

Wales
TUC
Cymru

**WALES TUC
CONGRESS GUIDE
2018**

LLANDUDNO 22 - 24 MAY

We've been at the forefront of the Trade Union movement in Wales for over a Century

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Wales TUC Congress 2018

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ACAS	Open University Wales
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Equality and Human Rights Commission	UnionLine
Electrol Reform	Unison
GMB	Unite The Union
NASUWT Cymru	Usdaw The Campaigning Union
National Education Union Cymru	Watkins and Gunn

Darparwyd y gwasanaeth cyfieithu gan
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FRINGE EVENTS

TUESDAY 22ND MAY

17:00 - 18:00

MIND THE GAP – DELIVERING FAIR PAY FOR WOMEN IN THE WORKPLACE

CONWY - Chwarae Teg and Watkins & Gunn Solicitors

POLITICS FOR THE MANY: HOW TRADE UNIONS CAN INFLUENCE WELSH ELECTORAL REFORM

RHUDDLAN - Politics for the Many

THE TRUTH BEHIND THE TRADE BILL

HARLECH - Unison

WEDNESDAY 23RD MAY

12:30 - 13:30

THE FUTURE EMPLOYMENT RELATIONS LANDSCAPE

CONWY - ACAS

PROMOTING THE RIGHTS OF PREGNANT WOMEN AND NEW PARENTS IN THE WORKPLACE

RHUDDLAN - Equality and Human Rights Commission

AUTOMATION AND THE CHALLENGE TO TRADE UNIONS

HARLECH - Unite The Union

WEDNESDAY 23RD MAY

17:00 - 18:00

WHY ARE UNIONS MORE POPULAR IN WALES?

CONWY - Wales Institute of Social & Economic Research, Data & Methods (Wiserd) and Wales TUC

See page 26 for room locations



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Llandaff,
Cardiff
CF5 2DT

Newport

Sussex House,
17 Gold Tops,
Newport
NP20 4PH

Pontypool

Giantorfaen House,
Hanbury Rd,
Pontypool
NP4 6XY

London

BY APPOINTMENT ONLY
15 Old Bailey,
London
EC4M 7EF

National Education Union: we're standing up for the future of education in Wales

Undeb Addysg Cenedlaethol: rydyn ni'n yn amddiffyn dyfodol addysg yng Nghymru

Best wishes from the National Education Union Cymru to all delegates and visitors attending Wales TUC Congress 2018.

The National Education Union combines the expertise and experience of both the Association of Teachers and Lecturers (ATL) and the National Union of Teachers (NUT), forming Wales' and the UK's largest education union with over 450,000 members. We are the professional voice for education.

Dymuniadau gorau gan Undeb Addysg Cenedlaethol Cymru i'r holl gynrychiolwyr ac ymwelwyr sy'n mynychu Cyngres TUC Cymru 2018.

Mae'r Undeb Addysg Cenedlaethol yn cyfuno arbenigedd a phrofiad Cymdeithas yr Athrawon a Darlithwyr (ATL) ac Undeb Cenedlaethol yr Athrawon (NUT), sy'n ffurfio undeb addysg fwyaf Cymru a'r DU gyda 450,000 a mwy o aelodau. Ni yw'r llais proffesiynol dros addysg.

www.neu.org.uk



Campaigning for additional employment protection for terminally ill workers

“ I was actually astounded about what HR asked. It was all about capability, capability, capability - no concern for me as their employee and no apparent care that I was dying ”



Trade Union member battling terminal breast cancer

Implications of a terminal diagnosis

Being told that you are to die as a result of a disease for which there is no cure or effective treatment and that you only have months, or at best a year or so to live is a traumatic event and everyone will react differently.

Sometimes the nature of the illness is such that the person is unlikely to be able to work again. In other cases, a person may decide that they do not want to work anymore and would rather spend their remaining time with their family and friends, getting their affairs in order, or simply doing what they want. However, a lot of workers with a terminal diagnosis decide that they want to continue working as long as they can, either because they need the financial security or because they find that their work can be a helpful distraction from their illness. Whichever choice a person makes, they should be able to expect help and support from their employer. Unfortunately the experience of many workers is that their employer is either unsympathetic or puts up barriers to them continuing in work.

