



TUC Yorkshire &
the Humber

74th Annual Conference

Hull 2022

GOOD JOBS

GREEN JOBS

UNION JOBS

Contents

Agenda	3-4
Section 1 - Reports	5
Chair’s Report	6
Regional Secretary’s Report	6
Policy & Campaigns report	7-8
Working for a Just Transition in Yorkshire and the Humber	8-9
Skills Project Report	9-10
Education Report	10
Financial Report	11
Black Member’s Network Report	12
Regional Retired Member’s Report	12
Section 2 - Programme Motions	13
Section 1	
Green Jobs And Just Transition	14-15
Section 2	
The Pandemic And Public Services	16-17
Section 3	
Winning More For Workers	17-20
Section 4	
The Economy	20-22
Section 5	
Devolution	22-23
Section 6	
Rules Changes	23
Speaker Biographies	26-27
Section 3 - Regional Council Constitution	29-33
Executive Committee Members 2021 - 2023	33
Standing Orders	34
Code of Conduct	35
Bullying and Harassment	35
Fringe Agenda	35



Agenda

Conference formally opens on Saturday morning and adjourns at lunchtime on Sunday. Our fringe programme begins on Friday evening with a welcome reception for delegates and a panel debate on organising for equality (fringe agenda to follow).

5 hours of debate time for motions is scheduled below.

Regional Chair
Joanne Thomas, Usdaw

Regional Secretary
Bill Adams, TUC

Saturday

MORNING	
06.00	Deadline for Emergency Motions by email
08.00	Consideration of Emergency motions by Executive Committee Officers
08.15	Welcome desk opens
08.30	Heads of Delegation to meet for decision on Emergency motions, voting instructions and final speakers lists
09.00	Conference opens Chair's address Welcome address: Cllr Daren Hale, Leader Hull City Council <i>Chair: Joanne Thomas, Usdaw</i>
	Regional Secretary's report Followed by policy and campaigns report <i>Chair: Joanne Thomas, Usdaw</i>
09.30	Emergency Motions; then PROGRAMME MOTIONS for a resolution Debates Section 1 - Green Jobs and Just Transition (4) Section 2 - The Pandemic and Public Services (4) <i>Chair: Harriet Eisner, Unite</i>
11.00	Report to Conference on the Just Transition Project <i>Chair: Harriet Eisner, Unite</i>
11.15	Panel Debate One 'Trade unions' role in climate transition: skills, jobs & justice' Speakers: Olivia Blake MP, Shadow Minister for Climate Change Sarah Woolley, BFAWU General Secretary Cat Lee, Unite Hospitality Richard Emmott of Yorkshire Water, representing the Yorkshire Humber Climate Commission Supported by Yorkshire & Humber Climate Commission and Yorkshire Water South Yorkshire Mayoral Combined Authority
12.30	Lunch 1 hour 30 minutes
AFTERNOON	
14.00	Conference business suspends (1 hour) We Deserve Better: Rally for P&O Workers Frances O'Grady, TUC General Secretary Karl Turner, MP for Hull East Martyn Gray, Nautilus International Union Gary Jackson, RMT Union Hull Trades Council <i>Chair: Joanne Thomas, Usdaw</i>
15.00	Programme Motions for a resolution Section 3 - Winning More For Workers (6) <i>Chair: Joanne Thomas, Usdaw</i>



Saturday

16.15	Keynote address Tracy Brabin, Mayor of West Yorkshire <i>Chair: Joanne Thomas, Usdaw</i>
16.35	Panel Debate Two 'Building stronger unions: Organising for the future' Speakers: Sarah Jaffe, US-UK labor journalist and author Lois McCallum, TUC Young Worker of the Year Emma Hardy, MP Hull West and Hessle Sindre Hornnes, LO Youth Officer Bryan Simpson, Unite Industrial Officer <i>Chair: Bob Jeffery, SYCATUC</i>
17.45	Conference adjourns to Sunday
EVENING	
19.15	Civic Reception: One Yorkshire
19.45	Regional Council Awards & Unionlearn Rep Awards
20.00	Regional Council Dinner
22.00	Close of dinner

Sunday

MORNING	
09.30	Conference resumes Chair's welcome <i>Chair: Joanne Thomas, Usdaw</i>
	Report to conference on low pay Afzal Rahman, TUC <i>Chair: Joanne Thomas, Usdaw</i>
10.00	Report to Conference on the state of employment law (Thompsons) <i>Chair: Joanne Thomas, Usdaw</i>
10.15	PROGRAMME MOTIONS for a resolution Until all business concluded (working lunch served after midday) Section 4 - The Economy (4) Section 5 – Devolution (3) Section 6 – Rule Changes (1) <i>Chair: Joanne Thomas, Usdaw</i>
Sunday Afternoon	Chair's closing address to conference Conference closes <i>Chair: Joanne Thomas, Usdaw</i>



Section 1
Reports

Chair's Report

I am absolutely delighted for us all to be able to be back together, in person, for the 2022 TUC AGM.

I am pleased to say however we have been able to provide a hybrid meeting so we do have delegates joining us online, so I welcome you all to the conference.

I would like to start the proceedings by giving you all a huge thank you for the work that you have been carrying out since we last met, as the issues facing the many people that we represent seem to be ever increasing. I have stated previously that the Covid19 situation has been like living in a disaster movie and the impact has been enormous. We are still not over one of the most frightening times to ever hit our society; and of course there are many other issues affecting workers including the cost of living crisis along with hundreds of thousands of people who have been plunged into poverty, many of those children.

In addition to that we have seen some of the most worrying practices unravel like the diabolic sacking of the P&O workers and the ever increasing issues around fire and re-hire; this is something we will of course be discussing over the next few days along with many other issues.

Before we go any further I would like to take the opportunity to have two minutes silence and remember our fallen colleagues since we last met.

Moving back to a more positive note I am pleased to see a great agenda for the conference and some excellent key note speakers.

I would like to welcome our guests who will be joining us, and I look forward to the question and answer sessions that will flow from those discussions and of the course the many remedies that will be put forward on the back of the motions.

I would also like to take the opportunity to pay tribute to the great work that the TUC staff in the region has carried out over the past 12 months, and it is always amazing to see such great work coming from a relatively small team.

There will be an opportunity to receive more detail around this work in relation to the Regional Secretaries report later on the agenda so have fantastic conference, and I have no doubt you will find it both rewarding and informative.

Joanne Thomas
Chair

Regional Secretary's Report

Can I welcome all our delegates visitors and conference speakers to what is our first ever TUC AGM to be held in the city of Kingston upon Hull. I should also like to thank all our sponsors for their generous help in enabling such a diverse and interesting event. It is also the first time we have met in person since we gathered in Doncaster before the pandemic

The world of work has changed so much since then. The economy has been locked down in a way most of us have never seen, with a large part of the workforce of the country either working from home, on furlough, or having to risk their lives to keep us all going providing the vital services to keep the country running and in particular our health and social care services so important to life. Many of these workers took great risks to themselves and their loved ones during this time and we must always be indebted to them for their efforts.

Although the government applauded them at every opportunity, when it came to reward through a decent pay rise, they failed to deliver, leading to a long-term crisis in the sector who are very understaffed, feel very exploited and demoralised. All our workers need a pay rise and deserve better after such an ordeal, and with inflation on the rise, taxes going up, and huge and unnecessary energy price rises, it is looking like a very tough period ahead for workers and their families.

That is why the TUC is campaigning for better pay and employment rights leading to a march and rally in London on the 18 June later this year.

