**74TH ANNUAL REGIONAL CONFERENCE — HULL, 2022**
TUC YORKSHIRE & THE HUMBER

**MOTIONS RECEIVED**

*Programme motions tabled for resolution are printed here as originally received by the TUC office by rule. Any amendments, changes or composites proposed to these texts will follow electronically or be circulated by paper in the conference hall.*

**SECTION 1**GREEN JOBS AND JUST TRANSITION (4 MOTIONS)

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**SECTION 1**GREEN JOBS AND JUST TRANSITION

**Motion 01 – Regional Council statement on organising for the climate emergency**

Climate change is the preeminent threat facing working people in Yorkshire and the Humber. Recent research shows 360,000 jobs in our region are vulnerable to climate adaptation. A Just Transition is an essential pre-requisite to decarbonising our economy.

We know that government is not going far enough or fast enough to deliver this change. The inadequate outcomes of COP26 put our region on notice. Where government has failed, regions and nations of the UK have been driving ahead with their own climate change and just transition plans. Laws passed in Wales and Scotland enshrine decarbonisation targets into their policy framework.

In Yorkshire our metro mayors have prioritised climate issues, with the creation of green jobs taskforces and regional jobs funds. Local authorities are using their powers to mainstream climate considerations into their work.

But we do not enjoy the devolved powers of Scotland and Wales, so these measures are limited. Despite this we have been achieving huge amounts through consensus building. The Yorkshire & Humber Climate Commission (YHCC) is the first of its kind in England, producing a Climate Action plan shaped by unions, business and politicians together.

The TUC has led this work in the YHCC, and has pioneered the just transition agenda in the TUC’s English regions through the appointment of a Just Transition Project Officer.

But COVID and its economic consequences have shown that trade unions need support to build climate issues into their bargaining and organising. Right now as a regional trade union movement we are not ready for the climate transition, and we do not have the capacity to prepare our members.

We need a dedicated resource to support unions to organise around and bargain for decarbonisation, good green jobs, and a just transition.

Therefore, having regard to;

Regional Conference’s 2021 statement on climate change;

The Regional TUC’s 2020 report *Build Back Better for Yorkshire;*

**The Regional Council of the TUC is resolved to:**

1.1 Call on our mayors and local authorities to;

1.2 Explore more avenues outside of Whitehall to accelerate our decarbonisation work, whilst creating good, green union jobs;

1.3 Establish a regional public energy company to focus on renewable energy production;

1.4 Set up a Direct Labour organisation to lead on infrastructure and construction work, providing high quality union jobs on green investment projects;

2.1 Mandate the Regional TUC to expand its Just Transition project, supporting our unions to; educate members on how climate affects their workplace, organising more workplaces around climate issues, placing climate on more company bargaining agendas;

2.2 Call on trade unions in the region to actively support this project; nominating reps and officers to lead on this work in each union;

2.3 Mandate the Regional TUC to seek funding to support this project;

**Regional Executive Committee**

**Motion 02 - Investing In Hydrogen**

Conference recognises that energy is at a crossroads. The sector is an important source of unionised jobs, but current policies are failing workers as jobs are offshored and terms and conditions attacked.

The future of the gas industry and energy intensive manufacturing in the UK rests on the continued investment and development of hydrogen.

**This conference notes:**

* Climate change Is an existential crisis facing us will, it will require thoughtful solutions to protect lives and jobs.
* In August the government released Its strategy for the sector calling for the annual production of 5GW of hydrogen by 2030.
* Development of hydrogen will be an essential part to reaching the UK’s goal of net zero by 2050 and it will play a critical role in heating homes, fuelling public transport, steel production and decarbonising manufacturing.
* The government’s current strategy on hydrogen is failing in ambition and is putting the long-term future of the gas industry at risk.
* A move to hydrogen-ready boilers in home and building heating as default would help create demand for a sector desperately in need of investment.
* Hydrogen is currently carbon neutral at the point of use, with further investment and planning the entire supply chain could be made carbon neutral.

This conference calls on Yorkshire and the Humber TUC to:

1. To integrate demands for the procurement of hydrogen powered buses and public transport into its campaign for better buses in West Yorkshire.

2. Lobby local government leaders in the region to ensure hydrogen technology is included in any heat network zone development.

**GMB Union**

**Motion 03 - Climate change and local authority pension schemes**

This AGM notes the statement by UN secretary general Antonio Guterres made at the time of the report published in August 2021 by the Intergovernmental Panel on Climate Change (IPCC), the world’s leading authority on climate science (*Climate Change 2021: The Physical Science Basis*). He stated that: “There must be no new coal plants built after 2021. OECD countries must phase out existing coal by 2030. Countries should also end all new fossil fuel exploration and production and shift fossil-fuel subsidies into renewable energy. By 2030 solar and wind capacity should quadruple and renewable energy investments should triple to maintain a net-zero trajectory by mid-century.”

