the environment take place

Joint management-unions health and safety committee	46%
Joint management-unions environment committee	28%
Other joint committee	28%
No special committee but as required	25%
Joint working party on the environment/climate change	15%

Compared to 2009 far more discussions are now taking place in joint management-unions health and safety committees (up by 30%). There is also a sharp rise in the number of discussions taking place in joint management-unions environment committees (up by 22%).

We asked respondents: “Is there a joint union-management agreement on the environment/climate change at your workplace?” In 7% of workplaces (79 respondents), unions have managed to extend the consultation agenda to cover environmental issues at work even though there is no legal requirement to do so. This means that some employers have a voluntary agreement with the union allowing them to cover environmental issues such as energy use, recycling and green travel plans, whether that role is covered by shop stewards, health and safety representatives or formally recognised union green

representatives. Such agreements institutionalise the role of union reps and union members in reducing emissions.

The number of agreements has changed little compared to 2009 when 6% of respondents reported having an agreement.

Where a local management/union agreement on the environment/climate change does exist in most cases it is partly implemented (56%). Encouragingly in well over a third of cases (37%) it is largely or completely implemented.

Local management/union agreements on the environment are:

- | | |
|-------------------------------------|-----|
| ◆ Partly implemented | 56% |
| ◆ Largely or completely implemented | 37% |
| ◆ Largely or completely ignored | 7% |

More information: The TUC's Go Green at Work handbook (2008) contains a draft environmental agreement, survey forms and checklists. Go to: www.tuc.org.uk/extras/gogreenatwork.pdf

Case study: Unite reps at Hutchison Ports (UK), the Port of Felixstowe

The Port of Felixstowe employs 2,580 people with two container terminals and a roll-on roll-off freight terminal. The workforce are virtually all Unite members. Working alongside management, the union is active on environmental issues, with senior steward and green rep Kevin Rodgers sitting on a joint union-management environmental committee.

Management have been keen to work alongside the union, granting Rodgers time off to attend the three-day TUC Trade Unions and the Environment Course.

The committee is taking real steps towards tackling the site's environmental impact and identifying and recommending changes to working practices. Since 2008, the port has seen a reduction in its carbon footprint of 10% and the recycling rate has increased from 10% four years ago, to 65% today.

Measures to raise awareness of waste issues have included trips to the docks' recycling partners to witness, first hand, what happens to waste recycled from the port. Furthermore,

the workforce receives an annual bonus in their pay packet partly linked to improved environmental performance.

A good deal of work is also taking place around supporting and encouraging green travel, again with union representation on the port's Travel Steering Group. A car-share scheme is in operation and the union works alongside management to organise events aimed at raising awareness of the joint environmental agenda around travel. Initiatives have included opportunities for the workforce to test drive electric vehicles on site and free breakfasts for car sharers. Future plans also include scoping the potential for a charging point for electric vehicles on-site. The port is also working with local cycle shops and charities to organise cycling events and setting up "walk to work" promotions, such as an annual "Walk a Million Steps Challenge". This challenge sees teams of employees recording their steps using pedometers to and from work, and during leisure time, for a whole month. The aim for 2012 is to encourage more teams to take part and aim for a total number of steps that is equivalent to walking from Hutchison Whampoa Head Office in Hong Kong in a straight line to Felixstowe - a total of 9,650,340 steps and 5,994 miles.

In an exciting new development, the Port of Felixstowe has recently been accepted as a national TUC GreenWorkplaces project with funding made available from the EU as part of a European-wide green workplaces network overseen by the ETUC. The aim will be to increase the number of workers active on environmental issues by running events and training, and to create a network of union environmental reps.

9. The union environmental representative

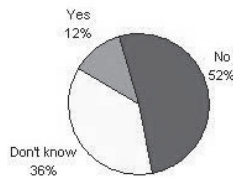
Just as unions and employers work together to improve health and safety in the workplace, union environmental representatives can be elected to champion environmental issues in the workplace.

Union environmental representatives can play a key role in encouraging the active participation of union members in environmental initiatives at work. Reps can make good use of established union networks of communicating with employees in a way that employers would struggle to do.

The need for facility time

Time off for environmental activities is vital if union reps are to contribute significantly to efforts to reduce emissions. While there are no legal rights some union reps have been successful in negotiating agreements that allow for some facility time to be devoted to environmental issues. The LRD survey found that 12% (147 respondents) could confirm that they have facility time to carry out duties specifically with regard to the environment/climate change. Disappointingly this is 3% less than in the 2009 survey.

