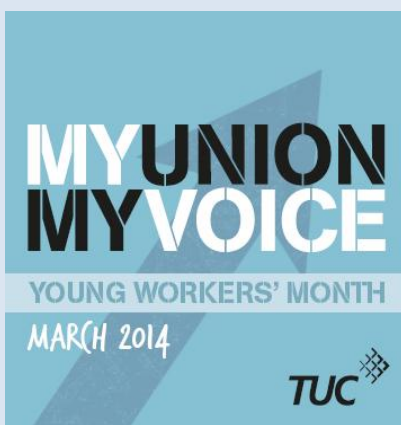


TUC Young Workers Conference 2014

Final Agenda & Information
for Delegates and Visitors



CONFERENCE AGENDA

SATURDAY MARCH 22ND 2014

- 11.00 Registration opens
- 11.30 Reception for Women Delegates & Visitors
- 12.30 Lunch
- 13.30 Opening Session of Conference
- Welcome from Fern McCaffrey, Chair of the TUC Young Workers Forum
 - Mohammed Taj, TUC President
 - Dom Anderson, Vice President, NUS
 - Abdeslam Ouaddou, ITUC 'Rerun the Vote' Campaign
- 14.45 Workshops Session 1
- Think Global; Act Local – International Solidarity
 - Rights for Trainees and Apprentices
 - 44% - How do we get more young people to vote?
- 16.00 Workshops Session 2 (above workshops repeated)
- 17.15 First Formal Session of Conference
- Conference Procedures Presentation
 - Election of Tellers & Scrutineers
 - Election of TUC Young Workers Forum Vice Chair
 - *Nominees are*
 - Femi Igbekele, Communication Workers Union
 - Anthony Curley, Unite the Union

SUNDAY MARCH 23RD 2014

- 10.00 Second Formal Session of Conference
- Motions
 - Vote on Congress Motion
- Conference will close no later than 4.00pm*

CONFERENCE MOTIONS

MOTION 1 - PUBLIC FINANCES SUPPORTING LIVING WAGE EMPLOYMENT

Conference congratulates trade union, community and student organisations that have won living wage campaigns across the UK. However, conference notes that the number of people paid less than the living wage is estimated to have risen to 4.8 million people, among which young workers will be disproportionately represented as 79 per cent of 16-20 year olds are low paid, compared to 28 per cent of 21-30 year olds and 14 per cent of those aged 31 to 40. Conference further notes a recent Resolution Foundation report, which found the average hourly pay for workers aged between 22 and 29 fell 11.7% in the three years after the financial crash.

The support of the trade union movement has been a key element in the promotion but more must be done to extend the living wage to more workers, particularly young workers.

Conference acknowledges that central, local and devolved governments are key promoters and deliverers of living wage policies. Therefore conference calls for the TUC Young Workers Forum to work with trade unions, community organisations and student groups and campaign for policy changes in procurement, subsidies or grant-making, which ensure that any employer benefitting from a public sector contract or direct public funding is obliged to pay a living wage.

COMMUNITY

AMENDMENT

After 2nd Paragraph, last sentence, delete full stop and insert comma, and continue

“including apprentices, interns and young agency workers. As trade unionists, we must always strive for and go beyond at least the Minimum Income Standard (in accordance with 2013 Joseph Rowntree Foundation Report) necessary for a decent standard of living.

Third paragraph, 2nd line, insert colon and bullet point after ‘conference calls for the’

Insert a new second bullet point at the end of the motion. “TUC affiliates to ensure that fair and decent pay for young workers is an integral part of their collective bargaining agenda.”

UNITE THE UNION

MOTION 2 - PENSIONS

Conference believes the subject of pensions is often misunderstood as being the concern of older members only. However, the consequences of low pay, burdening living costs, increased student fees and rising housing prices could have severe impact on today's young workers when they retire.

The Office for National Statistics reports that the number of young people under 30 in part-time work is more than 2.1 million, many of which will be excluded from auto enrolment into a workplace pension due to shifting income tax thresholds.