This AGM agrees that decisive action is needed to avert a catastrophic climate crisis and notes that a report from Friends of the Earth & Platform London, published early in 2021 found that local government pension funds hold investments of nearly £10 billion in fossil fuels. This represents £1,450 invested in fossil fuels for each of the 6.8 million members of the Local Government Pension Scheme in the UK, and roughly 3 per cent of the total scheme value.

More than three-quarters of local councils have declared a climate emergency including City of York Council but not  the North Yorkshire County Council (although they have been taking steps to reduce their carbon emissions and seek to achieve net carbon neutrality by 2030 or as close to that date as is possible).  Many local government pension funds have already committed to divest from fossil fuels, including South Yorkshire Pension fund. However, more needs to be done. In addition, investing in fossil fuels is becoming an increasingly financial risk.

This AGM supports the policy of divesting from companies engaged in exploiting fossil fuels (coal, oil and gas companies) and pursuing a policy of investing in low-carbon and renewable energy projects, and calls on affiliated unions to take such action with their pension fund boards to achieve this objective.

It further calls on TUC Yorkshire and the Humber to raise these investment concerns with the Yorkshire and Humberside Climate Commission and seek their support in achieving greater divestment by pension funds in fossil fuel companies and increasing investment in low-carbon and renewable energy projects.

**National Union of Journalists**

**Motion 04 Addressing the climate emergency through positive actions to reduce greenhouse gas emissions**

This TUC YH AGM notes that the Secretary General of the United Nations has warned we are on Code Red for Humanity.

The Conference of the Parties was the 26th time world governments have met and yet greenhouse emissions continue to rise. Present policies of carbon markets are not working.

The Climate Emergency is real. The implications of climate scientists’ warnings are clear to young people in our schools and colleges, causing them huge anxiety for the future. Mental health services nationwide are reporting increasing cases of Eco Anxiety in all ages especially the young.

The current National Curriculum, exam syllabi and training offered in colleges does not address the urgency of Climate Emergency.

In addition to the local and national governments; new regional bodies across the UK could provide leadership on the Climate, specifically the Yorkshire & Humber Climate Commission and the new Metropolitan Mayors. The Metro Mayors have responsibility for public transport and exert considerable influence over regional policy in training and employment.

**This AGM believes that** faced with these realities, it is imperative that future generations’ fears are answered with actions, and all opportunities possible are taken to reduce greenhouse gas emissions, including ending financial support for problematic & misleading large-scale biomass, fracking, fossil fuels, carbon capture and continuing reliance on nuclear power and the waste which it produces.

**This AGM further believes** that a just transition should be paid for through general & corporate taxation and not by levies and increasing tax burdens on working people.

**This AGM calls on** the Metro Mayors in the Region, along with the government, councils, and other public bodies; to heed the increasing anxiety of the population, and address their concerns with the following actions:

Encourage everyone to use Public Transport through providing free bus and mass transit systems, by bringing services under public ownership.

Push all training and education establishments to develop new courses to train students in fossil-fuel-free technologies and the essential retrofitting, resilience, and adaptation measures, and cease training for the outdated fossil fuelled economy.

To make carbon literacy a compulsory part of all Continuous Professional Development and school and college curricula.

Encourage all schools to sign up to [www.Letsgozero.org.uk](http://www.Letsgozero.org.uk) and join networks like West Yorkshire Eco Educators and Schools’ Climate Education South Yorkshire to support each other in the process.

**WYATUC**

**SECTION 2**
THE PANDEMIC AND PUBLIC SERVICES

**Motion 05 - Yorkshire deserves better than this transport betrayal**

Our region has been betrayed. Transport policy has been used by this government as a political tool, and the cancellation of vital investment in Yorkshire’s rail services makes a mockery of the Levelling Up agenda.

The future of our economy and our climate should not hang on the whims of the government of the day, but it does. Nowhere is this more apparent than rail policy. At a time when we should be investing in green jobs, and connecting more people to more opportunities, the government has left us with a creaking Victorian rail network and told us we should be grateful.

But the rot runs deeper. The Bus Back Better strategy published in 2021, and the 2017 Bus Services Act, set up significant barriers to allowing local government to bring bus services into public control and ownership. As the pandemic has progressed, we have seen the consequences of privatisation in the slashing of services, the loss of experienced drivers, the running down of ageing vehicles, and the deaths of bus drivers on duty. We know a better, publicly controlled bus service is possible for all of Yorkshire.

We also know that without integrated transport policies, better buses will not address the climate crisis. For a third time government has promised funding for a West Yorkshire mass transit system, they have also awarded funds to the expansion of Sheffield’s SuperTram. But it is not nearly enough to deliver the high frequency, high capacity, reliable and green mass transit system we need.