If a worker with a terminal illness loses their job they lose their income. They can also lose any death in service payments they have earned through a life-time of work but are only payable to those that die while still in employment.

Did you know...

Cancer Research UK are projecting that 1 in 3 people will be diagnosed with cancer. Currently 1 in 10 new cancer cases are found in people under 50. (Over 33k cases a year)

STEP 1 Check that your employer has not already signed up to the TUC Dying to Work charter

STEP 2 Involve your union

STEP 3 Encourage your employer to sign the voluntary charter

STEP 4 Inform the TUC

STEP 5 Sign the Charter

Did you know...

An internal McMillan survey found that 37% of cancer patients 'experienced discrimination' on their return to work.

THE WALES UNION LEARNING FUND



Trade unions have always led the way in ensuring equal and fair access to learning opportunities in the workplace. Where this is organised there are clear benefits for the whole workforce.

As can be seen from the examples in this booklet, union-led learning is a critical tool in developing the skills to create a flourishing, vibrant Welsh economy with well-paid, rewarding and sustainable jobs. It also plays a key role in promoting greater equality in our workplaces.

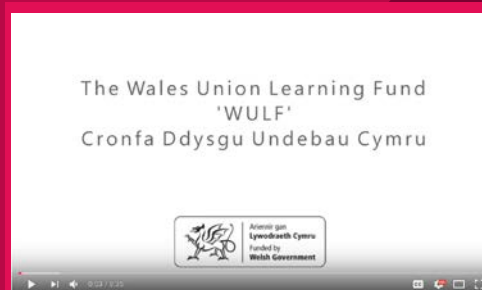
The Learning Services team currently supports 23 Wales Union Learning Fund projects across Wales. These projects are led by individual or small groups of unions and are funded by Welsh Government. The team also supports unions and employers to establish partnership arrangements, and provides training and development for the estimated 1000 union learning representatives who promote workplace learning in Wales.

WHAT IS THE WALES UNION LEARNING FUND? The Wales Union Learning Fund (WULF) exists to support learning initiatives in unionised workplaces where employers recognise the benefits of working in partnership with unions to up-skill their workforce. It funds a range of projects which are led by different unions and promote workplace learning.

'Unionised' workplaces are those where the employer has officially recognised a union. This means the employer has a duty to consult and negotiate with the union on workplace issues. The collective negotiating power of the union helps workers to have their voices heard on issues such as pay, terms and conditions, safety at work, equality and workplace learning.

HOW IS IT FUNDED? WULF is funded by Welsh Government, and unions apply to run projects using the fund in a competitive bidding process. There are 23 WULF projects funded in the current round, with most projects funded until March 2018.

Since its inception in 1999, WULF has received over £13 million from the Welsh Government and this has seen 185 successful and innovative WULF projects to date. The learning opportunities the projects provide are open to all employees within a workplace, whether or not they are in a union. The projects have been responsible for bringing successful workplace learning to tens of thousands of learners in Wales.



We've launch this video showcasing a diverse range of Wales Union Learning Fund (WULF) projects being delivered across Wales in many different sectors! Everyone we met was fantastic, thanks to all who devote time to education and learning! Diolch yn fawr iawn.

To view the video just follow the QR code or <http://bit.ly/WULFWorks> we hope you enjoy.



To get involved or for more information visit www.dyingtowork.co.uk



The menopause in the workplace

The Wales TUC is pleased to share new research on the menopause in the workplace and how Trade Unions in Wales can help make working life fairer, better and healthier for those going through it.



eNote: http://bit.ly/menopause_enote



Toolkit: http://bit.ly/menopause_toolkit

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STALLS AND EXHIBITIONS

BAR

TEA COFFEE

UnionLine

4	5	12
3	6	11
2	7	10
1	8	9

REGISTRATION

16	15	14	13
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1. Usdaw - The Campaigning Union
2. Adult Learning Wales
3. Coleg Gwent
4. British Israel Trade Union Dialogue
5. Slater and Gordon
6. ACAS
7. Thompsons
8. Unite The Union
9. Watkins & Gunn
10. NASUWT Cymru
11. Equality and Human Rights Commission
12. Open University Wales
13. Palestine Solidarity Campaign
14. National Education Union Cymru
15. GMB
16. Ynys Môn Citizens Advice

STALLS AND DISPLAYS

1. **USDAW - The Campaigning Union**

Usdaw is one of Britain's largest trade unions with over 438,000 members in the retail, distributive, manufacturing and service sectors.