According to the Government Actuary's Department if current trends continue the basic state pension will be worth less than 10% of average earnings by 2050. Anyone relying on just the state pension in 2050 will officially be living in poverty.

Building upon the TUC report 'Life expectancy inequalities and state pension outcomes'. This conference believes that more has to be done to ensure that personal provision is made if workers wish to have some flexibility in older life.

Conference therefore calls on the TUC Young Workers' Conference to:

- work with affiliates to highlight the implications of poor pension provision to young workers;
- raise awareness amongst young workers of the shifting of State Pension Age and what it means;
- support continued pressure on government over the auto enrolment link with income tax thresholds for all workers on low income (full and part time)

COMMUNICATION WORKERS UNION

MOTION 3 - CREATING WITHOUT CONFLICT

On 19th November 2013 the Federation of Entertainment Unions launched the Creating Without Conflict report. This followed a survey of over 4,000 workers in the creative and entertainment sectors into bullying and harassment in the workplace. A key finding was that 56% of respondents had been bullied, harassed or discriminated against at work.

There is a preconception that the creative industries are full of glamorous and exciting places to work. The reality is that most workers are freelance, or on short-term contracts, with few statutory rights and little job security. In an environment where fewer than 1/3 of people experiencing ill treatment report it, freelancers were 14% less likely still to report issues. Common reasons cited for not speaking out were job insecurity, and fear of gaining a reputation as a 'trouble maker'. Worryingly, those who reported bullying were slightly more likely (11%) than those who did not to feel that their experiences impacted negatively on their careers.

Happily, 45% of respondents who involved their union were happy with the outcome.

We need to secure a cross union culture of workplace respect, and stamp out bullying in all our industries.

We call on Conference to ensure that the information and advice unions give to members on how to tackle workplace bullying in all its forms includes clear, practical guidance for workers whose employment is more precarious, such as freelancers and zero hours contract workers.

We ask that this is done by 2015.

EQUITY

AMENDMENT

Add new paragraph

'Furthermore, we ask congress to campaign to ensure freelance and casual workers are included in company anti-bullying policies.'

MU

MOTION 4 - YOUNG CARERS

Conference notes that:-

Britain is an aging society and there are hundreds of thousands of young people aged under 25 providing unpaid care every week the UK. Young carers are essential to the maintenance of the social solidarity across the generations. Policy makers have not recognised the importance of young carers and the need for support mechanisms to enable young carers to fulfil their own needs and ambitions.

Young people have borne the brunt of the recession which has been compounded by the Coalition Government's austerity measures. For example, as well as enduring the denial of education maintenance grants, young people have faced a tripling of tuition fees, rising house prices and a lack of affordable housing. Where they have been able to find work they face low wages, zero hour contracts and abusive employers.

There are nearly a million young people unemployed with little hope for the future

Conference mandates the TUC Young Workers Forum:

- To publish a report, no later than November 2014, on young carers in the UK, looking into the impact of relying on young carers, and how being a young carer affects young people both in a short and long term basis.
- To hold an event on the issues affecting young carers, as part of TUC Young Workers Month this year.
- To report back to the next TUC Young Workers Forum with recommendations for how the TUC can improve the situation young carers find themselves in.

GMB

MOTION 5 - RIGHTS AND PROFESSIONAL RESPECT OF YOUNG TEACHERS

Conference asserts that young teachers are committed and dedicated professionals who strive to provide excellence for all pupils.

Conference deplores the attack on the professional status of teachers and the removal of the requirement for schools to employ qualified teachers.

Conference further asserts that the attack on teaching profession and need to access to pay, conditions of service and support which enable them to have the very best start in their chosen career.

Conference further deplores the damaging impact of the Coalition Government's programme of deregulation and increased school autonomy which in too many cases is resulting in young teachers being deprived of their entitlement to high quality induction into the teaching profession, leaving them vulnerable to poor employment practice, discrimination and exploitation.

Conference calls on the TUC to support affiliates campaigns to publicise and challenge the damaging effect of the Coalition Government's policies on the recruitment and career progression of young teachers.