Therefore, having regard to:-

Regional Conference’s 2021 statement on transport policy;

Regional Conference’s 2018 resolution on devolution;

The TUC’s longstanding policy on rail renationalisation;

The Regional TUC’s regional campaign for Better Buses;

**The Regional Council of the TUC is resolved to:**

1. Campaign for devolution of statutory rail powers and funding, to allow our local authorities and mayors to upgrade our transport infrastructure without begging to Whitehall;

1. Demand all candidates in the South Yorkshire Mayoral election support public ownership of our bus network, and begin the bus franchising process with a statutory notice of intent within 100 days of taking office;
2. Lobby MPs for more funding for mass transit systems across our region, demand mayoral and local authority DLOs for directly employed, unionised workforces to deliver this projects locally, ensure just transition is at the heart of these projects;

**Regional Executive Committee**

**Motion 06 - The Impact and aftermath of the Covid Pandemic on Health and Social Care staff**

The Regional TUC notes the devastating impact on health and social care workers in all sectors caused by the Covid 19 pandemic, ranging from overwork and exhaustion among frontline staff, through to the disruption of established working practices for “back office” roles, including redeployment to support other teams. Some of the areas that were particularly hard hit were areas where the lowest paid staff are employed which included Care homes, where there were major problems with supply of PPE for staff to reduce their risk. Patients with Covid were being transferred out from hospitals due to pressure on acute beds, and end of life care was being given on a scale the homes were not prepared for.

The staff in these sectors of health and social care are among the lowest paid, and frequently have the worst terms and conditions, particularly those in the private sector. They were at high risk and were not given the same support with sickness that some of their colleagues in the NHS received – these factors led to staff having to work when they or their family were unwell or had tested positive for Covid, or face having to live on statutory sick pay only. Many of the lowest paid staff in both hospital and social care settings were also exposed to high risk of Covid with the added pressure created by the inability to recruit staff which has led to major understaffing and increasing pressures on the remaining staff.

The Regional TUC believes that everyone working in the health and social care sectors deserves to be a public sector employee on appropriate pay, terms, and conditions. They all provide a vital service without which the Health and Social Care sectors simply could not run. The incredible response to the pandemic from the whole Health and Social Care staff team has demonstrated just how important every single worker is.

We can see that this government wants the NHS to fail so it can sell it off to the profiteers – we note that underhand privatisation and outsourcing has taken place before and during the pandemic. All experience shows that outsourced workers – whether in private contracts, subsidiary companies, or other special purpose vehicles – have not been nor will not be as well protected as when they work directly for a Public Sector employer.

Therefore, the Regional TUC resolves to

1.Call on the Government to fully and properly fund the NHS and other elements of the health social care sectors.

2. Support, where appropriate, any affiliated Trade Union campaign(s) in which employers are challenged over pay and conditions in the health and care sectors.

3.Lobby MP’s across Yorkshire and Humberside in pursuit of fair pay and fair funding within the care sector.

4.To raise the care crisis issue within the sector with the Mayors of West Yorkshire and South Yorkshire and with the Leaders of the Local Councils key influencers of Regional and Local economic agendas.

5.Campaign for an end to privatisation in these sectors and for all health and social care services to be brought back in to the public sector.

6. Issue guidance to all sectors of the health and social care economy to ensure that staff are kept aware of their rights at work (both human rights and legal rights).

**UNISON**

**Motion 07 - A Revolution in Social Care**

Conference recognises that social care faces an ever-deepening crisis. The Conservative Government's recent announcement of a 1.25% National Insurance (NI) hike does not resolve the funding challenges facing individuals or local authorities. It simply shifts the burden to workers. Many of whom have faced a decade of frozen pay and stagnant living standards.

Only a fraction of the money raised by the NI hike will end up in social care. In fact, more money will be taken from care workers than is put into commissioning new care. Domiciliary care where a care worker visits the person in their home is an underfunded, under-developed, undervalued and overlooked part of the care sector.

**This conference notes:**

* There are 750,000 domiciliary care workers across the country looking after people in their homes.
* A small fraction of domiciliary care workers are members of a union.
* Most domiciliary care workers are women.
* Most of the work is commissioned through our local authorities.
* During the pandemic women in frontline caring roles were significantly more likely to die from a covid related illness.
* Most domiciliary care workers are paid the £8.91 so called National Living Wage.
* Most commissioned work is on a "task and time" or minute measured system meaning few get paid for all their time.
* No other publicly funded work is commissioned in this way.

**This conference calls on Yorkshire and the Humber TUC to:**

1. Launch a regional campaign around ethical care calling on devolved authorities and Councils to implement the key demands of union ethical care charters into their care planning.

Lobby Council and devolved authority leaders to include recognised unions in all provider consultation, planning and procurement processes.

**GMB Union**

**Motion 08 - Solidarity with the Public Sector**

In light of the climate crisis and of the UK government’s promise to “level up” left behind areas of the UK, we believe that the public sector, in particular education, health and local government will be at the heart of a just transition to a fairer and greener society. This will not be possible if public sector workers continue to be subjected to effective pay cuts. How can educators, healthcare professionals and social workers improve the life chances of their service users if they continue to experience a year-on-year drop in living standards combined with ever more stress and increasing workloads? We are already seeing an exodus from these professions. A just transition to green jobs requires training for workers and a levelling up of society requires improved health and social as well as educational outcomes.

