



**The
One Hundred and Fourth
Annual Conference
Yarnfield 2023**

**SATURDAY 10 JUNE 2023
TO
THURSDAY 15 JUNE 2023**

Final Agenda 2023



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Glossary of acronyms

ACAS: Advisory, Conciliation & Arbitration Service

ASLEF: Associated Society of Locomotive Engineers & Firemen

BFAWU: Bakers Food and Allied Workers Union.

CCTV: Closed Circuit Television

CLASS: Centre for Labour and Social Studies

CLP: Constituency Labour Party

COP: the Conference Of Parties

DPAC: *Disabled People Against Cuts*

EC/NEC: Executive Council/National Executive Council.

EFFAT: the European Federation of Food, Agriculture and Tourism Trade Unions

ESOL: English for Speakers of Other Languages

EU: European Union

F&GPC: Finance and General Purposes Committee

FTO: Full Time Officials

GFTU: General Federation of Trade Unions

GP: General Practitioner

GS: General Secretary

HMRC: HM Revenue and Customs

HR: Human Resources

HSE: Health and Safety Executive

ICT: Information and Communication Technology

ICTU: Irish Congress of Trade Unions

IER: Institute for Employment Relations

IUF: International Union of Foodworkers

JENGBA: *Joint Enterprise Not Guilty by Association*

LGBTQ+: Lesbian, Gay, Bisexual, Trans, Queer/Questioning, and others

LRD: the Labour Research Department

MP: Member of Parliament

MSP: Member of the Scottish Parliament

NHS: National Health Service

NP: National President

NULR: National Union Learner Representative

NSSN: National Shop Stewards Network

PPE: Personal Protective Equipment

RC: Regional Council.

STUC: Scottish Trades Union Council

SSP: Statutory Sick Pay

TAEN: *The Age and Employment Network*

TUC: Trades Union Congress

TUCG: Trades Union Coordinating Group

UK: United Kingdom

WEA: the Workers Education Association

Conference Procedure

Please note the use of the following terms:

- Rule Change** A motion that changes an existing Rule in the BFAWU rule book, this needs a 2/3 majority vote for a decision.
- New Rule** The introduction of a new Rule into the BFAWU rule book, this needs a 2/3 majority delegate vote for a decision.
- General Motion** A motion on any subject that affects BFAWU members, it can propose union policy, campaigns to support, work for the Parliamentary Group or Executive, or other areas of work, this needs a majority of over half of delegates.
- Emergency Motion** This is a motion on a subject that could not have been foreseen or happening before the motion deadline.
- Mover** This is the person who introduces or ‘moves’ the motion to Conference to initiate the debate.
- Seconder** This is the person who indicates there is support for the motion to be moved, this can be done formally by raising a hand rather than speaking from the rostrum.
- Right of Reply** This is given to the mover of the motion if anyone opposes the content of the motion and asks delegates to vote against it.
- Carried** This means a motion has been agreed by the relevant majority of delegates.
- Fallen** This means a motion has been rejected by the relevant majority of delegates.
- Remitted** This means the motion has been referred back to either the branch or the national executive to do further work on, to bring back to a future Conference for debate.
- Withdrawn** This means the motion won’t be debated
- Out Of Order (OOO)** This means the motion does not comply with Union Rules
- Standing Orders** The body who ensures that Conference runs in line with the BFAWU rule book

Rule Changes and New Rules

1 Rule 14.1 Branch 253

This Conference agrees to amended rule 14.1 a by adding a line at the end, that states The December quarterly meeting may take place up to the last Thursday in January to allow for the increased workloads faced by our industry at that time of year.