NASUWT

MOTION 6 - RESISTING DESKILLING AND PROMOTING THE SKILLS OF YOUNG WORKERS

Conference is deeply concerned that the disease of generalisation is spreading throughout the public and private sectors, leading to the exploitation and deskilling of young workers. Conference is alarmed by the increasing prevalence of 'generic skills' being prioritised above specific knowledge and skill.

Conference notes that many young workers have reduced access to training and opportunities for progression. This is having a detrimental effect on job satisfaction.

Conference notes that there is now a plethora of routes into the teaching profession. Many of these do not provide young teachers with the support and knowledge they need to succeed, due to a 'sink or swim' approach. Adequate time for study and reflection has been removed. Changes include:

- Expectation to teach and excel in subjects without relevant training
- Isolation
- Unachievable targets
- The need for unions to fill the gaps in professional development
- Increased drop out due to stress
- Detriment to work/life balance

Conference believes that routes into teaching need to offer a balance of academic education and work based training.

Proper training should improve the skills of young people to enable them to secure an economic future whereas deskilling threatens their long term earning and employment prospects.

Conference calls on the TUC to organise an event to consider the issues relating to deskilling across different sectors focusing on improving the skills of young workers.

NATIONAL UNION OF TEACHERS

MOTION 7 - FIGHTING AUSTERITY

Young people are facing the brunt of austerity and are under attack on every front.

Young people remain amongst the lowest paid, often on temporary or zero hour contracts and in non-unionised workplaces.

Outside of work, education is being privatised en-masse and tuition fees sold off to the highest bidder, all happening alongside the Government's attempt to destroy the teaching profession.

Welfare "reform" continues, with Workfare, vicious sanctions regimes and the Bedroom Tax; now discussions are under way to remove benefits from all under 25s.

Even though this onslaught continues, there is no joint youth campaign to combat it.

Young Members can play a key role in fighting austerity and the TUC should be at the forefront of organising young workers, students and the unemployed.

Consistently it's been shown that when trade unions campaign and take action, young people not only offer support but get active. With the average age of trade union members rising, inaction is not an option.

TUC Young Members' Forum calls for:

- The TUC to run a national youth campaign, organised through the TUC Young Members Forum, working with the NUS, Youth Fight for Jobs, DPAC and others to link up youth struggles;
- Linking the action in with the TUC Young Workers Month, including a day of action to highlight youth issues and an open national forum to launch the campaign
- The TUC to support further coordinated industrial action and the call for a general strike.

PUBLIC AND COMMERCIAL SERVICES UNION

MOTION 8 - DEFINED BENEFIT PENSION SCHEMES

Conference approves of efforts by trade unions to maintain access to defined benefit pension schemes for young workers in the private sector. However Conference notes that the majority of these schemes are now closed to new entrants and are unlikely to be re-opened.

The reality of pension provision for most young workers in the private sector is either no access to a pension scheme or access only to a defined contribution scheme. Conference accepts that the most practical way of improving pension provision for young workers in the private sector is to widen access to private sector pension schemes and to improve the defined contribution schemes that are open to new entrants.

Conference instructs the TUC with the support of the Young Workers' Forum to:

- Campaign to lower the earnings trigger for people to be automatically enrolled into workplace pension schemes.
- Campaign to make employer contributions payable on all earnings under automatic enrolment.
- Campaign to increase the employer contribution payable under automatic enrolment.
- Train young trade union representatives on how to campaign to improve defined contribution pension schemes in their workplaces.
- Support young trade union representatives to become more involved in the governance arrangements of workplace pension schemes.

PROSPECT

MOTION 9 - REFERENDUM ON MEMBERSHIP OF THE EUROPEAN UNION

Congress notes the last referendum on Britain's place in Europe was in 1975 in respect of membership of the Common Market.

Since then there have been five further treaties meaning the European Union now has a clear political as well as economic structure.