We commend the role of the Further Education sector in providing education and training for many public sector occupations. Further Education can support the case for higher pay and better working conditions

UCU Yorkshire and Humber Regional Committee calls on the TUC to campaign for public sector workers to be at the centre of government plans and improved funding in these areas, to include a pay rise for all public sector workers and to facilitate a collaborative approach between the relevant unions.

**University and College Union**

**SECTION 3**
WINNING MORE FOR WORKERS

**Motion 09 – Increasing membership in the private sector and mobilising for a New Deal for all workers**

This conference notes Composite Motion c16 carried at Congress this year (below), and agrees to play a leading role Regionally in the terms of the motion, and in any mobilisation plan agreed by the General Council, and in the ongoing programme of action.

*[2021] C16 Increasing membership in the private sector and mobilising for a New Deal for all workers*

*Received from: Aegis, CWU*

*Motions 69 and amendments and 71*

It has never been more important in the history of our movement for this generation of trade union leaders and all trade unions to campaign and take action together in pursuit of shared industrial and political demands.

In 2020 we agreed to mobilise for the “New Deal for Workers” campaign, and we must now urgently up the ante on this by taking the following actions:

i. The existing TUC New Deal Charter must be sharpened with simple over- demands and a contemporary narrative.

ii. A mobilisation strategy must enable each union to pitch their key issues to their own members, whilst also linking this to the overarching demands and narrative of the New Deal campaign.

iii. The strategy must include coordinated activities to build union density and workplace activity in order that we can grow our strength from our base.

iv. A national rally will be held in spring 2022. In advance of this there will be a national tour and town hall style meetings to strengthen the campaign and the turnout for the rally.

v. All unions and their branches, TUC regions and trades councils will be asked to make the New Deal campaign an ongoing key agenda item, including a coordinated communications/engagement strategy in advance of the rally.

vi. We will build a social movement in support of the New Deal campaign by engaging community and appropriate national membership organisations.

vii. The heads of communication of each affiliate will meet once the mobilisation strategy has been agreed by the General Council to agree a joint approach to the public promotion of the New Deal campaign.

Congress agrees the New Deal mobilisation plan will be agreed by the General Council by October 2021 and will include an ongoing programme of action beyond the rally.

Congress notes there are currently around 18 million non-unionised workers in the private sector in the UK. Only 10 per cent of workers aged 16–24 in any sector of the UK are in a union. Around 40 per cent of all current union members are over 50.

We are not recruiting enough young members to replace those members whom we will lose to retirement over the next 10–15 years.

Congress believes if we don’t do something different, the future of trade union membership in the private sector will continue to decline.

Serious commitment from the movement to address these challenges has already started.

Last summer, the TUC General Council and the general secretaries of all TUC affiliates signed up to the TUC Organising Pledge.

The pledge commits the movement to addressing six strategic challenges, which is a positive initiation.

However, so much has changed, at pace, since making this commitment and therefore Congress calls on the General Council to go a stage further, which would include:

a. a concentrated, focused, digital marketing campaign specifically aimed at 16- to 24-year-olds in the private sector

b. a dedicated budget and resource to support and work with affiliates to help achieve increased membership in the private sector.

**Communication Workers Union**

**Motion 10 - Universities and Colleges under Stress and Fighting Back**

This Regional TUC AGM notes:

* The pressures on universities and colleges from under-funding and the COVID pandemic;
* The impact of the pandemic on the quality of students’ learning experience, particularly for those without good digital access to learning materials;
* The additional workload on university and college staff from homeworking and from requirements to transfer learning materials online in a short time frame;
* The pressing concerns about safety in universities and colleges, following a return to on-campus delivery of education;
* The ballots and industrial action being taken by UCU members to defend jobs, pensions, pay and working conditions.

This Regional TUC AGM affirms:

* The importance of the university and college sector in providing research, education and training for the Green New Deal to tackle the climate emergency and contribute to social and economic regeneration in the region and beyond;
* The right of all people in the region to access further and higher education for lifelong learning, personal development and access to employment;
* The contribution of the post 16 education sector in developing widening participation and tackling social inequalities in class, race, sex and other protected characteristics identified in the Equality Act 2010;
* Support for workers in the university and college sector in seeking safe workplaces and taking action to defend employment rights.

This Regional TUC AGM calls on elected public office-holders, including MPs, Mayors, Local Councillors and others to support better funding for the university and college sector and struggles by the workforce for fair employment conditions.

This Regional TUC AGM recognizes the important work undertaken by Health and Safety Inspectors and calls for more inspections of workplaces, including university and college premises.

This Regional TUC encourages affiliated organizations to support campaigns for investment in further and higher education and to support workers in the sector fighting to defend pensions, pay, jobs and employment conditions.