WITHDRAWN

2 Rule 15.6 Region 4

That this Conference agrees to make an addition to rule 15.6 and add a section 15.6(B) that the EC provide all regional councils with a copy of the BFAWU national accounts each quarter

OUT OF ORDER

3 Rule 14 Branch 253

This Conference agree to amend rules 14.2, 14.7, 14.8g, 14.8k, 14.8l, 15.3 by changing the number of years in office to 5, so the rules will read elected for a period of 5 years or hold office for 5 years as appropriate for that rule

WITHDRAWN

4 Rule 1**Region 7**

This Conference agrees to insert the following into Rule 1.1:

- iii) This Union may not permit membership to anyone that has been found to have ever crossed a BFAWU picket line. Any member that has crossed a picket line at the place of their employment will be subject to an investigation by the National Executive Council and membership of the union may be revoked as an outcome.
- iv) As a Union we encourage our members to NEVER CROSS A PICKET LINE.

OUT OF ORDER**5 Rule 6****Executive Council**

6.1 a) Remove "Funeral Benefit shall also be paid for any one child of a one parent family on the same scale as on death of a Member's spouse" and replace with:

Funeral benefit shall also be paid for any one child of a ones parent family and normal family with a low income or one of the parents being in a poor state (health issue or unemployed) the same scale on the death of a member's spouse.

6 Rule 4.1**Executive Council**

The National Safety Committee shall consist of two representatives from each region, one of which must be female it will also include the National President and General Secretary.

The committee will meet 4 times per year two physical and two digital except in exceptional circumstances.

Only Safety representatives who hold the appropriate credentials issued by the BFAWU, Regional council can be Safety Representatives and serve on Regional and National Committees.

AMENDMENT: Replace Paragraph 2 with:

'after Rule 4.1

7 Rule 14.3**Executive Council**

Remove the current rule and replace with the following;

14.3 Union learner Representatives

Each Branch should elect Union Learner Representatives. The Learner Representatives must normally complete a Union Training course in Learner representative skills within 6 months of election. Upon successful completion of this course, they will be issued with Learner Representatives Credentials by the relevant Regional Council.

Regional Councils shall elect two Learner Representative per Region to attend the National Union Learner Representative Committee, one of which must be female plus a substitute.

The role of the National Learner Representatives Committee shall be to discuss the progress of the Union Learner Reps programme/learning activity within the Union/Industries and to make recommendations to the EC on these matters. The National ULR Committee shall not have decision making powers.

The National Learner Representatives Committee shall consist of two representatives from each region, one of which must be female it will also include the National President and General Secretary plus co-opted members when required.

Only Learner Representatives who hold the appropriate credentials issued by the relevant Regional Council can be Learner Representative under the Rule and serve on Learner Representatives Committees at whatever level.

Meetings of the National Learner Representatives Committee shall be held at least one week prior to the quarterly EC meetings. Two meetings will be physical and two digital except in exceptional circumstances.

National Learner Representative Committee Members will hold office for a period of two years, be eligible for re-election and paid fares and fees as per Regional Council Members. Where a Learner Representative Committee Member is unable to attend a meeting, substitutes are allowed.

Each Branch or Regional Council must include on their agenda the item 'Learning and Training' to encourage discussion of this important subject.

8 Rule 11**Executive Council**

Remove the whole rule and replace with the following.

Rule 11 – Complaints

The Union, through the Executive Council, shall establish procedures for consideration of complaints by members. These procedures will explain how a complaint is dealt with dependant on the nature of the complaint and/or who it is directed against.

Any member wishing to make a complaint should do so by forwarding it to complaints@bfawu.org. Within Ten working days of submitting their complaint, the member will be contacted by the individual tasked with investigating their complaint.

The procedure which the Executive Council shall make, amend, or revoke from time to time shall be made available to any member and will be visible on the Union’s website.

WITHDRAWN**9 Rule 5.2****Executive Council**

Remove from second line ‘the recognized state’

General Motions**Union Policies****10****Branch 356**

This Conference declares that when a person is elected to the EC that should be given training in finance, recruitment, and pensions, and should fully versed in all these matters.