Do union reps in your workplace have facility time for environmental duties?



Extending the union consultation agenda would ensure that representatives are working to anticipate future changes and priorities, increasing awareness of external pressures on an organisation, for instance, any non-compliance with environmental regulations, or financial penalties and fines it may face.

The union environmental representative

While many employers have their own “environmental champion” schemes, TUC GreenWorkplaces projects have found that workers on the frontline are often unaware of these. Union environmental representatives, by comparison, are answerable to union members.

According to many respondents, time taken on green duties often comes from a general allowance for union activity or falls within the health and safety reps’ allocation. Out of over 1,200 responses to this survey only 98 respondents (8%) described themselves as environment reps (while low this is twice as many as in the 2009 survey). When dedicated environmental facility time is allocated it varies from half an hour a week, four hours a week, a day a week to being allocated time as and when required. The union rep generally seems to fit environmental issues in and around their other duties.

UNISON rep at EDF energy: “The question of facility time for environment reps is still a concern. I have been lucky in that most of my line managers over the years have been clicked on to the issues and see the benefit in my role. However it’s not that easy for everyone, and puts people off enrolling as an environment rep.”

It is common for safety reps to expand their role and take on environmental issues this way. A Prospect rep working for a defence contractor: “The environment is usually discussed at health and safety meetings. We encourage reps who are interested in the environment to become H&S reps.”

Others are given facility time to carry out very specific duties. PCS reps employed in a museum are given time to gather recycling materials while PCS reps at the HM Revenue and Customs have facilities time to carry out their duties and attend any meetings, or make presentations. A union rep at a travel company gets time to attend a three monthly meeting on environmental issues.

An FBU rep in Cheshire says they only get time allocated if staffing levels permit. Many reps would echo the comments from the UNISON local council rep: “Such work is included in union duties generally” and a UCU rep in Sussex: “I fit it in with my other duties.”

Union training

A fifth of the respondents (20%, 239 respondents) have been able to

Green Skills and unionlearn

Unionlearn is promoting green skills for all workers as a vital component of tackling climate change and creating new jobs in the green economy. Contact Unionlearn www.unionlearn.org.uk/ for information on the Trade Unions and the Environment course.

Unionlearn is a lead partner in several local projects on skills for a green economy: in East London, the Green Apprenticeship Partnership South-London (GAPS), and North West Leicestershire Green Skills Partnership. Unionlearn is developing new partnerships with colleges, employers, local government and the voluntary sector to deliver the skills needed in sectors such as waste management, low carbon construction, horticulture and the renewable energy industries.

Unionlearn is a partner to the Department of Business, Innovation and Skills (BIS) initiative in promoting skills for a green economy.

attend trade union training on environment/climate changes — either as a separate course or within other union training. This is a 6% increase compared to 2009. However, most union reps had not asked for time off to attend this sort of training (59%, 695 respondents). A further 5% (60 respondents) had been refused the time off.

Staff training

Environmental training for all employees is a key way of raising awareness and getting people to support environmental initiatives.

A Prospect rep at the Scottish government said that they have access to “Green Guardian” training for staff. Unite reps at Fujitsu explain that an environmental awareness on-line tutorial is mandatory for all employees and UNISON reps at energy supplier EDF energy say there is an online sustainability course that all employees can access.

An RMT rep working for London Underground says that workers have been given training on best practice; and a PCS rep at the British Council says that his team hold environmental training and awareness sessions and are developing on line training for a global audience.

Facilities for Green Reps

It's encouraging to find that far more joint discussions are taking place at work on energy and resource issues since our last national green workplaces survey in 2009. Good employers across the public and private sectors are evidently reaching voluntarily agreements for "environmental reps" to take on energy and resource issues at work, as well as providing for time for shop stewards and health and safety reps to take on green issues. Aside from the environmental case for action at work, using resources more efficiently makes good business sense.

Nevertheless, employers could clearly do a lot more of the basic things needed to green their enterprises. Only a third of employers covered by this survey are providing an annual environment report. About one in 10 reps (147 respondents; 12%) could confirm that they have facility time to carry out duties specifically with regard to the environment/ climate change. Just one in five shop stewards say that they have been able to get time off to attend a union-organised environmental training course.