The Regional TUC will explore the possibility of holding a public rally or demonstration in a major city in the Region to link up workers engaged in disputes over health and safety, jobs and employment rights.

**University and College Union**

**Motion 11 - Threats to journalists, journalism and the creative sector**

This AGM notes that since the beginning of 2020, the coronavirus pandemic has confirmed the crucial role played by journalism providing accurate information for the public and investigating the facts, as well as providing a forum for debate. Journalists across media have rightly investigated and challenged policy decisions, scientific rationale as well as social, economic and medical responses, as well as the impact on people locally and worldwide.

Threats by anti-vaccinators to journalists in Scarborough in August 2021 were an example of the increasing dangers for journalism and journalists from, at one level, “post-truth” conspiracists and at a different level, those who seek to attack public service broadcasters. As we face such issues as climate change, the fall-out of the pandemic, Brexit consequences, and other controversies where entrenched opinions are used to increase social divisions, it is vital that journalists should be free to work without facing threats.

At the same time, communications professionals working in the public sector are facing demands that they ignore professional standards which clearly state they should refuse to disseminate false or misleading information and take care to avoid doing so inadvertently. This is a further example of journalistic workers being threatened for seeking to work ethically.

While we are sadly used to seeing journalists in conflict zones under attack, we have seen journalists in the Yorkshire and Humber region covering many aspects of the coronavirus pandemic subjected to verbal, physical and online attacks. This AGM condemns these threats, attacks and conference applauds the trade union support given to workers facing them.

This AGM also supports the need to encourage trade union membership across all forms of journalism as a significant method of defending the rights and safety of workers; as a way of protecting professional journalistic standards and consequently delivering good quality information for people to use to inform their decision making.

This AGM further believes that unless there is proper investment in journalism, it is hard to ensure decision makers can be properly held to account, detailed analysis of the reasons for decisions undertaken and effective information shared. The reduced investment in specialist health journalism in recent years has been made clear over the course of the pandemic, and specialist journalism is vital to ensure the proper analysis of issues and genuinely informed media coverage.

This AGM also believes that the independence of public sector journalism has a crucial role to play, with its added lack of direct commercial pressures. Consequently this conference believes that not only does plans to privatise Channel 4 announced last July seriously threaten both media plurality in the UK as well as the rapidly expanding content production sector in Yorkshire and the Humber while threats to “tame” the BBC through further constraints to the licence fee would undermine the UK globally as well as reduce the quantity and quality of news, entertainment and educational programmes available domestically, with subsequent implications for an informed electorate.

This AGM instructs TUC Yorkshire and Humber to support unions and organisations campaigning to protect the quality and quantity of journalism and the creative sector regionally and nationally.

**National Union of Journalists**

**Motion 12 - Fight for immediate improvement in workers’ pay and conditions**

The agriculture, food processing industries, supermarket, pubs and retail establishments in Yorkshire and Humberside are currently experiencing a shortfall of workers leading to shortages and a threat to Xmas retail deliveries.

Several reasons are given from Brexit related labour shortages to a British public not prepared to do these often physically demanding low paid jobs. From our viewpoint this means that employers are complaining about either a shortage of cheap foreign labour, or a shortfall of cheap domestic labour.

The latest ONS figure shows 1.6 million people as unemployed, a plentiful supply of labour for any available job. However two main problems exist, a lack of trained workers, and a lack of sufficient incentive to attract workers into the food production industry in the first place.

The capitalists always preach to us that we must obey the laws of the market. We need to remind them that this applies to them also and only a significant increase in pay and massive improvement in working conditions will close the skills gap and labour shortages.

We call for a huge concerted and co-ordinated effort across the region by the trade unions to press home our advantage and secure immediate and lasting improvements for workers in these sectors and to not sell members terms and conditions (such as overtime) to get a pay rise.

**WYATUC**

**Motion 13 - Campaigning for union recognition and sectoral bargaining in trouble hit industries like road haulage**

This Yorks and Humber TUC rejects the notion that post COVID labour shortages, particularly in transport, are primarily due to Brexit. Rather the cheap labour, anti-union model employed by many UK employers has been exposed by the UK Government’s post-BREXIT restrictions on the free movement of labour from Eastern Europe.

The truth is the Government and the bosses are both responsible for the crisis in road transport which has been looming for many years. Major employers such as supermarkets, oil companies and big manufacturers have long since hived off their own trucking fleets with mainly unionised drivers on good pay and pensions. Instead they subcontract their haulage needs to the lowest bidder, driving down labour costs to such depths that the only way to plug the gap was to exploit low-cost labour from the EU.

Successive Governments have ignored trade union demands for improved driving hours legislation to make truck driving safer and less onerous. On the contrary this Conservative Government “relaxed” the current driving hours legislation during the pandemic, allowing up to 99 driving hours per fortnight and as little as 24 hours weekly rest. No wonder drivers are fatigued and leaving the industry in droves!