Our aim is to secure the best possible terms and conditions for members and provide professional support and protection at work.

2. **ADULT LEARNING WALES**

Addysg Oedolion Cymru/Adult Learning Wales are a national organisation providing workplace and community education. We deliver this work through working in partnership with representative organisations in the workplace including trade unions, community and voluntary organisations and other providers, including the voluntary sector, local authorities, further education colleges, and universities.

3. **COLEG GWENT**

Based at the City of Newport Campus we were established in September 2004. We run both the Wales TUC core programme of courses on site and courses for many of the affiliated unions off-site. We have over 10 years of experience in teaching trade union studies and a number of us currently hold or have held union positions.

We take pride in being able to offer reps significant benefits in ICT. Our dedicated teaching room is fully equipped with PC's allowing reps to undertake research for their course and workplace. Each rep is given a college email address, the full Microsoft Office package and 1 TB of cloud storage for free. We are also able to offer courses off campus as we have a suite of mobile computers that can be used.

4. **BRITISH ISRAEL TRADE UNION DIALOGUE**

Britain Israel Trade Union Dialogue (BITUD) is an organisation committed to:

Promote solidarity and strong links between British, Palestinian and Israeli trade unions. Support a two-state solution for Israel and Palestine that delivers peace, economic progress, security and justice. Encourage trade union involvement in positive projects that improve the lives of Palestinians & Israelis. Engage progressive forces advocating peace,

social justice & human rights. Highlight the diversity of Israeli society and strive for full equality regardless of ethnicity, religion or gender. Campaign against the delegitimisation of Israel and boycotts, divestment and sanctions (BDS) targeting all Israelis

5. **SLATER AND GORDON**

Slater and Gordon is a national law firm with a dedicated team focused on serving the needs of Union members.

With Slater and Gordon, you'll have the support of a strongly established and respected law firm with generations of experience and forward-looking, positive, approach to resolving your case.

Bespoke legal services have been developed to meet the needs and requirements of Union members.

6. **ACAS**

ACAS stands for Advisory, Conciliation and Arbitration Service. We aim to improve organisations and working life through better employment relations. We help with employment relations by supplying up-to-date information, independent advice and high quality training, and working with employers and employees to solve problems and improve performance.

7. **THOMPSONS**

Thompsons is proud to have been a partner to the Labour movement since our foundation in 1921. Our commitment has always been to defend the rights of injured and mistreated individuals. We have never, and will never, act for insurers or employers. We provide expert advice and legal representation on: Personal injury, Industrial disease, Clinical negligence, Employment matters, Criminal law

8. **UNITE THE UNION**

Unite is Britain's biggest union with members across every type of workplace. It is a democratic and campaigning union which fights back for employees in the workplace, protecting workers' rights, promoting equality for all and taking trade unionism out to millions of unorganised workers.

9. **WATKINS & GUNN**

Watkins & Gunn Solicitors are an award winning South Wales law firm, offering a full range of legal services. They are very proud of their strong history of supporting trade unions and their members and families when they need it most.

10. **NASUWT Cymru**

NASUWT Cymru, the largest union representing exclusively teachers in Wales, has a network of activists providing an unrivalled level of support for members.

Mae gan NASUWT Cymru, yr undeb fwyaf sy'n cynrychioli athraron yn unig yng Nghymru rwydwaith o actifyddion sy'n cynnig lefel o gefnogaeth heb ei ail i'w aelodau.

11. **EQUALITY AND HUMAN RIGHTS COMMISSION**

The Equality and Human Rights Commission is a statutory body established under the Equality Act 2006. It operates independently to encourage equality and diversity, eliminate unlawful discrimination, and protect and promote human rights. It contributes to making and keeping Wales a fair society in which everyone has an equal opportunity to fulfil their potential.