11**Region 7**

This Conference agrees to ensure an appeals process can be accessed when emergency motions are not permitted to proceed by the standing orders committee. As with any democratic process, an appeal should always be an option however the current position is that if the standing orders committee deem that an emergency motion should not proceed, there is no next stage of appeal.

The appeal process should also look to nominate the standing orders substitute or one experienced delegate from each region to conduct the appeal as the standing orders committee members have already been involved in the process at the first stage.

We should always strive for a democratic process within our union, so we ask for your full support of this motion.

WITHDRAWN**12****Branch 432**

That this Conference agrees that the Executive council/ Union look at set payment rate for those members taking strike action. We have seen many members from different unions over the past 12 months who get a set payment while on strike which is some financial comfort to those taking strike action. While we accept this will have a financial impact on the union we are just asking for it to be looked at.

13**Branch 356**

The BFAWU calls on all unions and the TUC to come together in a general strike to demand an end to austerity, the abolition of all anti-trade laws and to have the minimum wage increased to £15 per hour.

Composite 1 (see page 16)

14**Region 7**

This Conference agrees when a motion has been passed at conference then the same, or similar, motion cannot be brought back as a motion to the next year's conference. One full conference year must have passed before the same, or similar, motion is brought back.

Conference, we spend lots of time debating or speaking on the same motion's year in and year out, we feel a lot of this time could be better spent dealing with other union matters that conference can address.

15**Branch 432**

That this Conference agrees we as a union and membership should in the strongest terms fight any attacks on our trade union rights. Time and time again this Tory government are attacking us to stifle us and it must stop.

Composite 2 (see page 16)

16**Branch 356**

The BFAWU is committed to ensure the BFAWU campaigns and fights against any changes to employment and social rights which could have a detrimental impact on our members.

Composite 2 (see page 16)

17**Region 7**

This Conference agrees that the National Executive Council meetings should be held on the following basis:

2 meetings per year via a digital platform

2 meetings per year in person

Conference, Regional Councils were asked to reduce the number of times they physically met in person, with some regions working on the above basis of 2 in person and 2 over a digital platform however the NEC have continued to meet in person for most of the recent (2022) meetings, which has a financial impact on the union for travel and accommodation. The reduction in travel will also offset our carbon footprint attending meetings.

OUT OF ORDER

18**Branch 356**

That the BFAWU should name and shame any company that pays its workers less than the minimum wage.

19**Branch 432**

That this Conference agrees that we should use what ever means possible to call for the re Nationalization of our railways they are a shambles and possible the worst in Europe.

20**Branch 356**

The BFAWU calls for action to tackle the deepening cost of living crisis and respect for shopworkers.

21**Branch 405**

That this Conference agrees to work with all interested parties and our parliamentary group, to prevent the new anti-protest legislation, and to campaign for the removal of these anti-protest laws.

Composite 2 (see page 16)

22**Branch 356**

This union should affiliate on a national level to the Peace and Justice Project.

23**Executive Council**

'Conference condemns the continued political and physical attacks on refugees, asylum seekers and others without their status in the UK. Conference accepts that many people, even with the right to work, are often in precarious situations due to their immigration status. Conference reaffirms the right of all workers to employment which is safe and secure and have access to justice against labour exploitation in workplaces.

We believe that migrants who are undocumented and working in the UK have the right to join trade unions and be protected from exploitation and modern slavery. To this end, Conference supports the call made by a number of migrant bodies, anti-racist, poverty eradication groups and others that all undocumented and people with insecure immigration status residing in the UK should be granted indefinite leave to remain.’

We resolve to sign up to **statusnow4all**, and our Union to become an organisation signatory and encourage our branches to join the growing coalition of organisations calling for the United Kingdom to act NOW and grant **#LeaveToRemain** to all undocumented migrant people.

Support all future petitions that promote the statusnow4all call and the aims and objectives of StatusNow4All <https://statusnow4all.org/about-status-now/> .