This conference has been planned to take place in Hull now for over two years, and it is fitting that in the last few weeks we have seen one of the most brutal actions against ferry workers; some of them based in Hull sacked with one minute's notice, marched off ships by private security guards, had a new workforce ready to be paid under the minimum wage, and paid off by a company who have in the recent past made billions in profits. This type of gangster capitalism not only affects those workers from the RMT and Nautilus unions, but every worker in our region and our country, affecting their security of employment and their employment rights. That's why this TUC are standing shoulder to shoulder with our sacked colleagues (many of whom will be with us) and their unions to help to make sure this is never allowed to happen again.

Other workers are also feeling the dead hand of bad employers backed by this uncaring government. Fire and re-hire are commonplace, workers not getting the agreed rate for the job, and more taking pay cuts. Although there has been an increase in industrial action in some sectors and some positive wins for trade unions, it is still an exceedingly challenging time for our unions, and only by sticking together and sup-

porting each other will we counter this race to the bottom. Despite promises of levelling up by the government, we are not seeing big investment into infrastructure, the new green economy or indeed into skills vital for our workers and young people entering the job market. Our transport situation is desperate with underfunding of buses and an attack on train timetables and jobs has done nothing to improve links across the North, meaning that for a lot of people getting about, to work and social occasions, is getting worse not better.

However, in the region we have been collaborating closely with our political allies to try and improve the regional perspective. We have been instrumental in setting up the Yorkshire climate commission of which the TUC are a member and chair the future economy panel with the CBI. We are collaborating with the mayor of West Yorkshire on a new employment charter due to be launched this year with many protections included such as the payment of the living wage, free access and recognition of trade unions when requested by workers, training plans for each worker and commitments on climate change efforts.

We have also been able to negotiate a social value contract with South Yorkshire Mayor, Dan Jarvis to make sure that any organisation who seeks assistance or finance to set up in that sub region will have an auditable requirement to build in social value issues like living wage and access to trade union recognition. I would like to thank both of our elected mayors Dan and Tracy for being good comrades to the trade unions. Dan especially was elected at a challenging time and steered the authority to a place where it can look forward with some confidence of working co-operatively with the different constituents in the sub region. During his time as mayor, he appointed a TUC delegate to the LEP board, provided finance for a union learn worker to pick up the pieces from a disastrous government decision to end the project, and driven the social value contract to a successful conclusion, amongst other notable decisions to help the people of South Yorkshire.

Tracy, only a year into her term, has already committed to a new employment charter, and given a commitment on union learn funding for the TUC, and made it a campaign promise to take control of the buses in her first term of office. Despite all the hurdles, Tracy is delivering and building a real team of resolute people to help everyone in the West Yorkshire area. We will continue to work closely with all our local partners in representing the people of the region who deserve so much more than they are presently getting.

Our trade unions have coped very well during the pandemic, many increasing numbers in workplaces, more people seeing the value of representation on health and safety when covid was dangerous in workplaces, and now as inflation rises faster than wages and some employers are seeking to fire staff as life gets back to something like normal. Many businesses who have been closed and furloughed staff, have frankly tak-

en the money and run, leaving workers without their job and at times having to rely on benefits despite working part time or in some cases full time.

I would like to thank all our trade union colleagues, their officers and reps for doing a wonderful job and supporting the movement through what has been an unprecedented time. The staff at regional office have been extremely committed to getting on with the job, again under difficult circumstances and a special thanks to them, without them all I could not do my job.

I do hope you all enjoy conference. We have worked so hard to make it interesting, varied, and useful both in respect of the work we commit ourselves to do, but also a rekindling of all those important social ties we have missed for so long.

Bill Adams, TUC Regional Secretary

Policy & Campaigns report

The last two years have seen our policy and campaigns efforts centred around the pandemic and how it has changed the way we do everything. It is hard to measure campaigning success in a pandemic where you can't meet people face to face, but we have undoubtedly had huge victories in the most trying of circumstances.

Press

When lockdown hit, the regional TUC pivoted to ensuring the trade union voice was heard at all levels of the media and policy making. This resulted in the regional TUC delivering hundreds of headlines across regional media, as well as dozens of TV interviews on the BBC and ITV, and front page stories in Yorkshire Post and elsewhere. We've also given over one hundred radio interviews over the pandemic pressing the case for key worker pay, sick pay, furlough, and demanding answers to the cost of living crisis.

Policy

As a 'new normal' settled in, and we began to see complacency from the government about public health, our public services, and the economy, the regional office pivoted to lobbying all levels of government about the recovery package Yorkshire needed to build back better from the pandemic. Our report 'Building Back Better for Yorkshire' was the first regional trade union report to outline a comprehensive package of policy measures to recover from COVID and build a green recovery. Measures like the South Yorkshire Jobs Fund, and the West Yorkshire Green Jobs Taskforce, come straight from the pages of our report.

Campaigns

Finally, despite being trapped behind computer screens, this has not stopped a comprehensive campaigning programme from the regional TUC supporting industrial action of trade unions across Yorkshire, or leading cross union campaigns such as on better buses, key worker pay, or on climate change.

The TUC has supported GMB and UNISON in NHS disputes and strikes, helping them to develop community campaigns, master digital outreach and organising tools, and win better pay and terms for their members. We have supported Unite to deliver overwhelming petitions to employers at universities, transport depots and manufacturing sites, raising the voices of communities to say no to bad bosses' employment tactics. We upskilled UCU members on peer-to-peer texting to help them smash ballot thresholds, and have been working with CWU on their new tech workers organising campaign, whilst also making sure to take full advantage of a support mayor to promote Equity and the NUJ's cultura agenda.

At the same time we have built the UK's leading grass roots campaign for Better Buses, winning our demands to kickstart the franchising process in West Yorkshire and gaining commitments from leading candidates in South Yorkshire. Our innovative campaign has set the political agenda for all mayoral candidates, focusing the West Yorkshire election on transport and holding all candidates accountable. Campaigns across the UK have taken inspiration from us, as has the TUC with its national Key Worker Pay Rise campaign.

We have seen the government sell us down the river with their Rail Betrayal campaign, which we have mobilised around, collecting hundreds of stories from commuters and building an activist base ready to keep this high on the government's agenda.

Our innovative Summer Patrol project has necessarily taken a back seat during COVID, but when lockdown hit, we immediately launched a volunteer led phone bank offering organising support to non union workers who needed someone to turn to as they faced joblessness or safety issues. We supported over 100 contacts at dozens of workplaces in those initial weeks, including securing the reinstatement of dozens of agency workers at FirstDirect following a story we placed with BBC Look North. We are also proud to support the work of Sheffield Needs a Pay Rise, and Leeds Get Organised, which has carried on our Summer Patrol principles. Summer Patrol has been shared and experimented with in trade union centres across the world during COVID, with STUC and the Australian TUC rolling out patrols in Glasgow, Dundee and Canberra. Meanwhile we are working towards restarting our summer patrol programme in the next 18 months.

The Key Worker Pay Rise campaign lifted the Better Buses community organising model and rolled it out across the UK in 2021. We mobilised hundreds of trade union activists to organ-

ise virtual town halls and public meetings to confront their local MP and demand a pay rise for the key workers who had carried us through the pandemic.

And we made MPs sweat. In vulnerable constituencies across the Red Wall, we challenged MPs by confronting them with hospital porters, social care workers, bin men and retail assistants, who had sacrificed so much on the front line of COVID-19.

Our challenges to them, and their discomfort, made it all the way to Downing Street, when the government lifted the public sector pay freeze in Summer 2021. None of this would have happened without trade union campaigning. We put MPs on the spot and made them challenge the Chancellor, we shaped the media narrative that meant in Spring 2021 Boris Johnson couldn't turn on the TV without seeing a newsreader say 'pay rise for key workers', and it was that pressure, supporting your industrial organising, that forced the government's hand.

What our comprehensive campaigning programme has done over the last two years, is show every politician in our region that we have demands, and we will hold them accountable.