The vote on the Common Market was thirty nine years ago meaning no-one in Britain under the age of 57 has had the opportunity to vote on the EU, despite the EU gaining substantial, legislative, political and economic powers.

Congress also notes there has been no vote on Britain's membership of the EU despite the fact that the three main British political parties have all promised referendums in recent years and that polls are overwhelmingly in favour of a referendum.

Congress accepts there are divergent views on what should be the nature of Britain's relationship with Europe, with some for example supporting withdrawal from the EU while others support continued membership.

Congress believes there is now, however, a growing consensus for a referendum, and it is fundamentally undemocratic to deny the people a vote on this issue.

Congress therefore supports a referendum on Britain's membership of the European Union.

Congress also agrees to campaign for a referendum and also considers that while there may be strong arguments for the referendum to take place as soon as possible, the General Council should conduct an urgent consultation to establish views on the timing of the referendum.

RAIL, MARITIME AND TRANSPORT WORKERS

MOTION 10 - 16-25 RAILCARD

This Conference notes:

1. The Association of Train Operating Companies (ATOC) sells discounted railcards which allow 34% off certain single and return tickets
2. One example of this railcard is the 16-25 railcard, formally called Young Persons
3. Railcards do not discount season tickets which for young people mean having to pay extra for the privilege to attend work, education or training.
4. Britain's season ticket costs are some of the highest in Europe.
5. The cost of the 16-25 railcard has doubled over the past 20 years

This Conference resolves

1. The cost of these railcards should be reduced
2. The discount should be raised to 40%
3. The minimum fare for journeys starting between 4:30am and 10:00am should be scrapped
4. The cut off age for the card should be at 27 to account for the increasing number of people between the ages of 16-30 on Zero Hour contracts and being paid minimum wage

TRANSPORT SALARIED STAFFS' ASSOCIATION

AMENDMENT

New first bullet point 6, *'Young people in rural areas are particularly disadvantaged by transport costs and poorer services'*.

Second bullet point 1, replace *'reduced'* with *'free, and with a much simplified application process'*

Second bullet point 2, replace *'40%'* with *'50%'*

New second bullet point 5 *'Railcards should lead to discounted season tickets'*.

New second bullet point 6 *'The costs for this to be met from train operators' profits.'*

UNISON

MOTION 11 - GIVE US THE VOTE

This Conference notes a significant number of local and national elections are to take place shortly, including European Parliamentary elections (22 May 2014) and a General Election (before 6 May 2015).

This Conference welcomes the British Youth Council's decision to prioritise Votes@16 as its main campaign this year, and that 16 and 17 year olds have been enfranchised for the Scottish independence referendum (18 September 2014).

This Conference believe that the franchise in all national and local elections should be extended to 16 and 17 year olds, and that the case is now so well established, that of the mainstream political parties only the Conservatives are actively opposed to it.

This Conference is concerned that too many young people are not registered to vote, especially young Black people, and welcomes the work of Operation Black Vote to encourage Black voter registration.

This Conference also believes that appropriate political education should be used as part of our work to encourage registration and voting.

This Conference agrees to:

- (i) support the Votes@16 campaign and encourage unions to affiliate to it;
- (ii) call for all mainstream political parties to include in their manifestos an explicit commitment to extend the franchise to 16 and 17 year olds;
- (iii) promote a young voter registration drive, and consider joint work with Operation Black Vote to encourage young Black people to register and vote;
- (iv) seek and/or develop appropriate political education to promote in the context of this work.

UNISON

MOTION 12 - EQUAL PAY FOR YOUNG WORKERS

Conference strongly objects to the myth put forward by the Coalition that paying young people the same rate as older workers would be detrimental to young people's employment prospects.

Conference believes it is wrong that young workers are only entitled to National Minimum Wage rates that are lower than the full adult rate for workers aged 21 and over.

Young workers are facing a young people's cost of living crisis. Recent research conducted by Usdaw has shown that 78% of young people struggle with housing costs while 53% have no money left after paying bills and essential costs.