24**Executive Council**

Conference notes with concern reports in the Sunday Times on the 15th January 2023 suggesting that, at a time of an acute cost of living crisis for households with food inflation running at over 14 per cent, UK supermarkets are set to announce higher than anticipated profits;

Further notes that Tesco alone is set to forecast increased operating profits of nearly £2.5 billion, significantly above its five-yearly average;

Shares the reported fears of industry insiders that the supermarket giants are benefitting from so-called “rocket and feather” pricing, where prices rise sharply in response to an inflationary spike, only to remain persistently higher than necessary as the rate of inflation falls;

Is scandalised that corporate shareholders should be making excessive profits and more and more households are forced to use foodbanks;

Remains concerned that, despite these rocketing profits, the big retailers in the food and drink sector continue to place undue commercial pressures on their suppliers, leading to a further squeeze on the terms and conditions of workers across the food sector, and more suppliers closing sites or going into administration;

Notes that food workers, like other low paid groups in society, are disproportionately impacted by the relentless increase in grocery prices;

Conference therefore instructs the executive of the Bakers, Food and Allied Workers union to call for urgent regulatory action to tackle the plague of excessive corporate profiteering by the UK supermarkets, and urges the government to introduce a statutory Right to Food for everyone in our country.

Organising

25**Branch 356**

We as a union should support the hotel workers campaign, as it is an industry where many migrant workers are being exploited. This includes providing Adrianna Kara with a banner so she can promote the benefits of the BFAWU in this campaign.

OUT OF ORDER

26**Branch 405**

That this Conference congratulates our Union Towns Project on winning new deals for workers in the Fast Food and Hospitality sector. Such as the Victory achieved at Cutlery Works, that won a 45% pay increase and abolition of Zero Hour Contracts and Youth Rates.

The Campaign that launched both McStrike and Spoonstrike have shown with dedicated organising strategy and methods, that no area is un-organisable.

Branch 405 asks that the EC looks at the model and how it can be adapted into building a sustainable union that delivers across both organised and unorganised sectors that we are involved in. Now is the time to put structures in place to build our mighty BFAWU, that will be here to build workers power for the next 175 years.

27**Branch 356**

The BFAWU should commit into issuing recruitment materials in the hospitality sector to all parts of our union with a view of building up our membership within that sector.

28**Branch 500**

That this Conference agrees that we must increase use of social media outlets as a way of increasing membership. Any posts that mention BFAWU or campaign work by the union should be shared, or tagged fellow members and colleagues, to improve visibility on social media.

29**Branch 356**

As we are a union that operates in a sector of industry that has a high level of migrant labour, we consider it a priority in building our union to have leaflets in languages other than English.

30**Branch 405**

That this Conference agrees 'The future of the BFAWU' is dependent on delivering for members and building workers power in the food industry.

Organising is the key to winning, be it around Health & Safety or Terms and Conditions. Our union must put in place a structure that delivers these objectives. This means we need to have an organising team for co-ordinating across the union.

The loss of membership would suggest the old ways are not working, and we need a fresh approach to building a sustainable union that delivers for food workers across the UK.

31**Branch 356**

This Conference says that since we have multiple Eastern European shop stewards in our union, we should make sure we have courses that are tailored towards them.

32**Branch 711**

That this Conference organise with other Trades Unions for a General Strike.

Composite 1 (see page 16)

Safety, Health and Environment

33**Branch 558**

That this Conference agrees to encourage the use of the Brown Book and work to get it married into the Health & Safety act of 1974

34**Branch 405**

That this Conference agrees that we lobby the government that all new estates that are built, are built with their own green renewable energy supply from either wind power, Solar Power, Hydroelectric or Geothermal. All which would be connected to a universal battery to store power for the dark and cold evenings, for that estate. Thus keeping the carbon footprint at a minimum.