Gareth Forest

Working for a Just Transition in Yorkshire and the Humber

Climate change has now become a key factor in the UK economy – not just around decarbonisation of the energy sector, but in sectors including transport, food, housing, retail, manufacturing, construction, and public services - affecting union members in their communities as well as in their work. With the cost-of-living crisis, many are realising the inadequacy of our home insulation, compared to in other nations. In Yorkshire and the Humber, more jobs are affected by climate change than in many regions – we have a high density of carbon-intensive industries, big opportunities for renewable energy generation, and challenges to protect communities and workplaces, especially around coasts and rivers and in low-lying areas, from the impacts of climate change, such as storms and sea-level rise, which are already being felt.

TUC Y&H are an active partner in the Yorkshire and Humber Climate Commission – a cross-sectoral body that has agreed a Climate Action Plan for the region and is working to implement it. Although the Commission has no formal powers, it brings together business, academia, local government, civil society and unions to build consensus, enable collaboration and ensure fairness – Just Transition is one of the four key principles of the Commission. TUC and our affiliated un-

ions have contributed to consultations on the Climate Action Plan, and Bill Adams is co-chair of the Future Economy Panel, which is tasked with leading on change with employers. Fifty major employers will be asked to pledge climate leadership in their own delivery and with their workforce and supply chain. TUC are currently carrying out a survey of Local Authorities to understand the baseline of how unions and workforces are being involved in their work on climate change. TUC are participating in the West Yorkshire Green Jobs Taskforce set up by Mayor Tracy Brabin.

In the Autumn, TUC Y&H ran sectoral online workshops for trade union reps and officers in the region to find out more about the regional Climate Commission and to discuss how to support reps to 'climate-proof your workplace'. Nationally, we have participated in TUC work to support affiliates to create Green Reps' networks, and we have also been active members of the Unite Environment Taskforce which aims to spread education and support on climate through the sectors of Unite.

TUC Y&H also regularly contributes to consultations on climate change-related plans for the region or the wider North of England. Recently this has included a Business in the Community (BITC) event on reducing 'scope 3 emissions' (the wider footprint of a business beyond its energy use); a Bank of England event on investment and finance for the transition; a consultation on the M180 becoming an e-motorway with overhead power supplies for lorries; and a learning providers' event on how green skills can be developed, such as those needed to retrofit homes with insulation. We are always keen to involve our affiliated unions where they can help with specialist knowledge, and we are aiming to keep a schedule of all such consultations to ensure the appropriate involvement.

TUC Y&H have contributed to wider networks with climate connections, including the launch of new research on climate jobs, events and mobilisation around the COP26 talks in Glasgow in November, and webinars with union networks, such as With Banners Held High in Wakefield. Our role in starting campaigns for Better Buses in West Yorkshire and South Yorkshire is also part of the climate agenda for trade unions – bus services being essential to the integrated transport systems that can reduce fossil fuel use while enabling people to work and lead full lives. Investment in green buses could also support many manufacturing jobs in our region, and we have worked with unionised employers to tell this story in the media and push the Government to fully fund and 'level up' clean transport.

For the future, we are seeking funding to expand our climate work, to build a Green Bargaining Unit equipped to support affiliates with the detailed work needed to bring workplaces to net zero.

Jenny Patient, Just Transition Project Officer, TUC for 2021-22

Skills Project Report

Background

The Union Learning Fund (ULF) was established in 1998. The aim was for trade unions (TUs) to develop a learning culture in workplaces through specially trained Union Learning Representatives (ULRs). At the end of March 2021, after 23 years, the Government revoked the ULF in England, despite it having helped hundreds of thousands of workers access learning through a network of 40,000 ULRs from 50 unions, in over 700 workplaces. Unfortunately, with the loss of funding many of the Learning Projects ended, leaving TUs and ULRs without that former support. The devolved Scotland and Wales ULFs continued.

The South Yorkshire Mayoral Combined Authority (SYMCA), comprising Barnsley, Rotherham, Doncaster, and Sheffield Authorities, recognised the value union learning (UL) brought to the area. They funded a Skills Project Worker, to work with TUs and their ULRs in South Yorkshire, to continue to promote lifelong learning in the workplace. This is only the second project of its type in England. In mid-November, a Skills Project Worker was employed by the TUC and funded by the SYMCA for two years.

Progress to date

Due to GDPR and a break between projects, a list of ULRs was no longer available and the early weeks were spent contacting unions to make introductions and explain the role. Unions have been very supportive and are engaging with me to identify the learning and skills needs of their members. Several have also accepted my offer to help support and re-invigorate their ULR networks.

I also work closely with the SYMCA who are funding the Skills Project, they state,

'We support people, so they have the training and skills to find work, remain in work or progress in work. We help businesses secure the skills they need to be more productive and grow.'

The SYMCA priorities for the project are, to promote the role of ULR and recruit new ULRs, communicate with and provide training for ULRs, arrange strategy sessions to explain the SYMCA skills priorities (these mirror those identified by TUs), develop relationships with learning providers, support ULRs to identify learning opportunities and enroll learners onto learning programmes, develop case studies to show the impact of UL on individuals and businesses, maintain a record of ULRs and TU learning activity.

As part of my work with SYMCA I have engaged with the Skills Accelerator Trailblazer to represent the employee voice. The work included a learning and skills survey sent to TUs in South Yorkshire, asking them to identify the top five

learning and skills needs of their membership. The questionnaire responses represent over 32,000 workers from a wide range of sectors. This information fed into a report the Trail-blazer has submitted to secure future skills funding in the sub-region.

The findings of the survey overwhelmingly identified mental health awareness as a top priority with 84% of respondents citing this need. Jointly with my colleague in the West Midlands, I delivered a mental health awareness webinar, to 282 participants, to help with this need. A need for digital skills closely followed at 76%. Other areas identified included: Basic English (36%), ESOL (English for Speakers of Other Languages) (32%), Basic Maths (24%), management skills including confidence building and public speaking (24%), training to support/mentor apprentices (24%). I offered an online apprenticeship awareness session for reps to help with this, unfortunately, there was little uptake, and the session was withdrawn. This can be delivered in the future should there be sufficient interest.

I have participated in several Skills for Life workshops run by the Learning and Work Institute on behalf of SYMCA. I was able to contribute to the discussion around making Skills for Life accessible and more flexible for learners as identified by TUs. It also gave me the opportunity to hear about new initiatives learning providers are developing that are of interest to TUs.

I continue to develop working relationships with a variety of learning providers including, Sheffield College Consortium, comprising colleges across South Yorkshire, Workers’ Educational Association (WEA) working in partnership with General Federation of Trade Unions (GFTU), Family, Adult and Community Education (FACE) part of the local authority, as well as several smaller learning providers.

I am working with several TUs to facilitate learning opportunities for their members. These include, working with FACE to offer community-based learning opportunities, liaising with Northern College to offer English, Maths, and Digital Skills in the workplace, and offering these courses online through Sheffield College, as well as face-to-face courses at external venues that are more accessible to learners than traditional colleges. I am also supporting the restart of some Learning Centres in South Yorkshire.

Several unions have helped me identify case studies, these are used to promote the excellent work TUs and ULRs have been doing to offer learning in the workplace. This has helped their members improve their skills base and hopefully their life opportunities.

I am organising quarterly ULR network meetings to share best practice, network, and participate in awareness and training sessions. The first taking place in Hull on 22nd April, is open to all ULRs across Y&H. The agenda will include an update on UL, mental health awareness by MIND, a session by a published illustrator, an ideal way to engage with those

who may previously have had little interest in learning, and a session about Just Transition by Jenny Patient, Project Worker.

