

## ANNUAL CONFERENCE MOTIONS 2010

### Change of Rules

#### 1- Regional Structure- Executive Council

That this conference agree to implement a five Region structure. The boundaries of each Region to be decided by the Executive Council after consultation with Regional Councils and full Time Officers.

#### Amendment-West Yorkshire District Branch

Add after full time officers the following-

Once consultation has taken place the EC will formulate a motion outlining where the boundaries of each Region are.

#### 2-Regional Structure-No 5 Regional Council

That this conference agree that the proposal submitted by the EC on the restructure as per resolution 1 of the 2009 conference be subject to debate at this conference and that conference decided the course of action to take on motions/resolutions from the EC

#### 3-Regional Structure-No 5 Regional Council.

That this Conference agree that the Regional structure of the union should be as follows:

\*The Union shall retain the no redundancy policy.

\*The positions of General Secretary and National president elected by membership are the 2 National Officers

\*Regional EC members on the basis of 1 per 1,500 members (to a maximum of 5 per Region) to be nominated and elected by conference.

\*The Union will have 5 regions as follows-

Region 1 London & South East (Home counties, East Anglia, Kent, Sussex.)

Region 2- South West (Devon, Cornwall, Wessex, Hampshire, Isle of Wight etc)

Region 3-Wales (entirely), Ulster, Republic of Ireland, Isle of Man)

Region 4-North West (including Cumbria), West & Central Midlands.

Region 5- Scotland, North east, All Yorkshire, Lincolnshire.

The level of FTO's to be retained at 2009 levels.

#### 4-Regional Structure-No 5 Regional Council.

That conference agrees that the number of Regions shall remain at 7 until either a reduction in FTO's warrants altering the present structure to continue to service our members or current membership decreases/increases which may then instigate changes for financial benefits to the union.

#### 5-Executive Council Composition-Executive Council

That this conference agrees that the Executive Council be elected on the basis on 1 member per 2,000 members with a maximum of four and a minimum of two members per Region..

#### 6 Rule 2.1-New Branches and Administration-Branch 582

With the changes that are being put in place to address the problems we are suffering from a decline in membership we believe that the minimum number that a new branch must have before applying to join our union needs addressing and ask Conference to reduce the number of members from any workplace or the employer to five to allow smaller branches and to increase the opportunities of recruiting new members.

#### 7-Contributions-Executive Council

That this conference agrees to the introduction of a youth rate of contribution. This be set at £1 per week. The rate to increase in line with increases in the full contribution rate.

#### 8-Rule 5.1 Contributions and Benefits-No 3 Regional Council

That this Conference agrees, that the Executive Council to give consideration to a freeze in union contributions this year, due to many members not receiving a pay rise for 2009.

#### 9-Rule 5.6-Fatal Accident Benefit-Branch 582

Conference we ask for your support in requesting an increase in the amount of benefit paid to member's next of kin if they suffer a fatal accident at work. We believe the current payment barely covers the cost of funeral expenses and would like to see an increase of £250 to help relieve their financial stress during their grieving, this will increase the benefit to £2250 in total

#### 10- Rule 21.1 Trustees-Executive Council

That this conference agrees that to delete 'seven' and to add 'a majority of Trustees to sign deeds'.

#### Amendment-Branch 215.

Delete "seven and add five"

#### 11 Rule 22.11-Rule changes-No 5 Regional Council

Conference we believe that it is unnecessary to set a minimum period for rule changes to stand and believe that any rule should be entitled to be challenged and changed if I receives a two thirds majority at the next conference.

#### 12-Rule 22.4-Duration of Conference0 Branch 215

That this Conference agrees that because of the economic climate Annual Conference needs to be cut down by 1 day "9a)The Conference shall be Sunday, Monday and Tuesday, or as determined by the National President and Standing Orders Committee."