To help address these issues, TUC Congress 2009 supported a motion on Climate Change which included rights for workplace environment reps. Unions want environmental representatives to be able to take reasonable time off during working hours to:

- ◆ promote environmentally sustainable workplace initiatives and practices;
- ◆ carry out energy audits and environmental risk assessments;
- ◆ consult with their members and management on sustainable environmental policies, practices and management systems; and
- ◆ receive relevant advice and training

GreenWorkplaces News

The TUC publishes a regular bulletin, the *GreenWorkplaces News*, available online, with updates on union reps' workplaces activities, new initiatives from green travel and recycling to energy savings, conferences and events, and the latest training news. To register, go to: www.tuc.org.uk, then go to Greenworkplaces

10. The economy

The economy and environmental commitments

The LRD survey asked union reps and activists about the impact of the economic downturn on their employers' commitments or plans for the environment/climate change.

Worryingly, nearly a fifth of employers (17%) had in some way amended their commitments to address environmental issues, and a further 5% had dropped their commitments altogether.

Just under half of the respondents (45%) felt that the economic situation had made no change to their employer's commitments or plans— although 26% of respondents said their employer has never made any commitments on the environment or climate change in the first place.

Impact of the economic crisis on employer's commitments to the environment

No change to commitments	45%
Never made any commitments	26%
Amended commitments	17%
New commitments	7%
Dropped commitments	5%

These responses from respondents were typical:

A PCS rep in central government: "Unfortunately climate issues are still seen as relatively unimportant, especially in the current political circumstances."

A UNISON rep in local government: "Generally speaking I would say that my employer is mainly focused on meeting their budget cuts. Climate change used to be an issue but in the current economic climate it is rarely mentioned."

A Prospect rep at the Ministry of Defence: "Short term financial planning limits the options considered for green energy. Uncertainty on relocations and site futures has caused procrastination over green investment."

A PCS rep working for a government organisation: "We have a Green

Team in our office who produce a newsletter, organise events, share good practice and raise concerns with management — it was set up with management's approval, and all members used to be granted a small amount of 'time out' of work for this, however now we have to manage it in our own time (reason stated as due to the economic circumstances)."

Cuts to jobs, pay and conditions

The majority of respondents (74%) did not feel that their employer was directly using environment/climate change issues to cut pay, worsen conditions or introduce redundancies. Only 4% believed they were but 23% were unsure. These responses have not changed since the 2009 survey.

However, employers were taking so-called green initiatives without consulting staff or their union, leading to predictable problems. Where there was concern it covered a wide range of areas. A UNISON rep at a local council said there were complaints when the employer introduced parking charges on the grounds that this would encourage people to take the bus. Another rep similarly complains of the removal of parking rights for low paid workers without providing alternative arrangements in the form of buses. A Prospect rep in central government complained that reduced heating has made many staff uncomfortably cold.

A PCS rep at the Department for Work and Pensions said reducing lighting levels under the auspices of carbon footprint reduction, has left computer users struggling for sufficient light to work.

PCS reps employed by a charity report how an office move to a more environmentally friendly building has had a negative impact on staff who received poor relocation settlements. Similarly a union rep in central government said that current restructuring includes moving whole departments to different buildings and substantially reducing personal space.

A UCU rep in Manchester says that staff have to take leave at certain times so they can close the building to save fuel. AUNISON rep at an energy supplier headquartered in Germany feared that the consequences of a German government decision to phase out nuclear power would mean bad news on the pay front.

Case study: Construction union UCATT has been supporting a new and green approach to social housing

UCATT is supporting the building of an environmentally friendly housing development not only because it is helping tackle climate change and fuel poverty but because the workers involved in the Wakefield and District Housing (WDH) project are getting the opportunity to develop their green skills on cutting-edge green technologies.

The 91-home Park Dale project in Airdale, Yorkshire is the UK's largest zero carbon housing development. The homes cater for a range of ages and family sizes and were built for WDH by developers Bramalls to the highest sustainable housing standard using traditional construction methods. For example each home is connected to a central biomass boiler that uses locally produced wood pellets to provide heating and hot water; every house has a south facing roof fitted with 35m² of photovoltaic (PV) panels to turn energy from the sun into electricity; and the air temperature in each property is regulated by a mechanical ventilation heat recovery system.

Other local authorities and social housing providers can be doing exactly the same as us," said WDH environmental manager Denis Doody. "It just requires vision on the part of senior management and a commitment to work in partnership with the trade unions and other organisations."