Future activity

The aim is to continue to work closely with unions and their ULRs to help them identify and address the learning needs of their membership. To continue to work with learning providers to identify the learning they can offer and negotiate flexibility to accommodate the specific needs of unions and their learners.

I will also be organising ongoing quarterly ULR network meetings; however, the frequency can be reviewed depending on demand. The next meeting is for South Yorkshire based ULRs and will be held in Sheffield on 21st June and will include career reviews, deaf awareness, and mental health awareness.

A programme of webinars, with a variety of themes, will continue throughout the year, taking place every 4-6 weeks.

Janet Johnson, South Yorkshire Skills Project Officer

Education Report

TUC Education has faced some challenging times in recent years. The pandemic has impacted on how courses have been delivered, there has been a successful switch to online delivery for East Riding College, which has then evolved into a blended delivery with reps on the same course in the classroom and online. The option for blended courses, going forward, is going to remain option with East Riding College, providing accessibility to those that cannot access courses for various reasons. The TUC Education webinars have been very successful in keeping reps informed, attracting over 1000 reps for many of them.

The impact of the devolution of the Adult Education Budget (AEB) has had, and continues to have, a massive impact on the TUC Education within this region and nationally. To address this, we have established a TUC Education centre with Bradford College, the onsite courses will be delivered at the Little Germany Campus. This partnership will allow reps living within West Yorkshire Combined Authority (WYCA) to access training whether on the TUC programme or their own union programme. Discussions are also underway with Sheffield College to ensure there is provision in the South Yorkshire Mayoral Combined Authority (SYMCA).

In order to maintain the TUC provision within the Yorkshire & Humber region we would ask that our affiliates continue to use and support the Colleges. East Riding College and Bradford College will be the main providers, along with Sheffield College when it is agreed. All courses for the region can be found on the TUC Training page <https://www.tuc.org.uk/TUCcourses>

Adrian Toomey, TUC Education Officer

Financial Report

TUC Leeds General Purposes Account
March 1 2021 - April 1 2022

Date	Description	Debits	Credits	Balance
2021				
01-Mar	Balance			£16,325.55
23-Mar	NEU Yorks		£200.00	£16,525.55
31-Mar	NEU Sheffield		£200.00	£16,725.55
31-Mar	Bank charge	£6.25		£16,719.30
07-Apr	FBU Region 4		£150.00	£16,869.30
15-Apr	Sheffield SUTR	£388.70		£16,480.60
15-Apr	SARAG	£550.00		£15,930.60
15-Apr	Geraldine Scott	£120.00		£15,810.60
19-Apr	NEU Doncaster		1.000.00	£16,810.60
20-Apr	Unite NE Region		£5,000.00	£21,810.60
23-Apr	W Adams	£20.00		£21,830.60
23-Apr	G. Lewis	£20.00		£21,810.60
23-Apr	G. Lewis	£11.00		£21,799.60
23-Apr	SARAG	6.000.00		£15,799.60
30-Jun	Bank charge	£6.25		£15,793.35
09-Jul	Chloe Coffman	£65.00		£15,728.35
01-Sep	GMB yorks		£630.00	£16,358.35
02-Sep	Unison Barnsley		£200.00	£16,558.35
30-Sep	Bank charge	£6.25		£16,552.10
16-Nov	Hull West H T/AS		£27.00	£16,579.10
22-Nov	T Fox		£27.00	£16,606.10
23-Nov	Nigel Raven		£27.00	£16,633.10
26-Nov	Barnsley TUC		£54.00	£16,687.10
26-Nov	GMB Yorks		£90.00	£16,777.10
30-Nov	P. Keal	£27.00		£16,750.10
10-Dec	Aegis		£80.00	£16,830.10
14-Dec	Unite NE Region		£26.10	£16,856.20
31-Dec	Bank charge	£6.25		£16,849.95
2022				
06-Jan	G.Lewis	£98.91		£16,751.04
28-Feb	JM White		£27.00	£16,778.04
24-Mar	ADL		£4,000.00	£20,778.04
31-Mar	Bank charge	£6.25		£20,771.79
Totals		£1,331.86	£6,738.10	£20,771.79

Forum Reports

Black Members Network Report

The Black Workers' Network continued to meet virtually during 2021 offering black workers across the region an opportunity to meet in solidarity and consider relevant matters and issues of interest.

The disproportionate impact of the Covid 19 pandemic on black and minority ethnic workers was explored in a workshop early in the year with a mental health specialist. The network heard about the importance of recognising and improving mental health particularly in light of the challenges of the pandemic. This continues to be relevant in marginalised communities and particular work sectors with the roll out of the vaccine and possible new restrictions.

The network also aims to help members developing their skills in leadership positions across the various member unions. This was the topic in another workshop where we heard of the pathways as well as accompanying benefits and challenges of working for trade unions. The small numbers of black leaders within the trade union movement is a stark reminder that more needs to be done to ensure that there is proper and full representation across the movement. It is vital that black workers see their union staff as being representative and able to empathise and work on their behalf.

The role of the TUC in the region and nationally was also considered when looking at addressing and challenging racism in our society. In October, the TUC Yorkshire and Humber executive agreed a motion condemning the racist experiences that had come to light at Yorkshire County Cricket Club and offered its support to the chairman in addressing the situation there. It is important that we take direct steps such as these to tackle societal racism where we see it.

The tumultuous impact of the past 18 months has meant that the network has been unable to meet face to face and it is hoped that this could be achieved in the new year. There continues to be a need to develop the network amongst member unions, identifying areas of concern that can be addressed through a network support system.

I would like to offer my thanks to the speakers we have had over the past year as well as special thanks to the TUC Yorkshire and Humber team of Bill Adams, Gareth Forest and Sonya Dennis for their work in supporting the black workers network.

Dominic Bascombe

Black Members Network Chair, Equity Regional Official

Regional Retired Members Report

Due to covid we have not been as active over the past year. We have been campaigning for better buses in South Yorkshire and West Yorkshire. And have been lobbying all the South Yorkshire leaders at Dan Jarvis' office in Sheffield, presenting him with our petition for better buses. We are starting campaigns on Save our Health Service, triple lock, prescription changes, better buses, pension changes, tv license, Fire and Rehire, zero hour contracts, and social care.

Paul Smillie

Convenor, Regional Retired Members Forum



Section 2

Programme Motions

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

- 2.1 infrastructure and construction work, providing high quality union jobs on green investment projects;
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, 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 Humber-side 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 Hu-

manity.

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 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;
2. 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;
3. 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.

2. 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 Councilors 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 journal-

ism 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 contributeWork 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 driversSupport 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 action 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.

Udshaw

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:

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 or-

ganising 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.

Conference is asked to approve the creation of the following committees: A Just Transition and Climate Change committee, with a remit to consult and advise the regional TUC on its climate and industry work

A skills and education committee/ Yorkshire Union-learn 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.

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

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. Membership of this group will be on the basis of item 2.

Regional Executive Committee



One Yorkshire is a cross-party, cross-sector, cross-regional committee seeking greater powers for Yorkshire. The Committee comprises council, business, trade union, academic and political leaders with the goal of supporting the Yorkshire Leaders Board in their work on devolution. As well as organising events, the Committee meets regularly to facilitate discussions on the future of Yorkshire governance featuring a broad range of voices.

www.oneyorkshire.org



T THOMPSONS
SOLICITORS
STANDING UP FOR YOU

Protecting workers' rights for over a century

As the UK's leading law firm for workers, Thompsons Solicitors uses the law to fight for social justice, only ever acting for the injured and mistreated, and never for insurers or employers.

Members of the unions we work with have access to specialist free legal advice and representation.

www.thompsonstradeunion.law
0800 0 224 224



To mark our centenary we've produced a timeline detailing the key cases we've run, working alongside the labour and trade union movement. Scan the QR code to order your copy.