Trade unions have pressed the Government to invest in secure truck stops where drivers can sleep in a proper bed, have a shower and access to toilet facilities. Again this has been totally ignored with the result that these “key workers” live in squalor on the road, sleeping in the cab in lay-bys with no sanitary facilities at all.

Neither Government nor haulage bosses are even prepared to pay for basic HGV driver training. Instead aspiring truck drivers have to fork out £4000+ to pay for it themselves – possibly more if they fail their test first time.

Driving trade unions out of the industry and limiting collective bargaining are at the root of the crisis. There are good employers who recognise the union and would be prepared to increase rates – but then would be undercut for the big supermarket contracts by other employers. It is time we as a trade union movement stood up and demanded automatic union recognition and sectoral collective bargaining in trouble-hit industries like transport.

This Yorks and Humber TUC AGM agrees to stand up for hard-pressed “key workers” such as truck drivers and expose the Government’s lies and excuses by campaigning for:

* Sectoral collective bargaining, particularly in trouble-hit road haulage, to set minimum rates of pay and conditions. This needs to be reinforced by Government legislation as is common in other countries e.g. Holland.
* Demand Government to force employers to introduce a decent sectoral occupational pension scheme to which all employers must contribute
* Work with haulage trade unions to identify possible sites for secure truck stops and lobby national Government and the city region mayors for funding.
* Demand an immediate end to “relaxed” driving hours legislation and support the trade unions’ demands for tougher restrictions on driving time and working time e.g. UNITE’s “Fatigue Kills”
* Demand free training for new truck drivers
* Support road haulage trade unions in their recruitment of drivers and campaigns against employers who refuse union recognition, including major distribution companies such as Amazon.
* Call on all workers in low paid non-union workplaces to join the union and fight for union recognition!

**SYCATUC**

**Motion 14 - The next generation of trade unionists**

The modern trade union movement is built upon the successes of generations of women and black and minority ethnic workers who challenged unfair and difficult conditions. From dockworkers in Cardiff to the Grunwick strike, there is a proud history of diverse communities successfully organising and winning improved conditions. Sadly, they have often had to fight the trade union movement itself for a seat at the table.

Conference recognises that our own trade union workforces are not diverse enough and we need to do more as a movement to ensure that we truly reflect our membership and utilise the breadth of talent available. It is important that we encourage more members to become activists and trade union representatives and also trade union full time officials.

Conference calls on the Yorkshire & Humber TUC to:

* Hold leadership development training sessions for women and black and minority ethnic members;
* Organise a conference targeted at encouraging and inspiring trade union members from a more diverse background to aspire to positions in their trade unions;
* Develop an actin plan with member unions on promoting diversity amongst their staffing

Only by doing this will we create a successor generation of trade union activists and officials who will truly reflect the movement they lead.

**Regional Executive Committee, on behalf of the Regional Equality Forum**

**SECTION 4**
THE ECONOMY

**Motion 15 – Logistics industry**

TUC AGM notes the recent growth over the last two decades of warehousing and transport in the logistics sector. We note that both warehousing and driver work have been undervalued by their employers and that only through trade union recognition have we been able to represent these poorly treated workers.

The past two years have highlighted exactly how poorly warehouse workers and hgv drivers are rewarded by their employers especially given their recently granted keyworker status. The HGV driver shortage has shone a light on the working hours and lack of facilities for them and the insistence on low pay has left warehouses unable to recruit new starters.

Key to getting decent wages and conditions for these key workers is trade union recognition. As new warehouses and transport hubs are developed we need to ensure that trade union recognition is a given and not a luxury handed down through legacy agreements.

Conference calls on the Regional TUC to campaign with the Metro Mayors and Councils to create trade union recognition zones and an expectation that developers applying for planning permission to establish logistics depots and lorry parks will be required to insist on trade union recognition at planning stage.

**Unite the union**

**Motion 16 - Universal Credit: Time to scrap this failing system**

This conference is concerned that the pandemic has had a significant financial impact on people in and out of work in Yorkshire and Humber.

For many of those in need, this crisis is exacerbated by the additional stress and suffering caused by the ongoing failures of Universal Credit.

This system of Universal Credit was sold as something that would protect the vulnerable and 'make work pay' - yet it has failed to do this on almost every level.

Congress is concerned in particular by the following:

* The five week wait.
* The 'two-child rule'.
* Monthly assessments which are out of touch with the pay schedules for most low-paid workers.
* The payment to a single recipient: reducing financial independence for vulnerable women.
* The taper rate, which means that low-paid workers lose 63p in every pound that they earn above their work allowance.

On top of these fundamental flaws, the Government has now reduced payments by £20 per week, taking away a much needed lifeline from claimants.

Congress welcomes the work done by the TUC to support working claimants of Universal Credit. We call on Yorkshire and Humber TUC to continue to mount a high profile campaign for fundamental reform, including:

* Reversal of the £20 cut to the basic rate.
* Immediate reform of the fundamental flaws in the system.
* Universal Credit to be replaced by a social security system that provides genuine support for low-paid workers.