Conference welcomes the success that trade unions have had in recent years in persuading many employers to abolish their youth rates and pay a single rate for the job regardless of the employee's age. The full adult rate for young workers has not had a detrimental impact on the employment of young people in these businesses.

Conference believes that the work that young people do is of equal value to that of their older colleagues and they should have a right to the full adult rate for the job.

Conference calls on the TUC to lobby for the youth rates of the National Minimum Wage to be abolished and for young workers to be entitled to the full adult rate.

Conference calls on the TUC to campaign for equal pay for young workers both in company pay rates and the National Minimum Wage.

UNION OF SHOP DISTRIBUTIVE AND ALLIED WORKERS

MOTION 13 - YOUNG WORKERS ORGANISING STRATEGY

This conference notes:

Trade unions are finding it difficult to organise in sectors of the economy where young workers are far more likely to work, e.g. in retail, catering and hospitality where there is a high-turnover of staff, casualisation, poor employment contracts and a prevalence of small workplaces.

Additionally, as young people often see their engagement with the workplace to be temporary or transient, unions are finding it a challenge to represent young workers.

Furthermore, trade unions lack a clear strategic vision about how these young workers can be recruited and organised.

The trade union movement needs young workers if it is to continue standing up for working people of the future.

This conference further notes:

Leading young members in the TUC have already been involved in successful campaigns to recruit and organise young workers from un-unionised workplaces, one of the most successful of which was the SERTUC young workers' committee campaign around 'Save HMV Workers.'

This conference resolves to:

- Call on the General Council to support the creation of a TUC young workers organising strategy that will be developed by the young members, alongside the Organising Department, which seeks to recruit and organise young workers, specifically in the casualised workplaces referenced above.
- Call for a review of how the TUC can more effectively deploy and train its lay companions to establish what more they can do to support individual members in un-unionised workplaces and promote the union to young workers.

UNITE THE UNION

MOTION 14 - TUC YOUNG WORKERS FORUM DELEGATES AGE QUALIFICATION

Amend the final sentence of Paragraph 1 of the TUC Young Workers Forum and Conference Constitution and Conference Rules and Standing Orders to read;

“Those representatives must qualify as young workers/members under the rules of the union that they will be representing.”

Add the following sentence to Paragraph 1;

“Where there is no definition of a young worker/member under the rules of a nominating union then delegates to the Forum nominated by any such unions must be aged 27 and under.”

TUC YOUNG WORKERS FORUM

MOTION 15 - TUC YOUNG WORKERS CONFERENCE DELEGATES AGE QUALIFICATION

Amend the second sentence of paragraph 11 of the TUC Young Workers Forum and Conference Constitution and Conference Rules and Standing Orders to read;

“Delegates to the Conference must qualify as young workers/members under the rules of the union that they will be representing.”

Add the following sentence to Paragraph 11 after sentence two;

“Where there is no definition of a young worker/member under the rules of a nominating union, then delegates to the Conference nominated by any such unions must be aged 27 and under.”

TUC YOUNG WORKERS FORUM

INFORMATION FOR DELEGATES

WHO ATTENDS THE YOUNG WORKERS CONFERENCE?

Each union is entitled to send between 4 and 18 delegates to the Conference based on the total number of members the union affiliates to the TUC. Unions are also allowed to send visitors.

Also in attendance are TUC staff and visitors from outside organisations.

HOW LONG DOES THE CONFERENCE LAST?

The Conference usually takes place over the third or fourth weekend of March. It usually opens at 1.30pm on the Saturday and finishes by 4.00pm on the Sunday.

WHO IS RESPONSIBLE FOR CONFERENCE ARRANGEMENTS?

The TUC Young Workers Forum (YWF) acts as the Conference Arrangements Committee.

WHO CHAIRS THE CONFERENCE?

The Conference is chaired by the Chair of the YWF with assistance from the Forum Vice Chair. The current Chair is Fern McCaffrey of the GMB and the Vice Chair is Graham Smith who is a member of Unison.

WHAT DOES THE CONFERENCE DISCUSS?