★ Trustpilot



Speaker Biographies



Frances O'Grady
TUC General Secretary

Frances became general secretary of the TUC in January 2013, the first woman ever to hold this post.

She joined the TUC as campaigns officer in 1994, and launched the Organising Academy in 1997.

Frances headed up the TUC's organisation department in 1999, reorganising local skills projects into unionlearn which now helps a quarter of a million workers into learning every year.

As deputy general secretary from 2003, Frances led on the environment, industrial policy, the NHS and winning an agreement covering the 2012 Olympics. She has served as a member of the Low Pay Commission, the High Pay Centre, the Resolution Foundation's Commission on Living Standards, the Commission on Economic Justice and the government's National Retraining Partnership. In 2019 Frances became a Non-Executive Director, Bank of England Court of Directors and in 2020 she became a Non-Executive Director for Unity Trust Bank.



Emma Hardy MP

Emma Hardy was born and brought up in the East Riding – a few miles from the seat of Hesse and West Hull that she now represents in Parliament. Before becoming an MP, Emma was a primary school teacher for over ten years.

She left teaching in 2015 to become a full-time organiser for the National Union of Teachers and served as Deputy General Secretary of the Socialist Educational Association before being elected to Parliament.

Following her election in 2017, and subsequent re-election in 2019, Emma has risen in the Labour Party and sits on many All-Party Parliamentary Groups and the Treasury Select Committee.

Teaching and education are at the forefront of Emma's agenda and she is constantly fighting to ensure all of our young people receive the educational provision and support they need.



Tracy Brabin
Mayor of West Yorkshire

Tracy Brabin is a British Labour and Co-operative politician who was elected as the first Mayor of West Yorkshire, and the first ever woman Metro Mayor in England, in May 2021.

During her campaign, Tracy pledged to create 1,000 skilled jobs for young people, lead a 'Creative New Deal' for the region, bring buses back under public control, tackle the climate emergency and build 5,000 affordable and sustainable homes.

As Mayor, Tracy also inherits the roles and responsibilities of the former Police and Crime Commissioner. Her priorities for policing include to recruit more frontline officers and staff and to prioritise the safety of women and girls.

Prior to her election as Mayor, Tracy was the Member of Parliament for Batley and Spenningshall from 2016 until 2021. As MP, she held appointments as Shadow Early Years Minister, Shadow Secretary of State for Digital, Culture, Media and Sport, and Shadow Minister for Cultural Industries.

Moreover, Tracy is a former member of the Women and Equalities Select Committee and a former chair of the Gaps in Support All-Party Parliamentary Group, having led the campaign on behalf of the three million people excluded from Government financial support during the COVID-19 pandemic.

Born in Batley, Tracy was an actor and screenwriter prior to entering politics, appearing in several British soap operas and writing for several television series. Tracy now lives in Kirkstall, West Yorkshire. She has a husband and two daughters, all of whom work in the creative industries.



Paul Shevlin
Thompsons Solicitors

Paul is the National Head of Professional Misconduct and Crime. He was previously the manager of the Employment Rights Teams in the North East and Yorkshire specialising in cases involving employment law, equal pay and professional misconduct. Paul oversees a team of lawyers and provides advice to trade unions on all matters related to industrial relations, employment law, regulatory law and the overlap between crime and employment.



Councillor Daren Hale
Hull City Council Leader

Daren Hale was elected to Hull City Council in 1994 and represents the St Andrews and Docklands ward. In May 2021 he became Leader of the Council, having previously been the Deputy Leader 2003 to 2006 and then from 2011, when Labour returned to power in the City.

As Leader of the Council, Councillor Hale has an overview of all Council functions, along with responsibility for the economy, investment and regeneration. Councillor Hale is also a member of the Transport for the North Board, ensuring that Hull is fully represented on this body. Councillor Hale also leads the City in all areas with regard to devolution and regional government.



Richard Emmott
Director of Corporate Affairs, Yorkshire Water

Richard is responsible for managing the Yorkshire Water stakeholder, political and government relationships, both in Yorkshire and nationally. Richard is an experienced corporate communications professional and has held senior roles in rail, government regulation, health, financial services and utilities.

Caitlin Lee

Chair of Unite Hospitality and Services Branch in Glasgow. Second largest branch of hospitality workers in the UK. Passionate about connecting workers issues and justice into wider issues in society.



Sarah Jaffe
Author, 'Work Won't Love You Back'

Sarah Jaffe is a reporting fellow at Type Media Center and the author of Work Won't Love You Back: How Devotion to Our Jobs Keeps Us Exploited, Exhausted, and Alone. She is the co-host, with Michelle Chen, of Dissent Magazine's Belabored podcast.



Lois McCallum

Lois works in various bars and kitchens across Sheffield. She is a Unite rep at Sheffield Students' Union and received the TUC Young Worker of the Year award for her help in organising young precarious workers during the pandemic.



Sarah Woolley
General Secretary, BFAWU

Sarah is the General Secretary of the Bakers Food and Allied Workers Union that represents workers in the food industry throughout the UK.

Prior to being elected as a full time official with the BFAWU, Sarah worked for Greggs in one of their shops in the region.

DUST OFF THOSE BANNERS...

WITH BANNERS HELD HIGH

SATURDAY 14TH MAY

WOOD STREET WAKEFIELD
A CELEBRATION OF OUR COLLECTIVE TRADE UNION HISTORY
10.45AM TILL 4.00PM

THE PAST WE INHERIT. A GREEN FUTURE WE BUILD

COME AND MARCH WITH GOOD COMRADES

10.45AM GATHER FOR 11.30 MARCH OFF. ASSEMBLE SMYTH ST NEAR WESTGATE STATION
SMYTH STREET CARPARK QF1 ED TOWN HALL WOOD STREET WF1 2HQ

COMPERED BY IAN CLAYTON

SPEAKERS:

JIM MOWATT
DIRECTOR OF EDUCATION
UNITE THE UNION

ASAD REHMAN
DIRECTOR
WAR ON WANT

SARAH WOOLLEY
GENERAL SECRETARY
BAKERS, FOOD AND ALLIED WORKERS UNION

DAZ PROCTOR
NATIONAL SHIPPING SEC.
RAIL, MARITIME AND TRANSPORT WORKERS UNION

KEVIN COURTNEY
GENERAL SECRETARY
NATIONAL EDUCATION UNION

CHRIS KITCHEN
GENERAL SECRETARY
NATIONAL UNION OF MINEWORKERS

VICKY BLAKE
PRESIDENT
UNIVERSITY & COLLEGE UNION

KEITH VENEABLES
TRADE UNION GROUP CHAIRMAN
HEALTH CAMPAIGNS TOGETHER

BRASS BANDS

UNITE BRASS BAND
PCS SAMBA BAND
RMT FISHBURN BRASS BAND

MOOKIE AND THE BAB
ACOUSTIC INDIE FOLK - NYC CLIMATE CRISIS SONGS
SIMON WIDDOP: POET
AWARD WINNING POET THAT STITCHES TOGETHER A LOVE OF THE MACABRE, A DASH OF REBELANCE AND A PINCH OF HUMOUR.

CHILDRENS ENVIRONMENT QUIZ WITH PRIZES!

USDAW
UNISON
EWU
TUC
GMB
unite the UNION

SELF PENNED FOLK PUNK BLUES & ACTIVISM

JOE SOLO

TUC Yorkshire and the Humber has agreed its 2022 Cultural Manifesto for the region. Drawn up by the Regional TUC's Creative and Leisure Industries Committee, the manifesto advocates increased public investment in the arts and decent pay and conditions for all who work in the cultural sector.

You can access the 2022 Cultural Manifesto on the TUC Yorkshire & the Humber website.

