**Part 3**

# Motions Lost

Composite 3 Fairness at work and trade union legislation

Congress calls on the New Labour Government to repeal all anti-union laws introduced since 1979 to date and introduce positive trade union rights in line with ILO Conventions and the United Nations Charter. Congress also declares its full support for all trade unions who adopt a policy of non-compliance with laws which have been designed to render trade union rule books ineffective, thereby denying the democratic rights of trade union members.

Congress instructs the General Council to actively campaign:

i) for the introduction of new laws which enshrine the rights of working people, without penalisation, to take industrial action - including solidarity action - to be represented by their union representative irrespective of the size of the workplace and for their unions to have the right to have their own constitutions, free from state interference, in line with ILO conventions and the Social Chapter of the Council of Europe;

ii) to support workers and unions penalised or threatened by anti-union laws;

iii) for the right of union recognition with full negotiating rights if requested by workers without numerical obstacles; and

iv) for full employment rights from day one of employment.

**Mover: Bakers, Food and Allied Workers Union**

**Seconder: National Union of Mineworkers**

Composite 5 TUC Black Workers, Womens and Lesbian and Gay Conferences

Congress welcomes the continuing success of the motions-based TUC Black Workers, TUC Women’s, and TUC Lesbian and Gay Conferences.

In order to achieve parity amongst oppressed groups it calls upon the TUC to organise a similar motions-based conference for disabled workers equivalent to the three annual TUC conferences organised for other oppressed groups - women, black, and lesbian and gay workers.

Congress further believes that an equivalent conference and the equivalent committee is essential if the TUC is to manage its affairs in accordance with the DDA.

Congress agrees that these conferences have been instrumental in involving under-represented groups in formulating policy within the trade union movement in areas where delegates have direct experience and expertise.

In order to ensure that this experience, together with the conferences perspectives and priorities, are shared and debated in the wider trade union movement, the TUC Black Workers, Womens, Lesbian and Gay and Disabled Workers Conferences should each be allowed to submit two motions to the TUC Congress commencing in the year 2000.

Furthermore, Congress requests that the General Council examine the question of reserved seats for one disabled representative and one lesbian and gay representative.

**Mover: Communication Workers Union**

**Seconder: Manufacturing Science Finance**

**Supporter: NATFHE - The University and College Lecturers Union**