UCATT general secretary Steve Murphy believes the project highlights a big transition occurring in the construction industry. "It demonstrates not only the massive change needed in the way people are employed in construction; but also the opportunities for retraining those with traditional skills," he said.

Apprentices such as Luke Dickinson have had access to unique hands-on practical training in cutting-edge green technologies at Park Dale — skills they would never have acquired on a conventional building site. For example, he can now install and maintain the grey water system to flush the toilet. Dickinson and other apprentices are now helping to pass on their skills to WDH's adult workforce.

“The project is fantastic. It is good for the environment, good for the tenants, and good for construction workers — providing them with the opportunity to develop green skills for the future. We certainly hope to see more developments like this springing up around the country,” added Murphy.

Green jobs

The LRD survey found that only 7% of respondents can confirm that their employer is creating any “green” new jobs. There is no movement in this area compared to the 2009 survey results.

In many cases where green jobs have been created, the respondents’ employer is part of the green technology industry and is therefore automatically creating green work when it expands, as explained by a Unite rep working for wind manufacturer Siemens: “Being a supplier of windfarms, Siemens has created a number of jobs in this area, and will do, for some years to come.”

However respondents to the survey also mentioned the creation of a range of jobs in environmental management with appointments of sustainability officers frequently mentioned – for example GMB reps at Heatherwood & Wexham Park Hospitals NHS Foundation Trust report the appointment of an energy efficiencies manager and Prospect reps at Scottish National Heritage report the recruitment of two greening officers whose roles are to facilitate greening across the organisation. A Unite rep at Nestle UK reports that they have someone who manages recycling skips on a daily basis while a Unite rep at energy supplier E.On says there is a new job advertised for someone to look into developing and improving green travel and promote “telemeet” conferencing within the business.

Case study: Unionlearn: the Green Skills Partnership for London

The Green Skills Partnership for London (GSPL) was set up to deliver green skills within target sectors, such as, construction, retrofit, horticulture, waste management and hair and beauty. The partnership includes trade unions, employers, FE colleges, community representatives and state agencies in South London and is convened by the TUC’s education arm Unionlearn.

The project works with training colleges, community groups and employers in areas of high unemployment to provide work experience and apprenticeship opportunities in sustainable construction and building technology .

The Partnership links college training with local community groups and thereby widening potential participation on its training course. This could also increase the number of jobs, work experience and apprenticeship opportunities with smaller local employers such as hairdressers, estate agents, maintenance and insulation services.

An important principle for the Partnership is for green jobs to be associated with decent jobs, a notion that will underpin all relationships with partner organisations. It will mean raising issues of the minimum wage, access for disadvantaged groups, local employment opportunities, community benefits, health and safety standards, career progression and trade union membership.

At present it is working in the London boroughs of Wandsworth, Lambeth, Lewisham, Greenwich and Southwark with employers such as sustainable construction company Wilmot Dixon, an employment agency for people from excluded groups, Lendlease/Beonsite and environmental regeneration charity Groundwork. The Partnership will soon be working with construction company Carillion and construction union UCATT in Tower Hamlets, with the potential to progress into Hounslow.

11. The Green Economy

This handbook demonstrates that unions view climate change as a positive opportunity to make a difference at work. But greening the workplace is just one aspect of union leadership in facing new challenges for the future. If we work together, with the right level of investment in green jobs, new skills and infrastructure, then climate change can bring opportunities across every sphere of the economy — manufacturing, power supply, transport, public services.

The green economy provides a clear alternative to austerity and unemployment. A million employees work in the UK's green industries and services, from making and installing solar panels or wind turbines, to electric cars and environmental protection. The renewable energy industry alone employs over 110,000 people, from wind farms and solar power to organic waste collectors and recyclers. The Renewable Energy Association reckons the sector's turnover will reach £24 billion by 2020, providing over 400,000 jobs. But with the economy stagnating and unemployment at a 19-year high of 2.6 million, a green economic transformation in the UK, and globally, is urgently needed.

The rapid shift to a green economy is essential if we are to tackle climate change and meet the UK's challenging targets to cut our carbon emissions. Our bigger picture of the green economy involves a whole range of union campaigns on green jobs, skills, training, energy supply, fuel poverty, green taxes, green travel and transport. Many of these start with resolutions at union conferences and the TUC's annual Congress.