TUC Yorkshire & the Humber

WITH BANNERS HELD HIGH

PLEASE REGISTER FOR ONLINE WORKSHOPS

[HTTPS://LINKTR.EE/WBHH2022](https://linktr.ee/WBHH2022)

HOW DO WE BUILD A GREEN FUTURE?

TUESDAY 03 MAY 7.00PM-8.30PM	ECO EDUCATION: TEACHING FOR ZERO CARBON FUTURES Sarah Fishwick, NEU, Paul, The Radical Geographer. Chair: Simon Murch, NEU exec
THURSDAY 05 MAY 7.00PM-8.30PM	TACKLING FUEL POVERTY THROUGH RETROFITTING: LET'S KICKSTART THE REGION Jenny Patient, TUC, Unite Retrofit Task Force Chris Herring, Kirklees Climate Commissioner
SATURDAY 07 MAY 10.30AM-12.30PM	GENERATING ENERGY FOR A GREEN FUTURE Simon Pirani, Academic and Author. Simon Coop, Unite The Union. Ellen Robottom, Leeds TUC and CACCTU, Dave Berry, GMB
MONDAY 09 MAY 7.00PM-8.30PM	RECYCLING, REPAIR AND RE-ENGINEERING: INDUSTRIAL PROCESSES FOR THE CIRCULAR ECONOMY Fliss Premru, TSSA and CACCTU, Peter Davies, GMB
WEDNESDAY 11 MAY 7.00PM-8.30PM	GLOBAL CLIMATE JUSTICE: UNION SOLIDARITY WITH THE GLOBAL MAJORITY Stephen Smellie, UNISON Speakers from the Global South
THURSDAY 12 MAY 7.00PM-8.30PM	TRANSPORT: HOW TO PUT THE PUBLIC IN TRANSPORT Steve Hedley, Senior Asst General Secretary RMT Matthew Topham of Better Busses

2 "IN PERSON" WORKSHOPS @ EVENT

SATURDAY 14 MAY
1.15PM -2.45PM

BUILDING CLIMATE JOBS FOR OUR FUTURE – QUESTION TIME.
A panel of trade union leaders and youth activists answer questions on how we build a workforce needed to combat the climate emergency.
Discussion on: • A just transition, • Climate jobs ,
• Building solidarity with the global south.

SATURDAY 14 MAY
2.30PM -4.00PM

RESISTANCE IS DUTY: WE WILL NOT BE SILENCED
Fringe Workshop hosted by the Orgreave Truth and Justice Campaign
Chair: Chris Peace - Orgreave Truth and Justice Campaign (OTJC)
Speakers:
Kate Flannery: OTJC & Sheffield Women Against Pit Closures
Matt Foot: Co-Author "Charged: How the police try to suppress protest"
Joe Rollin: OTJC & Unite the Union
Kevin Horne: OTJC & ex miner arrested at Orgreave
Martha Foulds: Disabled People Against Cuts & student activist

@BANNERSHELDHIGH WITHBANNERSHELDHIGH@OUTLOOK.COM

acas working
for everyone

Acas - Advisory Conciliation and Arbitration Service

Acas gives employees and employers free, impartial advice on workplace rights, rules and best practice. We also offer training and help to resolve disputes.

Resolve disputes and manage conflict

Acas's Early Conciliation service can help both sides in a potential employment tribunal find a mutually acceptable solution.

We also work with employers and employee representatives (Trade Unions) to resolve collective disputes and avoid strike action.

Come and see us at our stand at the conference on Saturday 23 April, we'd love to meet you.

Carole Sayer and James Brown
Senior Advisers/Collective Conciliators

Section 3

**Regional Council
Constitution**

Regional Council Constitution

1. Name

The name of the organisation constituted by these rules, which have been approved by the General Council of the Trades Union Congress, shall be the “Yorkshire and the Humber TUC” (hereinafter called the Regional TUC)

2. The Regional TUC

2.a Duties of the Regional TUC

The duties of the Regional TUC shall be:

- i) to make representations to bodies at various levels throughout the Yorkshire and the Humber region, including government departments, local authorities and other bodies on economic, political, industrial, social or environmental questions pertaining to the region;
- ii) to appoint or nominate representatives to bodies appropriate to the work of the Regional TUC;
- iii) to service such representatives and to receive and consider reports from them about the activities of the bodies of which they are members;
- iv) to promote publicly the policies of the Trades Union Congress within Yorkshire and the Humber;
- v) to keep the TUC informed of developments in Yorkshire and the Humber;
- vi) to give effect to policies adopted by the Trades Union Congress and to keep trades unionists in Yorkshire and the Humber informed of these policies;
- vii) to promote the exchange of information between unions in Yorkshire and the Humber;
- viii) to assist unions in the recruitment of members in Yorkshire and the Humber;
- ix) to encourage the development of Trades Union Councils and to encourage unions to take part in the work of these Trades Union Councils in Yorkshire and the Humber;
- x) to give effect to any directions given by the General Council of the Trades Union Congress;
- xi) To promote co-operation between affiliated trade unions across the region.

3. Regional AGM

3.a AGM arrangements

- i) The Regional AGM will meet annually at a venue to be decided by the Executive Committee.
- ii) Every trades union and CATUC will be entitled to submit up to two motions for consideration. To ensure that the business of the AGM is fairly and adequately dealt with, the Executive Committee shall have absolute discretion in determining which and how many of the motions shall appear on the agenda for the AGM. No motion shall be accepted for the agenda if it is outside the duties of the Regional Council. The Executive Committee may invite organisations to consider compositing motions.
- iii) In order that important questions are not omitted from the agenda of the AGM the Executive Committee is empowered to place motions and special reports on the agenda.
- iv) The Executive Committee has the responsibility to finalise arrangements for the AGM in co-operation with the Regional TUC office.

3.b Representation

- i) The AGM shall consist of representatives of those trades unions which are affiliated to the Trade Union Congress (TUC), and which have members in Yorkshire and the Humber, and delegates representing registered Trades Union Councils in Yorkshire and the Humber. Trades Union Councils will be allocated to a number of seats equal to one-third of the registered trade union delegations.
- ii) The allocation of seats for trade unions will be as follows, referring to national membership figures.

Not less than 100,000 up to 200,000 or more	16 Seats
Not less than 50,000 up to 99,999	12 Seats
Not less than 40,000 up to 49,999	8 Seats
Not less than 30,000 up to 39,999	6 Seats
Not less than 20,000 up to 29,999	5 Seats
Not less than 10,000 up to 19,999	4 Seats
Not less than 5,000 up to 9,999	3 Seats
Up to 4,999	2 Seats

iii) The allocation of seats for trades union councils will be decided according to the following procedure:

- a) Where a County Association of Trades Union Councils is established and registered with the TUC, the CATUC shall elect representatives to the AGM, at a meeting of the CATUC to which each Trades Union Council in the county shall have been summoned with not less than six weeks notice and in an election at which each Trades Union Council shall be accorded one vote.
 - b) In counties where no CATUC is established and registered with the TUC, nominations shall be sought from every Trades Union Council within each appropriate county. Each Trades Union Council shall only be entitled to nominate its own representative.
 - c) The election of delegates to the AGM from these counties shall take place at the Annual Regional Meeting of Trades Union Council representatives from and by the representatives present from those areas having no established CATUC.
 - d) No candidate shall be eligible for election as a county delegate to the AGM unless he or she is a representative to the Annual Regional Meeting of Trades Union Council representatives.
 - e) Trades Union Councils participating in any necessary ballot for their county delegates shall each be accorded one vote in the ballot for each county delegate seat to be elected.
- iv) The Yorkshire and the Humber member of the Trades Union Council Joint Consultative Committee shall be a delegate to the AGM with the right to vote and speak. The Regional Secretary shall be an ex officio delegate to the AGM, but shall not have the right to vote.