12. **OPEN UNIVERSITY**

The Wales TUC partnership agreement with The Open University in Wales was signed in 2007 and opened the door to accessible Higher Education for half a million Welsh workers across affiliated unions. The OU partnership with Wales TUC and individual unions has been nationally recognised for its innovation with over 2000 union learners supported to study with the Open University in Wales to date.

13. **PALESTINE SOLIDARITY CAMPAIGN**

PSC is an independent, non-governmental and non-party political organisation with members from many communities across Britain, and increasingly throughout the world.

PSC represents people in Britain from all faiths and political parties, who have come together to work for justice for the Palestine people. PSC was established to campaign for Palestinian rights, including the right to self-determination and the right of return, and to oppose Israel's occupation and violations of international law.

14. **NATIONAL EDUCATION UNION CYMRU**

NEU Cymru is Wales' largest education union. It has a staff of 23, including a fulltime solicitor, dealing with the needs of the education workforce. The NEU campaigns to ensure that Welsh Government and local authorities provide the best for education professional and pupils in every educational institution in Wales.

NEU Cymru yw'r undeb addysg fwyaf yng Nghymru. Mae yna 23 o staff, gan gynnwys cyfreithiwr llawn-amser, i gwrdd â gofynion y gweithlu addysg. Mae'r NEU yn ymgychu i sicrhau fod Llywodraeth Cymru ac awdurdodau lleol yn darparu'r gorau ar gyfer gweithwyr addysg proffesiynol ym mhob sefydliad addysg yng Nghymru.

15. **GMB**

GMB is Britain's general union - which means that anyone can join us. We were formed in 1889 and since that we have been at the forefront of the Trade Union movement in the UK.

We have over 615,000 members working in every part of the economy. We're a campaigning trade union focused on protecting GMB members in their workplaces and growing the number of GMB members in order to strengthen the Union's influence.

The Wales & South West Region is one of nine GMB regions that make up the national organisation, and is under the stewardship of our Regional Secretary John Phillips. We represent members from right across Wales as well as members in South West England.