#### 13-Rule 22.19-Election of Executive Council-No 3 Regional Council

That this conference agrees, that with the restructuring of the union from a District based Region to a five Region structure, that the Executive Council to be elected by the Regional Delegates to Annual Conference, once Regional Executive Council members numbers from the proposed five Regions has been established.

#### 14-Standing Order 18-Executive Council

That this conference agrees that Standing Order 18 has effect subject to any other requirement of law.

### **General Motions:**

#### **Industry**

#### 15-Anti Trade Union Legislation-No. 4 Regional Council

That this Conference agree that the use of Thatcher's legislation is being used to have a strong financial impact on union funds to change long standing union procedures to elect the new national secretary by insisting on a postal ballot; and is an infringement of union democracy and should be opposed like all anti trade union legislation.

#### 16-Flexible Working- No 4 Regional Council

That this Conference agrees that companies with over 200 workers should be made to give flexible working to all staff that wish/need flexible working.

17-Union Training Courses-Parking-No 4 Regional Council.

That this Conference agrees that any members who attends a union course should not be left out of pocket by having to pay parking charges as a weeks course could be very expensive.

18-Branch Officials Training-No 4 Regional Council

That this Conference agrees that there needs to be more training courses on sexual minority groups for Branch officials so that they are able to deal with sexual minority groups. The courses should also deal with up to date legislation dealing with this matter.

19-Workplace Training-Branch 582

The inadequate level of commitment that employers place on training employees appears to be deteriorating even further. We would like to see minimum, standards set out for all trades across industry and ask Conference to pressure Government into establishing a national standard across the UK.

20- Benefits Awareness Training-No 5 Regional Council

As the result of the recent economic collapse many workers have paid the price by losing their jobs. During this difficult time our members need assistance with a range of issues, one being access to available benefits. Conference therefore asks the EC in conjunction with our training providers to look at devising “Benefits Awareness” training courses for our reps in order that they may give this vital service to our members at a very difficult time.

21- Disability Sick leave-No 5 Regional Council

That this conference try to negotiate agreements on Disability Sick Leave.

**Economy**

22- Bank Bonuses-No 5 Regional Council

As colleagues are obviously aware we have over the past 20 months gone through an Unprecedented economic collapse due to the excesses of fat cat bankers with disaster only averted by the use of public money to bail out the banking system. The Bakers Union condemn the unfeeling, uncaring unscrupulous bank executives and call on the government to act to stop the payment of bonuses, to introduce tough regulation, oversee the financial system and look to creating a “peoples bank” based on the excellent model of our much admired Post Office system.

23-Bank Bonuses- Branch 450

That this Conference agrees to stop the big bonuses being paid to Banks who have taken public moony to bail them out. An independent forum should be put in place to oversee what and who is paid.

24- National Debt-No 7 Regional Council

Given the unprecedented debt that the country is in, conference calls on those responsible, namely the banks, to shoulder the cost and not the hard working low paid majority. Further to this it should be the government of the day’s priority to see that this is achieved over the tenure of their period in power.

25-Community Tax-Fox’s Batley, 568 Branch

Conference will be aware of the diminishing services for the amount of Community Tax we pay. Therefore we ask that this Conference lobby the Government to come up with better services or to reduce the cost of what they charge each household; and that this Government put a rebate system in place that if any services are not provided all householders should be able to claim this rebate.

#### 26- Car Scrappage Scheme- Fox's, Batley 568Branch

The car Scrappage scheme has now been running for some time and many owners have taken advantage of the offer., but we feel this has had a detrimental effect on a whole generation of what would be classic cars of tomorrow and also the scheme is removing affordable cheap runabouts for those who genuinely do not have piles of money. Therefore we call upon Conference to lobby the Government to stop their scheme before irreparable damage is done to our older stock of cars.