The TUC and its affiliated unions have committed to taking forward these and other demands in a wide-ranging strategy engaging unions from the workplace to the national level. In consultation with its affiliates, the TUC makes regular representations to government and industry on green jobs and skills, making the case for investment and green growth.

Campaign for the green economy

The TUC is represented on the government's Green Economy Council (GEC) alongside leading business and government representatives. The government has described the council as "the leading engagement

Reskilling and upskilling

The LRD study found little improvement on the 2009 survey when it came to the area of retraining and reskilling at work to meet the challenge of sustainable production and service delivery. More than half of the reps (59%) said their employer had not introduced opportunities for reskilling and upskilling in relation to climate change.

Only 10% reporting that opportunities had become available (up only 3% compared to 2009). Among this small number are workers at Leyland Trucks where the Unite reps report that all of the assembly line operators have received training due to their 'Hybrid' build programme with more training required when the electric truck option becomes available. Also Prospect reps at Dounreay Site Restoration who work on behalf of the Nuclear Decommissioning Society explain there is a resource management policy: "If individuals wish to retrain and a vacancy is there reskilling is encouraged," they said.

The TUC is concerned that the current level of skills training capacity is inadequate to meet the needs of a low carbon, resource-efficient economy. Furthermore, relying on employer-led initiatives, as this result suggests, to identify skills gaps is causing delays in moving towards a green economy.

mechanism for development of new green growth policies." The council has focussed on specifics — urging government support for the UK's energy intensive industries like steel and ceramics; pushing for government leadership in skills for a green economy; and advocating the use of public procurement to support UK supply chains in industries such as new nuclear power and renewables.

Working through the Green Economy Council, the TUC and industry have joined together in developing new industry policies for our heavy energy industries. For the future of industries like steel, cement, glass, paper, chemicals, ceramics, government support is vital to ease the cost of energy and for huge new investments in groundbreaking new low carbon technology. These industries employ around 800,000 people directly and in their supply chains, making products vital to our sustainable future: steel for wind turbines, recyclable plastics and

glass for double glazing. Yet they are under immense pressure because of their huge energy demands and significant carbon emissions.

Through joint TUC-industry reports and campaigns we are beginning to make a difference in influencing government support, by showing the huge contribution these industries make in terms of jobs, skills and value added to our economy.

A new direction is needed in our skills strategy. Evidence of skills shortages even at a time of high unemployment, with a million young people out of work, tells us that. Through the Green Economy Council and our work with the Sector Skills Councils, the TUC and unionlearn have made the case for government to assume leadership at Ministerial level to invest in talent for the future, especially in the STEM skills: science, technology, engineering and maths. Go to: www.tuc.org.uk/industrial/index.cfm?mins=433&minors=83&majorsubjectID=8

Climate change targets

Massive new investment in national energy and industrial infrastructure is essential to meet our ambitious climate change targets. All political parties support our legally binding targets to cut our CO₂ emissions by one-third (34%) by 2020, and to double that effort to 60% by 2030. These challenging aims are based on recommendations from the independent Committee on Climate Change (CCC). The CCC has also drawn up a strategy showing where the cuts need to be made, and, of course, trade unions are heavily involved in most of these sectors:

- ◆ Reducing power sector emissions, with investments in renewable energy (wind, solar, biomass etc), new nuclear power; and developing carbon capture and storage technology to capture emissions from coal and gas fired power stations.
- ◆ Reducing energy use at work and in buildings: the two major policy lines involve (1) improving residential energy efficiency with investment in homes insulation, solar power and so on; and (2) industry, through developing new technologies to improve energy efficiency in industry, notably the energy intensive sectors like steel, cement, glassmaking and ceramics.
- ◆ Reducing road transport emissions, mainly through a green shift to manufacturing more low carbon cars and changing behaviour –

encouraging cycling and public transport, for example.

By 2030, the targets mean that the UK should have reduced our total national greenhouse gas emissions from today's level of 574 million tonnes of CO₂ (MtCO₂) a year to around 310 MtCO₂ (a 60% reduction since 1990). This implies a 46% reduction over the next 20 years.

The Committee on Climate Change's advice takes into account the latest climate science, the evolving international framework of UN negotiations, feasible and cost-effective emissions reductions in the UK through the 2020s, and "plausible paths" to the 2050 target to cut emissions by 80%. The advice also discusses implications for Government policies required to ensure emissions reductions in the 2020s can be achieved, notably electricity market reform, carbon pricing, and support for technology development.