Each union is invited to submit one motion, of not more than 250 words each, which must deal with one subject only each. Motions are published in a preliminary agenda and unions are then invited to submit one amendment to one motion.

Certain motions on the preliminary agenda, together with amendments, may be grouped into composite motions with the agreement of the unions concerned. The final agenda is then distributed to all delegates.

WHAT ABOUT EMERGENCY MOTIONS?

Emergency motions must deal with issues that have arisen since the closing date for ordinary motions. In other words, they must be a genuine emergency; otherwise they will not be approved for inclusion on to the agenda by the YWF.

Unions and the YWF are entitled to submit an emergency motion to Conference, not later than two days prior to the opening of Conference

All emergency motions are considered by the YWF prior to the Conference. Those that are considered genuine emergencies are then circulated to delegates at the beginning of Conference.

Delegates are invited to vote on whether each should be included on the agenda. At least two thirds of delegates must vote in favour if the emergency motion is to go on the agenda.

If the Committee decides that any emergency motion is mainly about issues that arose before the closing date for ordinary motions, they will rule it out of order. Such motions are not circulated to delegates.

MOTIONS TO CONGRESS

Delegates are able to vote for one resolution (one of the motions carried by Conference) to go forward onto the agenda of the annual TUC Congress in September.

To decide on the motion that is sent to Congress, delegates receive a ballot paper listing all the motions to be debated. Each delegate is able to vote for the one motion they wish to see on the Congress agenda. The ballot papers will be counted at the end of the Conference and the resolution with most votes becomes a motion to Congress. In the event of a tied vote, the Chair of the YWF makes the final decision.

WHAT HAPPENS TO MOTIONS AFTER THE CONFERENCE?

All the motions which are carried form the basis of action by the YWF over the following twelve months. Motions are also considered by the General Council and TUC departments as part of the overall work of the TUC.

The resolution that the Conference votes onto the Congress agenda becomes the property of the TUC YWF who might take decisions about compositing or accepting amendments.

WHAT HAPPENS IN THE EVENINGS?

On the Saturday evening of the Conference there is a social event for all Conference delegates and visitors. An invitation will be given to you when you register on the morning of Conference.

WHAT ELSE HAPPENS AT CONFERENCE?

On the Saturday afternoon there are a number of workshops on trade union campaigns and issues relevant to young workers. The TUC also organises an Exhibition area with stalls run by campaign organisation and Bookmarks the Trade Union bookshop.

VISITORS

The Young Workers Forum welcomes all visitors to the Conference. Visitors are reminded that they are not allowed to go onto the Conference floor to speak to members of their delegation or delegates from other unions.

SOCIAL MEDIA

Twitter, Facebook and other social media platforms enable what goes on at the Conference to be shared with a much larger audience. The YWF asks that all delegates and visitors to the Conference use social media responsibly and not engage in any behavior that would be unacceptable if it were carried out in person.

At the 2013 Young Workers Conference the Forum received complaints from a small number of delegates who felt that what they had said in speeches had been deliberately misrepresented in posts on Twitter and Facebook by other delegates. The YWF asks that all delegates and visitors remember that delegates are at the Conference to represent the members of their union and therefore their opinions should be respected.

CONSTITUTION & RULES OF CONFERENCE (STANDING ORDERS)

THE TUC YOUNG WORKERS FORUM

1. The TUC Young Workers Forum is an advisory committee to the TUC General Council, which meets approximately four times a year. It consists of a number of General Council members and representatives from affiliated trade unions. Each union affiliated to the TUC can appoint up to two delegates to the Forum, at least one of who must be a woman. Those representatives must be under the age of 27 on the day that they are appointed.

YOUNG WORKERS FORUM CHAIR & VICE CHAIR

2. The TUC Young Workers Forum will be chaired by the Young Workers' representative on the General Council who is elected at Congress.
3. The TUC Young Workers Forum Vice-Chair will be elected by the TUC Young Workers Conference and shall be a representative of a different TUC affiliate to the Young Workers Forum Chair.