#### 27- Car Scrappage Scheme-Fox's Batley, 568 Branch

As delegates know the car Scrappage scheme ran for sometime and many individuals did take advantage of it. However, we feel that it has had a detrimental effect on a whole generation of what would have been the classic cars of the future and also removed many affordable runabouts for people that do not have piles of money. We therefore ask Conference to send a resounding message and condemn the scheme for being the short-term, short-sighted, misinformed idea that it was.

### **Health, Safety & the Environment**

#### 28-Protecting Legislation-Branch 582

Conference must demand that the health and safety regulations that have been vigorously fought for over the years are not eroded by a change of Government.

#### 29-Working Temperatures-No 5 Regional Council

To lobby this government to put in place a maximum working temperature especially in the current climate with regards to global warming.

#### 30-Annual Auditing-No 4 Regional Council

That this Conference agrees that all company's have to send all health and safety risk assessment policies, accident reports on a yearly basis to the HSE for auditing.

#### 31-Work Related Upper Limb Disorders-No 4 Regional Council

That this Conference agrees that work related upper limb disorders/repetitive strain injury is a serious risk to health within the food industry and that employers should be encouraged:

- \*to properly and adequately review the time spent by the workforce on repetitive work each day;
- \*to carry out more detailed risk assessments of such work;
- \*Publicise the results and recommendations of the risk assessments;
- \*better educate the workforce as to the risks including regular updates;
- \*implement and review suitable and adequate systems of the rotation and rest breaks.

#### 32-Riddor Regulations-No 7 Regional Council

Riddor regulations to be amended to include all accidents rather than only over 3-day injuries. Employers are avoiding reporting over 3 day injuries by offering employees light duties in the result of an injury. There are considerable advantages for the employer in doing this, avoidance of any HSE investigations, possible reduction in insurance costs,, due diligence defence at Court (Low, or no history of reportable accidents), reduction in claims for injury and statistical misinformation provided to government agencies resulting in the reduction in the number of HSE Inspectors.

RIDDOR is the Reporting of Injuries, Diseases and dangerous Occurrences regulations 1995.

#### 33-Breastfeeding-No 5 Regional Council

I call upon this conference to put pressure on the government to make people more aware of the benefits of breastfeeding and to give help to companies and public places to be more breastfeeding friendly.

#### 34-Free Prescriptions-Diabetics.-No 4 Regional Council

That this Conference agrees that Type 2 diabetic sufferers on diet control only should at least be given free prescriptions for test strips and lances used to monitor the condition. It is ridiculous that you have to purchase your own blood monitoring kit and accessories and yet if the condition goes unchecked and medication is necessary all prescriptions are free.

#### 35- Drug's education-No 4 Regional Council

That this Conference agrees that more needs to be done by the employers in our industry to educate employees on the damage and effects with which the use of drugs can have on people in the workplace.

#### 36- Improved GP Service- No 4 Regional Council

That this Conference agrees that General Practitioners be granted increased budgets and improved time constraints so as to improve the service provided by General Practitioners to patients with a view to the avoidance of mis-diagnosis or disease.

### **Political.**

#### 37-Labour Party-No 5 Regional Council

Although many are disappointed by the record of the Labour Party in government much has been achieved and many benefits have been seen not all policies to our liking or even to Trades Unions benefits, however the Labour Party remains the party of the working class and as such we in the Bakers Union reaffirm our commitment to labour. We to commit to working from within for socialist policies (particularly with the Labour Representation Committee) and we commit to engage with the party at all levels to ensure our influence as a Trade Union is maximised.

#### 38-Labour Party-Branch 215

That this Conference agrees to bring democracy back in the Labour Party when electing MP's and Conference delegates. There should not be any discrimination between sexes and religions. The person should be elected on their own merit's.

#### 39-Extra Bank Holiday-No 4 Regional Council

That this Conference agrees that it is about time that an extra day's Bank Holiday be given by the Government.

#### 40- Benefits System-Fox's Batley 568Branch

We ask that this Conference lobby the Government to investigate what seems to be a grey area in the benefits system that does not provide help for people who for whatever reason can only work for a limited number of hours in a week. There is a need for the Government to look into the benefits system and make help available for these people so they can work and feel part of the working community and have a decent standard of living without being called benefit cheats.