**Usdaw**

**Motion 17 - Equity motion: Culture for all**

This TUC Yorkshire & the Humber AGM recognises that:

* Before the pandemic, the creative industries accounted for more than two million jobs across the UK and contributed more than £112bn to the economy.
* Despite its success, the sector remains host to a disproportionate level of precarious employment, long working hours, low pay, harassment and discrimination.
* The government’s £1.57bn Cultural Recovery Fund has largely been spent on buildings and venues. Very little has directly supported the industry’s workforce in Yorkshire and the Humber.
* A large proportion of the sector’s workforce has also received no support from the Self-Employed Income Support Scheme (SEISS) and faces cuts to Universal Credit.
* That severe cuts have been made in 2021-22 to local authority funding to arts, culture, libraries and museums by Leeds City Council and other local authorities in the Yorkshire and the Humber region.

This AGM believes that:

* It is time to campaign for fundamental reform in the creative industries in order to redistribute wealth, income, power and decision-making.
* The Leeds 2023 cultural festival offers a unique opportunity to bring together sound union principles of support for workers to the creative sector in the city and across Yorkshire.

This AGM endorses Equity’s “Performance for All” manifesto and will support union organising and campaigning efforts to achieve:

i. increased funding for the arts and entertainment industries including at local authority level

ii. democratisation and regionalisation of funding and decision-making structures

iii. a basic income guarantee for creative workers, offering a simple, universal payment to all artists each month, akin to the scheme soon to be trialled in the Republic of Ireland

iv. dignity at work for all through renewed lobbying for an extension to employment tribunal claim time limits and the implementation of ILO C190 Violence and Harassment Convention

v. national, regional and local authority support for community arts centres that provide facilities such as studios and performance spaces for creative arts, crafts, music and theatre.

This AGM calls on TUC YH to work with Leeds 2023 to:

* Develop union recognised contracts and ways of working
* Support the TUC YH Creative and Leisure Industries Committee’s negotiations with Leeds 2023 to agree a memorandum of understanding similar to that agreed between the Midlands TUC CLIC and Coventry City of Culture.

This AGM calls on MPs, elected Mayors, cabinet members for culture and councillors throughout the region to pledge their support for the TUC Yorkshire & the Humber Cultural Manifesto and to do all that is in their power to implement the manifesto’s policies.

Further, this AGM calls on TUC Yorkshire & the Humber to support the continued development of the Creative and Leisure Industries Committee and its role in building solidarity in the face of continued threats to the cultural sector.

**Equity**

**Motion 18 - After the pandemic: building a fair work region**

Yorkshire faces fundamental challenges in the coming decade. 2020 saw the deepest and fastest recession since the 1920s. We are in the aftermath of the pandemic, and there may be more pandemics to come. We face climate chaos – and the imperative to get to net-zero carbon emissions. The coming years will see new technology come into everyday use – which offers the chance of increased productivity but which could also be used in ways that reduce workers’ power and agency. We still live amid structural inequality that locks too many Black workers, women and disabled workers in poverty and out of opportunity. And we face the ongoing consequences of austerity on our public services and forty years of attacks on trade union rights – and on collective solutions to our common problems.

But we should take heart: the balance of power in the labour market is shifting. Staff shortages in key industries are beginning to bite, as the consequence of years of attacks on pay and conditions plays out. The pandemic made it clear that key workers, in both the private and public sector, are the people who keep our country going. The break caused by coronavirus has led people to think about what they want from work – and it isn’t the low-paid insecure jobs on offer in too many communities. Already, unions are beginning to win pay rises as membership continues to rise – and once again, the value of collective bargaining is part of the national debate. This is a moment of opportunity for the union movement and of potential for a better settlement for all working people.

Today, the union movement must say with a united voice: no return to the failed policies of the past. We must lead the calls for the UK to learn the lessons of the pandemic – and build an inclusive economy founded on justice and resilience, that delivers great jobs for everyone.

**The Regional Council of the TUC is resolved to:**

1. Call on mayors and councils to ensure unions have a seat at the table where decisions about work, the economy, and climate are made; this includes developing fair work programmes, social value procurement, and creating trade union seats on all local and regional bodies, such as LEPs, that set the agenda for the region.

**Regional Executive Committee**

**SECTION 5**
DEVOLUTION

**Motion 19 - Devolution**

This Regional TUC AGM notes the commitments regarding devolution made in the 2019 Labour General Election manifesto:-

“Britain is one of the most centralised countries in Europe. Labour will decentralise decision-making and strengthen local democracy.

We reiterate our commitment to One Yorkshire, and will make directly elected mayors more accountable to local councillors and elected representatives”

The AGM commends the work of Dan Jarvis and Tracy Brabin but believes that the creation of a devolved institution for Yorkshire as a whole will better recognise the identity of the people of the county and provide the scale necessary to truly level up life chances and provide opportunities for the many not the few.