Investing in new technologies is vital, ranging from carbon capture technology in power generation and industry, electric cars and vans, to efficient electric heat pumps. Overall, about £200 billion is needed in new energy infrastructure (power stations, power lines, wind farms) over the coming decade. This implies doubling of the annual rate of energy investment over recent years.

What is "Just Transition"?

Just transition is about recognising and planning fairly and sustainably for the huge changes that climate change policies will have for our whole economy. In the past, significant periods of economic restructuring have often happened in a chaotic fashion, leaving ordinary people, families and communities to bear the brunt of the transition to new ways of producing wealth.

According to the TUC report, *A Green & Fair Future*, the idea of 'Just Transition' seeks to avoid this kind of injustice, so that this crucial transformation can progress with the speed and depth required. It's a big idea that touches on many aspects of governments' responses to the climate crisis so far. For the TUC, the three building blocks of Just Transition are:

- ◆ A place at the table: this means unions are directly involved in consultations with government, business and community organisations on the green economy.

- ◆ Green jobs: investment in decent jobs and new low carbon technologies for the future.
- ◆ Green skills: through strong government leadership to ensure that training providers, colleges and employers offer the rights opportunities for new skills and adapting existing skills to the future economy.

TUSDAC

Much of the TUC's work on behalf of the General Council on green jobs as the alternative to austerity is progressed through the Trades Unions Sustainable Development Advisory Committee. TUSDAC's meetings with the government's environment department, Defra, are co-chaired by the TUC and a Defra Minister. Recently, TUSDAC has made representations to government on retaining our forests in public ownership; future skills for a low carbon economy; and adapting our essential services, such as the fire and rescue service, to our changing climate.

TUSDAC is supported by a Working Group, which brings together expert union advice on skills, energy, transport, and climate change.

TUSDAC oversaw the TUC's report on the impact of the Coalition's cuts to public bodies: Public Bodies & Sustainable Development: www.tuc.org.uk/economy/tuc-19643-f0.cfm

The TUC and its affiliates are actively involved in a wide range of campaigns for green and decent jobs, working with environmental, community and business organisations, for example:

- ◆ Building our low carbon industries, a series of joint initiatives with industry bodies and trade unions to secure a future for our energy intensive industries like steel and ceramics.
- ◆ Campaigning with RenewableUK for fair feed-in tariffs to support jobs and skills in the UK's solar power and wind industries.
- ◆ As members of the End Fuel Poverty Alliance and the Energy Bill Revolution campaign committed to eradicating fuel poverty in England by 2016.
- ◆ Campaigning for new carbon capture technologies for power stations and heavy industry, through the TUC's Clean Coal Task Group.

Local green jobs and skills alliances, where the TUC, unionlearn and trade unions are working in various partnerships with community groups, training colleges, environmental campaigns and employers, including the Greener Jobs Alliance, the Green Apprenticeship Partnership, Campaign against climate change, the Green Deal Group and the Climate Alliance.

Further information

TUC sources for information

The Greener Deals guide offers advice on mapping union organisation around green issues, negotiating with employers on environmental issues and encouraging other trade unionists to get active at work: www.tuc.org.uk/extras/greener_deals.pdf

Changing work in a changing climate (2009), A TUC report on the implications of climate change for employment: www.tuc.org.uk/extras/adaptation.pdf

GreenWorks: TUC GreenWorkplaces Project Report 2008–10, www.tuc.org.uk go to greenworkplaces.

Go Green At Work — A practical handbook for trade union green representatives: www.tuc.org.uk/extras/gogreenatwork.pdf

Environmental rights at work

www.tuc.org.uk/workplace/tuc-20531-f0.cfm

ACAS discussion paper 2012: *Tackling Climate Change — A new role for trade unions in the workplace?*

Sarah Pearce, UNISON: www.acas.org.uk/media/pdf/s/5/Tackling_Climate_Change_TU.pdf

Other sources for further information

UKCIP coordinates and influences research into adapting to climate change, and encourage organisations to use its tools and information to help them consider their climate risks and how to adapt: www.ukcip.org.uk/

A comprehensive guide by the Met Office on all aspects of climate, climate science and climate change: www.metoffice.gov.uk/climate-change/guide

The Intergovernmental Panel on Climate Change (IPCC) assesses the scientific, technical and socio-economic information relevant for the understanding of the risk of human-induced climate change: www.ipcc.ch/

This website provides information on making the business case for reducing carbon emissions: www.carbontrust.com/resources