35**Branch 568**

This Conference agrees that assisted euthanasia be allowed in extreme circumstances of illness, and of course is not considered to be a criminal record.

36**Branch 356**

This union should make it a priority in supporting our comrades with mental health issues.

37**Branch 558**

That this Conference agrees that this trade union supports the halt of the vaccine process against Covid for children under 18. The vaccine has not been clinically proven to be safe and the trade union movement needs to move quick to be proactive and on the right side of history.

38 **Region 4**

That this Conference agrees to call upon the Government to work with the N.H.S to set up Non-Medical practitioner – led prostrate cancer clinics and to fund prostrate cancer research screening as a matter of urgency

39 **Branch 356**

We as a conference say that those who are suffering from long term COVID should be given support in dealing with this by the government.

40 **Branch 558**

That this Conference agrees that any medical science from this day on, concerning viruses is scrutinised and then made public for people to make their own minds up, whilst at the same time stopping the lies of churchillian speakers under the Union Jack spreading fear and creating a gestarpo concentration camp vibe amongst the citizens of this country. The trade union movement needs to be on the right side of history.

OUT OF ORDER

41 **Branch 356**

The BFAWU condemns how the energy companies have been making record profits and giving out historical high dividends to shareholders, while working class people including pensioners are afraid to turn on the heating. Therefore, we as a union call for the immediate renationalisation of all energy providers.

Composite 3 (see page 16)

Workplace

42 **Branch 390**

This Conference agrees that temporary/fix term employees are being denied permanent contracts, and the associated rights, in our industry by being dismissed before they have completed two years continuous employment. This is a tactic used deliberately by companies to prevent employees achieving two years' service and getting their legal rights to claim unfair dismissal and redundancy pay. In an effort to deter this practise, we agree that full employment rights should be given after one year's continuous service. To achieve this we will instruct our parliamentary group to lobby for this change to the Employment Rights Act.

43 **Branch 558**

That this Conference agrees that trade unions oppose fire & rehire, advancing to bring in a forum of consultation that creates win, win, which is then used as a blueprint going forward. A code of practise and guidance cemented by constitution and employment law.

44 **Branch 356**

This Conference condemns the Governments legislation that restricts workers right to withdraw their labour.

Composite 4 (see page 16)

45 **Branch 582**

That this Conference agrees that decisions made at every level of each company should be totally transparent so theres no hidden agendas for both union and company management to negotiate and work together for the benefit of all

46 **Branch 558**

That this Conference agrees post-Brexit that any company wishing to bring in cheaper overseas labour, from far outside the European borders or red list countries, under the disguise of business needs are heavily punished and the Brand and the company to be humiliated by every tool disposable by the trade union leadership, ensuring that health and safety standards and terms and conditions are maintained, and workers have rights.

OUT OF ORDER

47**Branch 253**

This Conference agrees to work with members of the union and their employers, to look at ways of reducing undue stress and pressure in the workplace, and restoring a work life balance

48**Branch 582**

This Conference agrees that all unions should stand as one to defend any further attacks on our right to strike and campaign to remove many of the restrictions already in place against our freedom to take industrial action

Composite 4 (see page 16)

49**Branch 558**

That this Conference agrees that terms and conditions are not for sale to the highest bidder, within pay negotiations, thus setting a benchmark post BREXIT This should be then aligned to TUC policy and made a National Code of Practice for all trade unions.

50**Branch 356**

The BFAWU should be committed to Lobbying the Government to strengthen the Agency Workers Regulations, to prevent employers from introducing “At Will” contracts by the back door.

51**Branch 500**

That this Conference agrees that Defibrillator are in all workplaces and in public places where there is easy access to this life saving piece of kit. In both instances of workplace and public places where the defibrillators are situated there is a core group of people fully trained, and updated yearly, in the use of such an important piece of life saving machinery.