This AGM believes that Government should transfer substantial decision-making power and resources regarding transport, economic development, skills and education, health and culture from Whitehall to both a Yorkshire Assembly and to local councils.

The AGM further believes that the policy of insisting councils bid against each other for pots of money leads to remote decision making and wastes resources on expensive consultants.

We acknowledge the excellent work of the Yorkshire and Humber Enterprise Board set up by Labour with an ambition far exceeding that of the current local enterprise partnerships but the AGM believes more democratic accountability is needed.

This RTUC AGM therefore supports the election of a small, elected assembly, as a representative body for Yorkshire with, as in London, the establishment of partnership working with trade unions, civil society and business.

**UNISON**

**Motion 20 - Fair Work**

Conference recognises the poor standards for workers in the hospitality industry other unorganised sectors. Workers in precarious jobs and less well organised workplaces face attacks on their wages, safety and dignity. Employers make unlawful deductions, enable unpaid hours, neglect safe-working in the workplace and workers’ journeys home from late night working, employ staff on casual contracts, leaving them some of the poorest paid and most precarious workers in society.

Many of the workers are young and many are of minority ethnic backgrounds. Affiliate unions have had success in organising and representing these workers but we need support from politicians to deliver more sustainable support for workers in this sector so that they can organise and improve their working conditions. We also need a structure which ensures their employers are held to account and will implement best practice in the workplace.

Conference calls on Metro Mayors, Councils and MPs across the Y&H Region to work with the Regional TUC to create local Fair Work Councils to promote fair work across the region, encouraging employers to implement fair working practices which address unfair wages, safe working and dignity in the workplace. These councils should be capable of identifying poor practice as well as monitoring and publicising best practice in the workplace.

Conference calls on the Regional TUC to work with local councils and metro mayors to adopt Unite’s safe home from work policy for licensing of late night venues, to protect workers when they are more vulnerable.

**Unite the union**

**Motion 21 - Better Buses Motion: bring our bus services into public control**

**We believe that:**

* Buses are a vital service for the most vulnerable in our communities and are essential to access work, the services we need and for a sustainable and environmentally healthy region.

**We note that:**

* Bus deregulation means profit-making companies set their own routes, fares, and employment, accessibility, & environmental standards.
* Since deregulation in 1986:
	+ Fares have more than doubled in real-terms;
	+ Bus journeys have decreased by over 60%;
	+ Drivers’ pay and conditions have plummeted;
	+ Millions of miles of bus network have been lost.
* The long-term solution to this crisis is a return to full public ownership. This would ensure that public transport is operated as a social benefit, not a source of private profit.
* In the short-term, franchising brings the bus network under the control of the local authority, allowing them to make decisions on timetabling, routes and fares.
* However, the alternative to franchising, ‘enhanced partnerships,’ leave bus operators with all the power, relying on voluntary concessions in return for public investment.
* To address the climate emergency we need to reduce the number of journeys made by car, without pushing the costs onto ordinary people, and public control is best placed to deliver this shift.
* We welcome the pledge by West Yorkshire Mayor Tracy Brabin to implement franchising and call on other transport authorities in our region to make the same decision.

**We resolve to:**

* urge all trades councils and affiliated unions to support local, regional and national campaigns for public ownership and control of bus services;
* support demands for improving bus drivers’ pay and conditions including giving full support to any action they take to win improvements;
* write to the candidates for South Yorkshire Mayor (to be elected in May 2022), asking them to commit to starting the statutory processes required to bring buses into public control in their first 100 days in office.

**SYCATUC**

**SECTION 6**
RULE CHANGES

**Motion 22 - Sub Committees of the Regional Executive**

As the work of the Regional TUC has expanded, through devolution of powers and funding, and the growing threat of climate change, a need has arisen to appoint new sub committees to tackle specific issues in accordance with Section 6 of the Regional Council Constitution.

1. Conference is asked to approve the creation of the following committees:
2. A Just Transition and Climate Change committee, with a remit to…

*Xx*

1. A skills and education committee/ Yorkshire Unionlearn Board, with a remit to act as a consultative body, share information and best practise, including details about redundancies, training requirements and areas of investment, help identify Union Learning Representatives and areas of learning activity, in order to develop a plan to deliver skills.

1. Membership of these committees will be open to affiliated unions and organisations pursuant to:
2. The rules governing membership of the Regional Executive;
3. Provided the affiliate organises in a sector relevant to the work of the committee

1. Conference is asked to reaffirm its commitment to regional cross movement campaigning on the issues of public services and local government, and to approve the relaunch of the Public Services Network Group committee, as defined in the Regional Constitution, to lead the regional TUC’s work defending our NHS, lobbying for local government funding, and all workers in the public sector in our region.
2. Membership of this group will be on the basis of item 2.

**Regional Executive Committee**