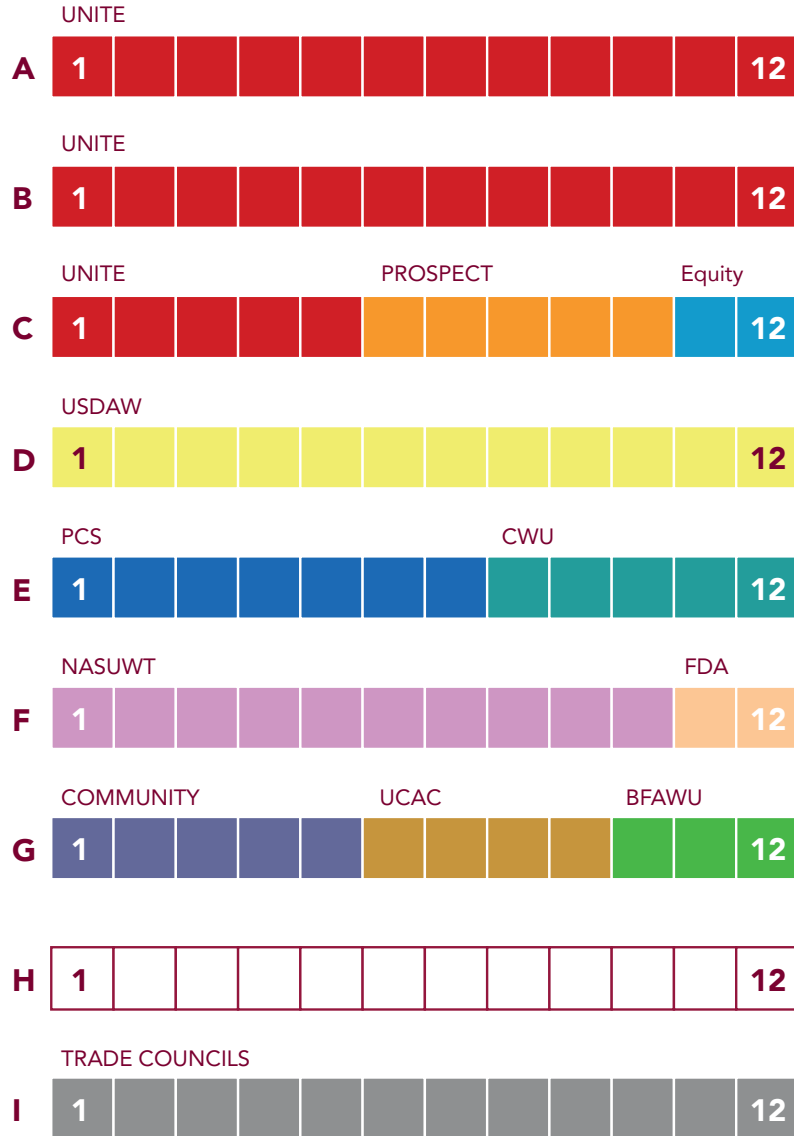
16. **YNYS MÔN CITIZENS ADVICE**

Provide free, independent and confidential advice whoever you are. We help people overcome their problems and campaign on big issues when their voices need to be heard. We value diversity, champion equality, and challenge discrimination and harassment.

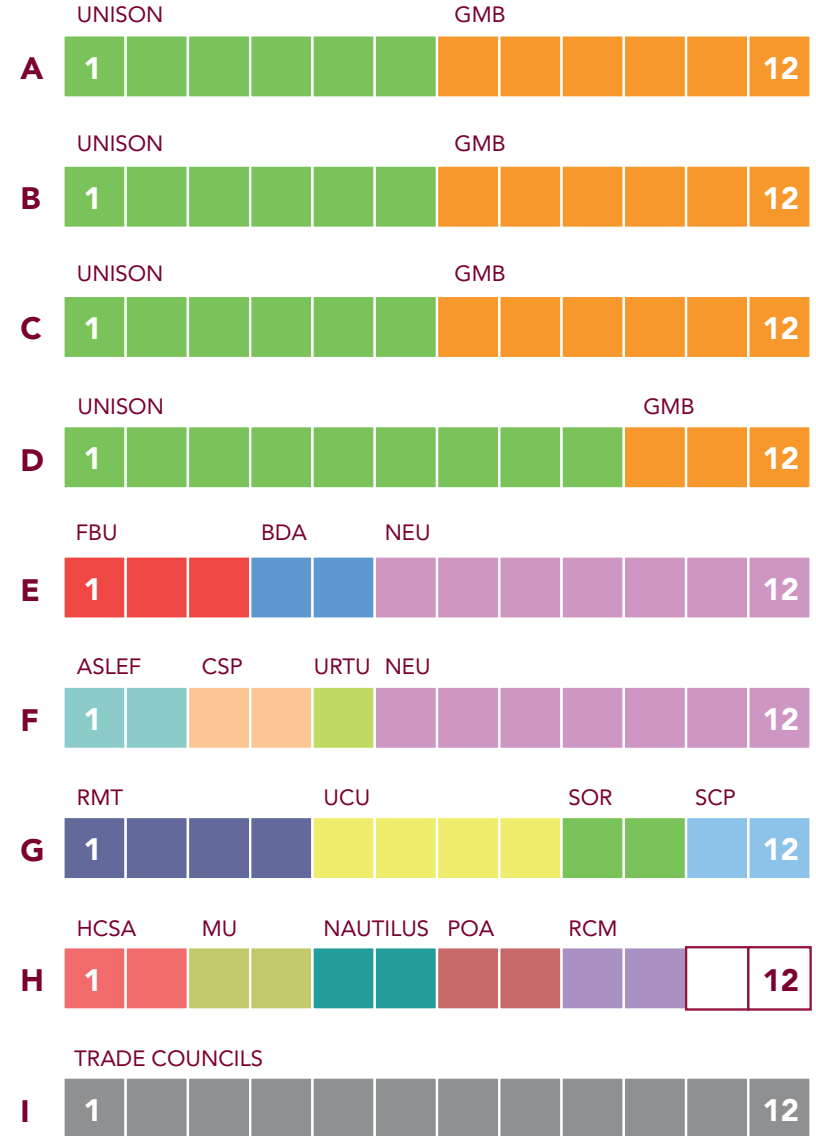
SERVICES WE PROVIDE - Ynys Môn Citizens Advice provides the following services: generalist drop in advice, specialist debt & welfare benefit appointment service, specialist employment & Pensionwise Guidance appointments across North Wales. A bilingual Telephone Adviceline is available 9am – 5pm Monday to Friday on 03444772020. For opening times contact Adviceline or access our website ynysmoncab.org.uk