MEMBERSHIP OF THE TUC YOUNG WORKERS FORUM

4. Each TUC affiliate can nominate two delegates to the TUC Young Workers Forum, one of which must be a woman. When necessary, affiliates can nominate substitutes. Each TUC affiliate is also allowed to send an unlimited number of observers to the Forum.
5. General Council members of the Young Workers Forum shall be appointed by the General Council of the TUC.
6. Any member of the TUC Young Workers Forum who during the year ceases to be a member of the union that they represent on the forum shall also cease to be a member of the TUC Young Workers Forum. Any member of the TUC Young Workers Forum who reaches the age of 27 during the period between the annual Congress shall cease to be a member of the TUC Young Workers Forum on the final day of the first Congress after their 27th birthday.
7. Unions are permitted to fill vacancies that arise within their delegations to the Young Workers Forum at any point in the year.

MEETINGS OF THE TUC YOUNG WORKERS FORUM

8. The TUC Young Workers Forum shall meet not less than four times per year. Dates for meetings for the forthcoming year shall be agreed at the first meeting of the Young Workers Forum after Congress.

TUC YOUNG WORKERS CONFERENCE

9. The title of the Conference shall be the 'TUC Young Workers Conference' and its purpose shall be to encourage young people to play a full and active role in the trade union movement and empower young Workers to inform TUC policy.

DATE OF TUC YOUNG WORKERS CONFERENCE

10. The Conference shall meet annually for two days no later than the last weekend of April unless otherwise decided by the TUC Young Workers Forum.

BASIS OF REPRESENTATION

11. All unions affiliated to the TUC are entitled to send delegates to the TUC Young Workers Conference on the basis given below. Delegates to the conference should normally be under the age of 27. Where possible, unions are encouraged to send delegations which contain a gender balance. Unions are able to appoint delegates on the following basis:

- Unions with up to 300,000 members, a maximum of four delegates;
- Unions with up to 500,000 members, a maximum of six delegates;
- Unions with up to 800,000 members, a maximum of eight delegates;
- Unions with up to 1,200,000 members, a maximum of 10 delegates;
- Unions with up to 1,200,000 members, a maximum of 12 delegates;
- Unions with up to 1,500,000 members, a maximum of 14 delegates;
- Unions with up to 1,800,000 members, a maximum of 16 delegates;
- Unions with over 1,800,000 members, a maximum of 18 delegates.

CONFERENCE ARRANGEMENTS

12. Responsibility for conference arrangements will lie with the Young Workers Forum which will have responsibility for the following;

- Ruling on motions (including compositing).
- Ruling on Emergency Motions
- Advising on the conference agenda and guest speakers

FORMAT OF CONFERENCE

13. The TUC Young Workers Conference will normally run over two consecutive days. The first day of the conference will be given over to a series of workshops and discussion groups on subjects related to young workers and young members of trades unions. The second day of the conference will be given over to discussion of motions submitted by affiliates and the vote on the motion to be submitted to Congress.