3.c Election of Officers

- i) The chair and four vice-chairs must be delegates to the AGM.
- ii) All nominations will be sent to the Y&H Trades Union Congress by the agreed deadlines.
- iii) The chair and three vice-chairs must be representatives of TUC affiliated trades unions and should be nominated by the regional trades unions. In the case of more than one nomination for the office of chair, or more than three nominations for vice chairs being received this will

be decided by a vote taken from affiliated Trades Union delegates at the regional TUC Annual General Meeting,

- iv) The fourth vice-chair must be a nominated representative of the County Associations of Trade Union Councils (CATUCs) or County Trades Union Councils. In the case of more than one nomination being received, this will be decided by vote at the regional Trade Union Councils Annual General Meeting.
- v) At least one vice-chair must be a woman.
- vi) Elected officers remain in office for a two year period and shall be eligible for re-nomination. Executive Committee representatives will remain in office until the meeting of the Executive Committee following the next but one AGM. The TUCJCC representative is elected annually by the Trades Union Councils in the region and the TUC General Secretary appoints the Regional Secretary.
- vii) In the event of the post of any elected officer or Executive Committee member becoming vacant, the Executive Committee shall be invited to fill the vacancy subject to it being possible to give notice as per the Standing Orders. In any event, no casual vacancy shall be filled if it arises within four months of the next AGM at which elections will be made.

3.d Equality

All organisations will ensure that delegations reflect under-represented groups in their Trades Unions and Trades Union Councils.

4. Trades Union Council’s Annual Meeting

- i) The Council may hold an annual regional meeting of trades union council representatives. The function of this annual meeting will be to discuss issues of concern to the region. Any motions carried shall be advisory.
- ii) Each trades union council will be entitled to two delegates to this meeting.
- iii) The meeting will be organised in consultation with the TUCJCC representative for Yorkshire and the Humber.

5. Executive Committee

5.a Duties of the Executive Committee

- i) There shall be an Executive Committee which shall conduct the detailed business of the Regional Council and shall be composed of the elected officers, as set out in rule 3.c; representatives of the Executive Committee, as

provided for under rule 5.b; the policy fora convenors; the Yorkshire and the Humber member of the TUCJCC and the Regional Secretary. The Committee shall meet as and when required but not less than six times a year.

- ii) A special meeting may be called in the event of urgent business arising, as and when required by the Chair and Regional Secretary. A report of the meetings of the Executive Committee shall be submitted to the AGM for approval.

5.b Membership of the Executive Committee

- i) In addition to the members already identified, all remaining members of the Executive Committee should be delegates to the AGM from their affiliated organisations, in the following proportions.

Category A: 2 Seats Each

UNISON, GMB, USDAW, CWU, UNITE the union, NASUWT, PCS, NEU, PROSPECT, UCU

NOTE Unions with 2 seats should include at least one woman or a member of black and ethnic minority group.

Category B : 1 Seat each

All other unions shall be able to nominate one member each to the Executive Committee.

Category C: County Associations of Trades Councils- 7 seats

1 Seat to be allocated to each CATUC. The remaining to elected at the annual meeting of Trades Councils, biennially in line with the regional trades unions’ schedule of nomination.

5.c Development

Unions will move between categories as their membership total changes.

5.d Equality

All organisations will ensure that delegations reflect under-represented groups in their trades unions and trades union councils.

5.e Mergers

Changes to unions’ names and size as a result of mergers will be adjusted in accordance with national guidelines.

6. Sub Committees

The officers of the regional TUC will appoint a Vice Chair to take the lead in specific areas, organising the dissemination of information and meetings and/or events to assist with campaign work and to include a Public Services Network Group.

7. Policy Fora

7.a Role of Policy & Campaign Fora

These fora will be comprised of trade union members and convenors representing the following policy & campaign issues

- a) Equalities
- b) Youth
- c) Health & Safety

The fora convenors will meet at regular intervals at a meeting chaired by the regional TUC Secretary and / or the Policy & Campaigns Support Officer, and will:

- develop regional policies in the context of national policies
- organise regional campaign events
- monitor progress in their designated field
- liaise with other fora and groups where relevant

The Retired Members Forum will continue to operate as a separate forum, reporting back to the Regional Secretary and the Executive Committee as relevant, and working with the regional TUC office and other relevant organisations.

Fora Convenors will have a seat on the Regional Executive Committee and will report to the Executive Committee and the Regional Secretary.

7.b Membership

Membership of all the policy fora is open to any member of an affiliated organisation.

7.c Election of Convenors

- i) Nominations will be sought from the regional trades unions and trades union councils.
- ii) The AGM will elect the convenors of the policy fora biennially.
- iii) In the event of the post of any fora convenor becoming vacant, the Executive Committee shall be invited to fill the vacancy. No casual vacancy shall be filled if it arises within four months of the next AGM at which elections will be made

8. Duties of Officers

i) **Chair and Vice-Chairs**

The chair shall preside at the AGM and the Executive Committee and ensure that the business of all meetings is conducted in a proper manner. At meetings where the chair is not in attendance, one of the vice-chairs shall preside; in the absence of the vice-chairs, the meeting shall elect one of the members present to preside. One vice-chair will have an overview of financial issues.

ii) **Secretary**

The Secretary will be responsible for the functioning and administration of the AGM, Executive Committee, sub-committees and policy fora; initiating and organising the activities of the Executive Committee; liaising with the TUC nationally on all aspects of the work of the regional council; and representing the council at trade union and other meetings. The Secretary will be responsible to the Executive Committee and to the TUC General Secretary.

The Secretary shall attend all meetings of the AGM and the Executive Committee; keep a correct record of the proceedings and conduct the business of the AGM in accordance with the rules.

The Secretary shall be appointed by the TUC General Secretary following consultations with representatives of the Executive Committee. He/she shall remain in office as long as he/she performs his/her duties to the satisfaction of the TUC General Secretary.

The Secretary shall devote his/her whole time to the duties of his/her office and shall receive such salary as determined by the appropriate scale for TUC staff.

The Secretary shall comply with the terms of the Union Membership Agreement for TUC Staff. He/she shall not represent his/her union on the Regional Council.

The Secretary shall provide regular financial reports to the Executive Committee and present an audited statement of income and expenditure to the AGM.

9. Retirement of Officers

Upon retirement from office, officers shall hand over to their successors or to the Executive Committee all books, cash, keys, papers and other property of the Regional TUC.

10. Finance

The Trades Union Congress will meet the normal administrative expenses of the Executive Committee, that is the costs of running an office and of arranging meetings as provided for in the rules. The Executive Committee shall not incur any additional expenses to be met by the TUC without obtaining the approval of the TUC.

11. Alteration of Rules

No alteration of any rule of the Regional Council shall take place except as decided at the AGM and only upon a vote of two-thirds of the delegates present voting in favour of the proposed alteration. Three months’ notice shall be given to the Secretary of any proposed alteration of a rule, so that it may be discussed at the Regional AGM. Any change in these rules must be submitted for the approval of the General Council before it becomes operative.