SEATING PLAN

STAGE



= UNALLOCATED



UNIONLINE

Legal Services for GMB and CWU
members and their families

Welcome to delegates
& visitors to the
**Wales TUC
Congress 2018**

Llandudno 22-24 May

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Fraternal greetings to
all delegates at Wales
TUC Congress 2018

Andy Richards
Wales Secretary

Mike Jenkins
Regional Chair



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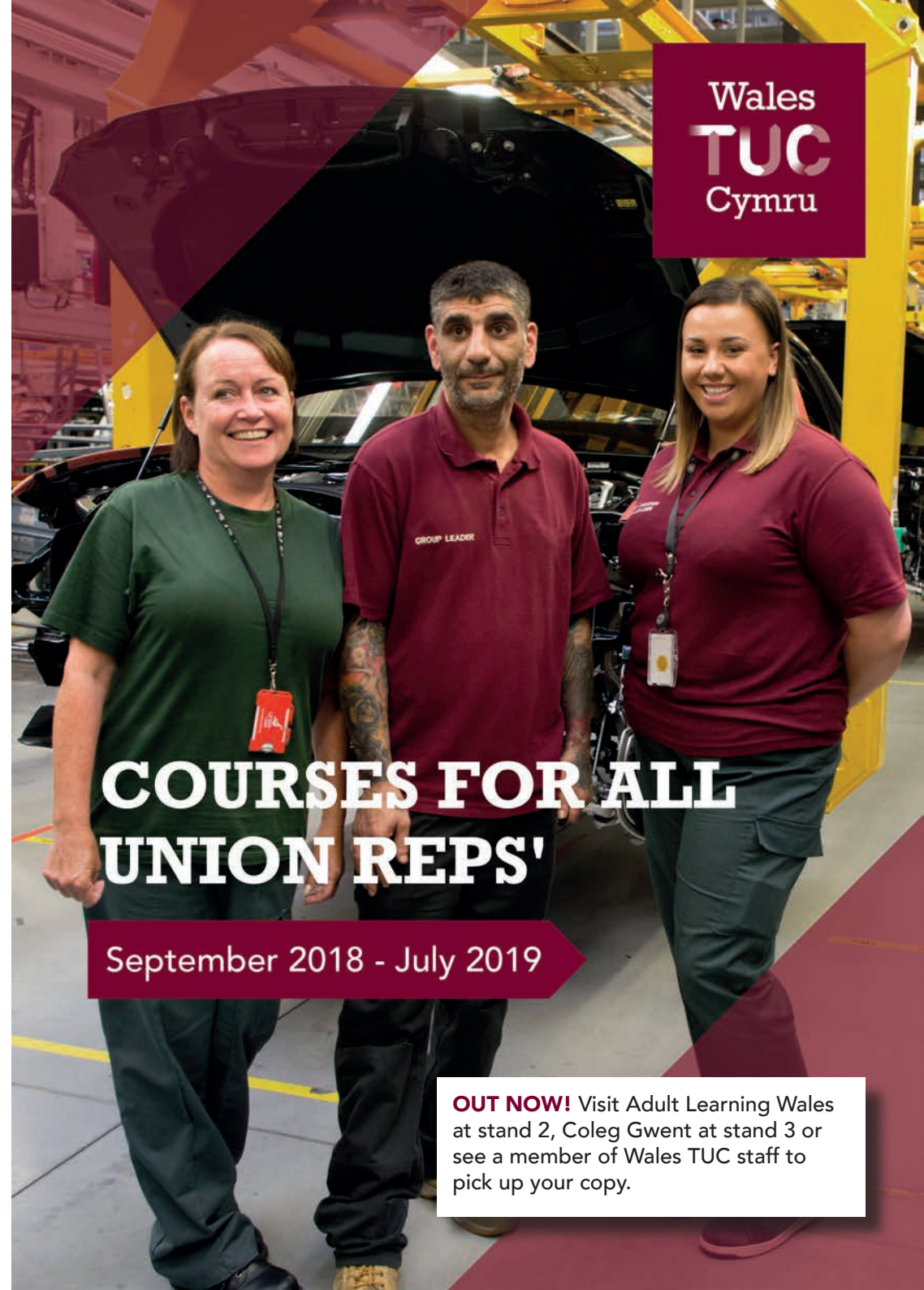


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COURSES FOR ALL UNION REPS'

September 2018 - July 2019

OUT NOW! Visit Adult Learning Wales at stand 2, Coleg Gwent at stand 3 or see a member of Wales TUC staff to pick up your copy.