CONFERENCE CHAIR

14. The Chair of the TUC Young Workers Conference shall be the Chair of the TUC Young Workers Forum.

MOTIONS

15. Motions for the Young Workers Conference Agenda must be signed by the General Secretary of the organisation submitting them and must reach the General Secretary of the TUC at least ten weeks before the date fixed for the Conference.
16. Each affiliated union is invited to submit one motion of not more than 250 words in length. Motions should deal with one subject only.
17. The Young Workers Forum shall draw to the attention of the General Council any motion they consider does not comply with this requirement and the General Council shall decide whether or not it is eligible for inclusion in the agenda. The decision of the General Council shall be final.
18. The motions included in the Conference Preliminary Agenda shall be sent to each affiliated union as soon as possible after the closing date for their submission.
19. Each affiliated union shall be allowed to submit one amendment of no more than 60 words in length. All amendments to the motions submitted by affiliated unions must reach the General Secretary of the TUC by a date to be decided by the Young Workers Forum which will be no later than 6 weeks before the day prior to the start of the Conference. Such amendments must be signed by the General Secretary of the affiliate submitting them.
20. The final Conference Agenda will be published and circulated no later than three weeks before the day prior to the start of the Conference.
21. Emergency Motions may be submitted to the Conference by the Young Workers Forum and any affiliate, subject to the conditions in paragraph 22 (see below) being met.
22. Emergency Motions received from affiliates must;
 - a. Address an issue that has arisen since the closing date for ordinary motions and that represents a genuine emergency;
 - b. Not be more than 200 words in length, signed by the General Secretary of the affiliated union (or by the Chair in respect of Emergency Motions submitted by the Young Workers Forum) and received by the General Secretary of the TUC not later than the morning of the day two days prior to the first day of the Conference.
23. Emergency Motions that in the opinion of the TUC Young Workers Forum satisfy the criteria set out in paragraph 22 of the conference Rules and Standing Orders will be included in the Conference Agenda subject to the agreement of at least two-thirds of the delegates to the Conference.

24. In making arrangements for the Conference, the Young Workers Forum shall have authority to take any steps they consider necessary to co-operate with the unions submitting motions and amendments, in order that composite motions may be obtained wherever practicable. Failure to comply with the Young Workers Forum's arrangements may involve a union's motion being deleted from the final Agenda.
25. Delegates to the TUC Young Workers Conference will select, via a secret ballot, one resolution (a motion that is carried at the Conference) to go forward as a motion onto the agenda of the succeeding Congress.
26. The resolution to be submitted by Conference as a motion to the succeeding Congress will become the property of the TUC Young Workers Forum, the Chair of which will have responsibility for decisions relating to amendment and/or compositing.
27. The Young Workers Forum will decide which union will move the motion at Congress on behalf of the Conference. The mover must already be a delegate to Congress.

HOURS OF CONFERENCE

28. The TUC Young Workers Conference shall assemble at 9.30am and close at 5.30pm on the first day. It shall assemble at 9.30am and close by 5.30pm on the second day. Lunch-times on both days shall be from 1pm to 2.30pm.

CONFERENCE BUSINESS

29. Included in the business of the Annual Conference shall be the consideration of the Annual Report of the Young Workers Forum. The Report shall be sent to delegates not later than four weeks prior to the Conference.

APPOINTMENT OF SCRUTINEERS AND TELLERS

30. The appointment of four ballot scrutineers and four tellers shall be made by delegates at the start of the Conference. The four members of each group shall be representatives of different unions.

LIMITATION OF SPEAKERS

31. Five minutes shall be allowed for the mover of a motion and three minutes for each subsequent speaker. Speeches on behalf of the Young Workers Forum shall be limited to five minutes unless otherwise agreed by the Conference, with the exception of the Chair's address which shall be no longer than 15 minutes. Other guest speakers shall not exceed the length of the Chair's address.

32. A delegate shall not speak more than once on any question unless permission to do so, on a point of order or explanation, is given by the Chair.
33. The mover may be allowed three minutes to reply to discussion on the motion concerned but no new matter may be introduced into such reply.
34. Movers of amendments do not have the right of reply.
35. Delegates shall vote on the motion immediately after the mover has replied.

VOTING AT THE TUC YOUNG WORKERS CONFERENCE

36. The method of voting at the TUC Young Workers Conference on all matters except the selection of the resolution to go forward as a motion to the succeeding Congress and the election of the Vice Chair of the Young Workers Forum both of which will be via a secret ballot, shall be via a show of hands of delegates at the conference.

CLOSURE

37. The Previous question, Next business, or the Closure of the debate may be moved and seconded only by those delegates who have not previously spoken during the debate and there shall be no speeches on such motions. Should the Closure be carried, the mover of the original motion shall have the right to reply in accordance with Standing Order 36.

SUSPENSION OF STANDING ORDERS

38. Standing Orders may be suspended only if agreed by at least two-thirds of delegates to the Annual Conference who are present and voting.

CHAIR'S RULING

39. The Chair's ruling on any matter at the conference shall be final.