Executive Committee Members 2021 - 2023

TRADE UNIONS		Chris Kitchen	NUM
Brian McDaid	AEGIS	Adam Christie	NUJ
Sarah Woolley	BFAWU	Simon Elliott	PCS
Kirsty Lenham	CWU	Marion Lloyd	PCS
John Woodhouse	CWU	Gary Jackson	RMT
Dominic Bascombe	EQUITY	Jennifer Dods	UCU
David Williams	FBU	Steve Lui	UCU
Neil Derrick	GMB	Pam Sian	UNISON
Kevan Hensby	GMB	Mick Stowe	UNISON
Shelagh Hirst	NEU	Karen Reay	UNITE
Steve Scott	NEU	Dick Banks	UNITE

TUC STAFF

Bill Adams	Regional Secretary
Gareth Forest	Policy & Campaigns Support Officer
Adrian Toomey	Education Officer
Jenny Patient	Project Officer Just Transition
Janet Johnson	Project Officer Skills
Sonya	Regional Administrator

TRADES UNION COUNCILS

Christopher Butler	Bradford & Shipley TUC
Ann-Louise Bayley	Doncaster TUC
Bob Stoker	Huddersfield TUC
Alan Nicholson	NE Lincs TUC
Leigh Wilks	York & District TUC
Pete Keal	WYATUC
Jon Moorcroft	SYCATUC
Martin Mayer	TUC JCC

FORA CONVENORS

Richard Bedford	Health & Safety
Thom Kirkwood	Youth
Harriet Eisner	Equalities
Paul Smillie	Retired Members
Dominic Bascombe	Black Members Network

CHAIR

Joanne Thomas	USDAW
---------------	-------

TU VICE CHAIRS

Sue Wood	GMB
Leonie Sharp	UNISON
Harriet Eisner	UNITE

TUC VICE CHAIR

Bob Jeffery	SYCATUC
-------------	---------

Standing Orders

1. Meeting Of The Council

- i. Regional Annual General Meetings will take place over 1 to 2 days, with the possibility of an additional evening event, as agreed by the Regional Council 2008. Details to be confirmed by the Executive Committee.
- ii. Meetings will normally be held in March/April of each year.
- iii. Normal business will then be taken to include:
 - a) Chair’s Opening Remarks.
 - b) Presentation of Awards
 - c) Appointment of Officers
 - d) Appointment of Fora Convenors
 - e) Regional Secretary
 - f) Financial Statements
 - g) Any outstanding motions
 - h) Accepted Emergency Motions
 - i) Any Other Business
 - j) Closure.
 - k) Motions and Guest Speakers will be taken appropriate points in the agenda
- iv. An Agenda will be prepared by the Secretary and circulated to delegates at least ten days prior to the date of the Conference meeting.

2. Motions

- i. All motions from the relevant organisations signed by the appropriate officer for consideration at a Conference meeting must be received in writing in accordance with the timetable laid down annually.
- ii. Motions to be debated by the Conference shall be circulated to delegates with the agenda
- iii. In order that important questions are not omitted from the Agenda, the Executive Council are empowered to place motions on the Agenda.
- iv. Affiliated organisations shall be permitted to submit an amendment to motions on the Agenda, such amendments must be sent to the Secretary, in writing, in accordance with the timetable laid down annually.
- v. In addition, the Executive Council and affiliated organisations shall be permitted to submit approved emergency motions for consideration. These motions must be presented in writing to the Secretary no later than half an hour before the start of the meeting. The Chair shall report the motions to the Conference for their decisions, without debate, with regard to their inclusion in the Agenda. Such an inclusion must be agreed by at least two-thirds of the delegates present and voting.

3. Conduct Of Debate

- i. The Chair shall determine the order of speakers. Delegates shall rise and give names and organisations when speaking, and address the Chair.
- ii. Movers of motions shall be allowed up to five minutes to speak, seconders and subsequent speakers three minutes. A delegate shall not speak more than once on any question, except the mover of the motion shall have the right of reply.
- iii. Once a motion has been moved and seconded, it can only be withdrawn with the consent of the meeting. If any delegate dissents, the motion must be put to the vote. However, a motion can be remitted to the Executive Council for further consideration, but only with the agreement of the mover and seconder.
- iv. “Previous Question”, “Next Business” and “The Vote/ Question To Be Put” may only be moved and seconded by those delegates who have not previously spoken during the debate and there shall be no debate on such motions. Should the closure be carried, the mover of the motion shall have the right of reply.

4. Voting

- i. The voting shall be by show of hands, except when a ballot vote is specified by the rules. Where deemed necessary, the Chair will call for the appointment of tellers.
- ii. Except on matters covered by rules 9, 10 and 11, the Chair shall not vote unless there is an equal number of votes, when the chair shall have the casting vote.

5. Question Of Order

On questions of order, the Chair’s ruling shall be binding on the Conference, unless challenged by not less than four members and upon not less than two-thirds of the members present voting to the contrary.

6. Amendments And Suspension Of Standing Orders

- i. These Standing Orders can be amended only at the Annual General Meeting of the Council, and then only upon a vote of two-thirds of the delegates present
- ii. Notice of amendment to these Standing Orders must be given in writing to the Secretary three months before the Annual General Meeting.
- iii. A delegate may move “suspension of Standing Orders”. On being seconded, this motion shall be put to the vote without further discussion. No suspension of Standing Orders shall take place unless agreed by a two-thirds majority vote of those members present and voting.

Code of Conduct

The TUC is committed to organising activities at which everyone can participate in an inclusive, respectful and safe environment. The TUC has zero tolerance for any type of harassment, including sexual harassment. Aggressive, offensive, intimidatory, disrespectful or unacceptable behaviour or comments will not be tolerated. This supports the commitment set out in the TUC’s rules to promote equality for all and to eliminate all forms of harassment, including sexual harassment, prejudice and unfair discrimination. This policy applies to all aspects of communication at or in connection with an event, including postings on social media. If you have any concerns about behaviour that you want to raise then please contact us by email: sdennis@tuc.org.uk

Bullying and Harassment

We will take very seriously any allegation of bullying or harassment. If warranted, action can include taking it to the perpetrator’s delegation leader/service manager, expulsion from conference and supporting you, including cooperating with any criminal investigation. Our bullying and harassment policy can be found online.



Fringe Agenda

WELCOME EVENTS FRIDAY	
18.00-18.30	Conference welcome reception drinks & networking for all attendees <i>Venue: Hull Truck Theatre</i>
18.30-19.30	Equality Fringe: ‘Organising for equality in culture and hospitality’ <i>Venue: Hull Truck Theatre</i> Drinks and light bites (sponsored by Unite) Speakers Caitlin Lee, Unite Hospitality Bryan Simpson, Unite Industrial Organiser Dominic Bascombe, Equity & Yorkshire Black Members Network Chair Siobhan Buchanan, independent beer journalist
LUNCHTIME FRINGES	
12.30-13.00	Negotiating flexible work in the pandemic – Alice Arkwright, TUC LUNCHTIME FRINGE – Lunch provided <i>Venue: The Morley Suite, Doubletree Hilton Conference centre</i>
12.45-13.30	Anti-racism in trade unions: organising Black workers – Riz Hussain, TUC LUNCHTIME FRINGE – Lunch provided <i>Venue: The Venn Suite, Doubletree Hilton Conference centre</i>
13.15-14.00	Organising for health & safety – Janet Newsham, Hazards Campaign LUNCHTIME FRINGE <i>Venue: The Morley Suite, Doubletree Hilton Conference centre</i>
AFTERNOON FRINGE	
15.00-16.00	Grow by winning: New approaches to campaigning and organising – Anthony Hayes, Megaphone Follows the Rally for P&O workers. Join this fringe workshop to learn how you can support solidarity actions like for P&O workers using digital campaigning FRINGE DURING MOTION DEBATES <i>Venue: The Venn Suite, Doubletree Hilton Conference centre</i>
EVENING FRINGE	
18.30-19.15	Organising for Climate Justice: Design a Lucas Plan for your workplace – Jenny Patient (TUC), Mika Minio (TUC), Charlotte Childs (GMB Construction), Chaitanya Kumar (NEF), Rosie (GND Rising) Free evening drinks <i>Venue: The Venn Suite, Doubletree Hilton Conference centre</i>