Palastine Solidarity Cymru wishes Wales TUC well.

Come and join us.

The human rights of the Palestinian people must not be forgotten in the turmoil of the Middle East.

Gaza is still under siege. Food and medical supplies are scarce, electricity limited and water contaminated.

The Israeli army occupies the West Bank and East Jerusalem. Illegal settlers attack Palestinians with the protection of the army. 600,000 illegal settlers live on stolen Palestinian land. Israel abducts and imprisons hundreds of children every year.

These violations of international law and human rights are being opposed by people of conscience all over the world.

Join us in our campaigns for justice for Palestine and the Palestinian people.

We want to raise awareness across Wales about the oppression of the Palestinian people and promote and support local and national initiatives in solidarity with the Palestinian people. This will include political work such as Boycott, Divestment and Sanctions, campaigning and lobbying, as well as Palestinian cultural activities and friendship groups.

Rydyn ni eisiau codi ymwybyddiaeth ledled Cymru am y gorthrwm mae'r Palestiniaid yn ei wynebu, a hybu a chefnogi mentrau lleol a chenedlaethol i gydsefyll â'r Palestiniaid. Bydd hyn yn cynnwys gwaith gwleidyddol fel Boicotio, Dadfuddsoddi a Sancsiynau, ymgyrchu a lobbio, yn ogystal â grwpiau cyfeillgarwch a gweithgareddau diwylliannol Palesteinaidd.

The government is **#FeedingFatCats** by giving insurers **a windfall of over £1bn** at the expense of the NHS, taxpayers and the injured.

Will premiums be reduced?

Car insurers saved over £8bn in the last six years and **premiums are higher** now than ever.



Visit www.feedingfatcats.co.uk to see how much insurers are already creaming off, and for a pre-drafted letter to your motor insurer insisting they guarantee to pass on all their savings.



Dysgu Gyda Ni Learning With Us



Mae Addysg Oedolion Cymru | Adult Learning Wales yn darparu addysg gymunedol – gan gynnwys datblygu cymunedol – ac addysg yn y gweithle.

Rydym yn cyflwyno'r gwaith hwn trwy weithio mewn partneriaeth â sefydliadau cynrychioliadol yn y gweithle, gan gynnwys WTUC, undebau a darparwyr eraill, gan gynnwys y sector gwirfoddol, awdurdodau lleol a cholegau addysg bellach.

Mae'r tîm Addysg Undebau Llafur yn cyflwyno ystod eang o gyrsiau i gynrychiolwyr undebau ac i ehangu sgiliau aelodau a gweithwyr.

Mae'r cyrsiau'n cynnwys: Llythrennedd Digidol, Saesneg ar gyfer Siaradwyr Leithoedd Eraill, Sgiliau Cyflogadwyedd.

Siaradwch â ni am ragor o wybodaeth.

Addysg Oedolion Cymru | Adult Learning Wales provide community education - including community development - and workplace education.

We deliver this work in partnership working with representative organisations in the workplace including WTUC, Unions and other providers, including the voluntary sector, local authorities and further education colleges.

The Trade Union Education team deliver a whole host of courses for union representatives and for upskilling members and employees.

Courses include: Digital Literacy, ESOL, Employability Skills.

Talk to us for more information.