#### 41- Flexible Working Rights-No 5 Regional Council

We would like conference to support the motion that the same flexible working rights are given to grandparents as for parents. So that parents who need to return to full time work can without having to pay childminding fees that they cannot afford and have to consider if they can afford to return to work or not.

#### 42- Winter Heating Allowance-No 5 Regional Council

That the conference agrees that the means tested winter heating allowance i.e. £25.00 per week while temperatures are 0% for a full week this should be considered for review and low temperatures near freezing should be considered.

43-Home Carers-No 4 Regional Council

That this Conference agrees to demand the Government agree to give family home carers a living wage instead of the paltry allowance they receive at the moment.

44-Parent's/Carers paid release-No 4 Regional Council

That this Conference agrees that parent's and carer's should get paid time off to that their dependants to the Doctors, Dentist and hospital appointments.

45- Victims of Crime-No 7 Regional Council

Conference asks that the government of the day make provision to safeguard the rights of victims of crime, as in many cases the penalties passed down to the criminal are too lenient and bear no relationship to the crime committed.

46-Youth Gangs-Branch 582

The increase violence from gangs of youth left to roam our streets is not going to go away. We need local councils to invest in facilities which allow young children to engage with each other safely and provide an alternative to what little is on offer to them at this present time.

47-Hospital Hygiene Standards-Branch 450

That this Conference agrees to bring to the Government's attention the poor state of hygiene standards in our Hospitals. This is mainly due to outsourcing this work. The poor standards does put patients at risk.

48- Cold Weather-Schools-No 4 Regional Council

That this Conference agrees that as the cold weather has closed many schools leaving families out of pocket because their employer has not paid them because they have needed time off to look after their children it is our belief that the Government should take up that short fall.

49-Winter Fuel Allowance- Branch 505

Conference calls upon a future Government to make a commitment to include those with chronic illness in the winter fuel allowance.

50-Education Monetary Allowance-No 4 Regional Council

That this Conference agrees the education monetary allowance given to students in higher education should not have had payments stopped due to schools and colleges closing from the adverse weather conditions. Penalising students for an act of God is a disgrace.

51-Weather penalties-No 4 Regional Council

That this Conference agrees to lobby the Government to protect workers and students in extreme weather conditions such as we have had this year. It is unfair for low paid people to be losing money because they don't own a helicopter to get to work or college.

52 -Sports Utility Vehicles-Fox's, Batley, 568 Branch

Delegates will be aware of the serious problems posed by the excessive speeds at which some selfish owners drive their SUV'S. bringing death and mayhem to our road network and we therefore ask of Conference to lobby the Government to ensure that all new vehicles of this type are fitted with weight speed restrictions of 65 mile per hour in effect to stop the "ESSEX TRACTOR CULTURE" therefore making our roads and motorway network much safer.

53- Internet Protection-No 4 Regional Council

That this Conference agrees that the Government brings more legislation to stop Internet Providers from supplying personal information about individuals without the consent of the individual; and to make it easier for individuals to know that their personal information is being made available to all internet users.

54-Dangerous Dogs Act 1991-No 3 Regional Council

That this conference agrees that the dangerous dogs Act 1991 should be replaced by a National dog register.

55-Monitoring Paedophiles-No 4 Regional Council

That this Conference agrees to lobby the Government to more closely monitor paedophiles living in the community. Where I live we have a convicted internet paedophile who is not allowed to reside at his family home due to his half brothers and sister being teenagers. He is at the house 7 days a week from 8am to 10pm. I have flagged this up with Police many times but nothing is ever done about it.

56- Asylum Seekers work-Branch 450

That this Conference agrees to lobby the Government to allow asylum seekers to work. By taking away this from the asylum seekers they are being forced to find alternative ways to live.