Cysylltiadau / Contacts:

Mair Owen: 01248 363935 | mair.owen@addysgoedolion.cymru

Terri Bishop: 01495 369869 | terri.bishop@adultlearning.wales

www.addysgoedolion.cymru | www.adultlearning.wales

Rydym yn annog a chroesawu gohebiaeth yn Gymraeg a byddwn yn ymateb i'ch dewis iaith
We encourage and welcome correspondence in Welsh and will respond to your language choice



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Cymru
Adult
Learning
Wales

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*Research commissioned by BPMA and conducted by independent research company Relevant Insights LLC



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The Official

Shrewsbury 24 Campaign

To Overturn A Miscarriage Of Justice

The Shrewsbury 24 Campaign - Judicial Review

The Shrewsbury 24 Campaign was established in 2006. Our aim is to overturn the convictions and sentences of North Wales building workers who took part in picketing during the 1972 national strike. Several of them were sent to prison. We have spent twelve years researching the background to the trials and have found fresh evidence to support the case. After five years deliberation the CCRC have refused to refer the case back to the Court of Appeal. We are currently challenging their decision by Judicial Review. We are supported by 21 national Trade Unions and many trade union branches, Trades Councils and Constituency Labour Party branches.

We are asking for affiliations and/or donations to help fund the legal case. We can provide speakers to conferences /branches etc.

For further information please contact:

Eileen Turnbull
Researcher and Secretary
Shrewsbury 24 Campaign
PO Box 92
Liverpool
L19 3PH

Tel: 07927 937773



Usdaw a Llafur yn ymgyrchu i wella bywydau gweithwyr ac ennill dros aelodau. Cymerwch ran a gwneud gwahaniaeth go iawn.

Usdaw campaigning to improve workers' lives and win for members. Get involved and make a real difference.

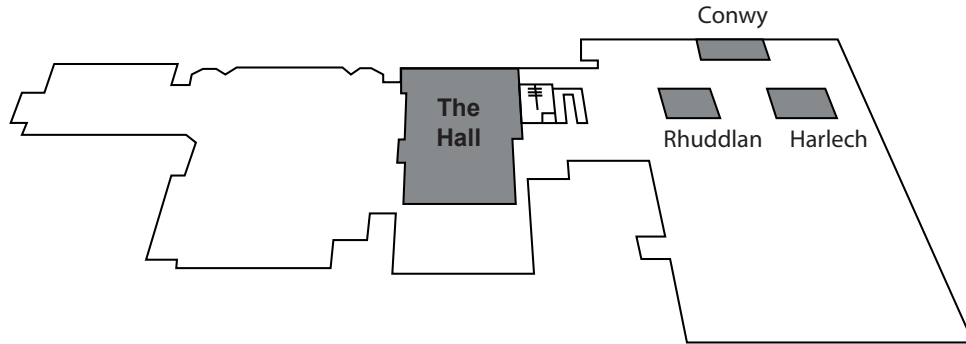
**To join Usdaw call 0800 030 80 30
or visit www.usdaw.org.uk**

**Yr Undeb sy'n Ymgyrchu
The Campaigning Union**

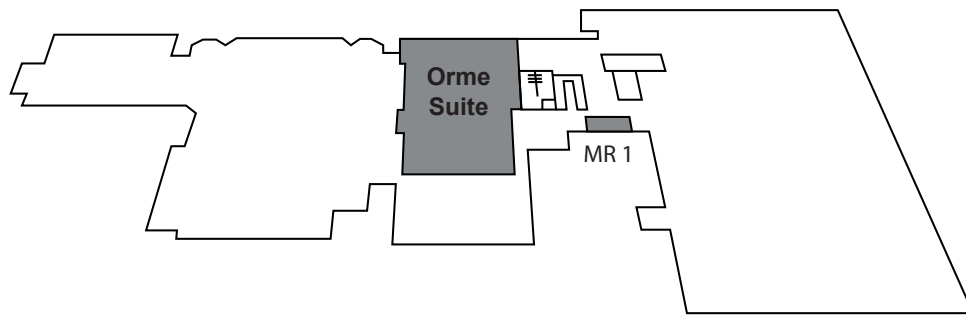


FLOOR PLAN

First Floor



Ground Floor



Orme Suite: Exhibition Hall & Registration

Rhuddlan: Fringe

MR1: Standing Orders Committee

Harlech: Fringe

Conwy: Fringe

The Hall: Congress Hall

We've been at the forefront of the Trade Union movement in Wales for over a Century

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Wales TUC Congress 2018

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