52**Branch 558**

That this Conference agrees to stop the discrimination within companies policies against unvaccinated workers, it is a basic human right to have a choice and make a decision without the pressure of the worlds chemical production suppliers increasing their profits and buying and bullying politicians to get their wares out on the street.

53**Branch 568**

This Conference agrees that zero hours contracts be outlawed, and all contract are given a minimum weekly rate. This could be as little as 10 hrs, then atleast all workers would not have the same financial worry, and businesses would find it far easier to fill vacancies. This would apply to agency workers, which may encourage employers to source directly.

54**Branch 558**

That this Conference agrees that companies who deliberately target the elected representatives of a trade union are publicly shamed.

55**Branch 500**

That this Conference agrees to ensure any worker working in late night premises are given a lift home from their employer or there is a taxi account set up to ensure workers get home safely outside of train and bus times.

56**Branch 582**

This Conference agrees that more flexibility in the workplace should be allowed, giving employees and their union representatives a chance to look at an opportunity to work shorter or a more favourable working week

57**Branch 500**

That this Conference agrees that the financial mismanagement of employers, who knowingly leave their loyal employees high and dry with no pay, redundancy, or other agreed payment through the consultation process, are held to account through legislation that ensures that they are not fit and proper to take ownership/directorship of a company again. The impact this has on so many working families, especially during a cost-of-living crisis is further compounded by having to apply to government to access statutory redundancy, whilst owners and directors pay themselves bonuses before disappearing leaving a trail of destruction behind them.

Household

58**Branch 500**

That this Conference agrees that the spike in holiday prices is curbed during school holidays. This makes it unaffordable to families to take their children away during this special family time.

59**Branch 405**

That this Conference agrees to demand the government raises the payment levy for the Feed-in Tariff from the energy companies as we believe these companies are now stealing from us, due to the energy crisis. As we have paid for the solar panels and the energy companies are not passing on the profits, they are making from the excess energy that is being produced.

These companies have put their charges up by over 82% in the last 12 months, and a further rise planned in April 2023 of 20%.

This information is from the Houses of Parliament Library published Friday 25th November 2022.

60**Branch 580**

That this Conference agrees energy companies reduce profits and pass savings onto the consumer

Composite 3 (see page 16)

61**Branch 356**

The BFAWU is committed to ending the bank and building society overdraft changes that came into effect in April 2020. We say that finance companies should act within the spirit of the regulator's 2019 ruling that banned fixed overdraft fees so they cannot charge higher and higher prices for any unarranged overdrafts than for arranged overdrafts.

62**Branch 405**

That this Conference agrees That our Union presses the government of the day to do a u turn on the cost of energy prices, and to bring them back to the level of 2020s costs. So that vulnerable people wouldn't have to choose between having to eat or heat.

Composite 3 (see page 16)

63**Branch 356**

The BFAWU demands the abolition of Section 21 of the 1988 Housing Act thereby putting an end to 'No Fault' evictions which is the number one reason for homelessness in the UK.

64**Region 4**

That this Conference agrees to call upon the Trade Unions Parliamentary Group oppose the anti-strike legislation (Minimum Service Level Bill)

The impact of this bill could mean that Employers are able to effectively disregard strike action and representatives dismissed for taking strike action.

Community

-
- 65** **Branch 390**
- This Conference agrees that public bus transport should be a cheap and effective way for people to avoid having to use private cars. As such we ask our parliamentary group to lobby that the price cap of £2 per single journey that is scheduled to be introduced from 01/01/2023 to 31/03/2023 be made permanent. This scheme should also be nationwide, not limited to only some companies.
-
- 66** **Branch 500**
- That this Conference agrees that free transport be available from the age of 16- to 25-year-old for all. This would take in trains, buses, subway. Given that this age bracket is often discriminated against in terms of youth rates and apprenticeship pay, this would ensure that this age group could attend studies or work.
-
- 67** **Branch 356**
- This Conference says that with Britain being the 5 richest country in the world we demand that the government should end homelessness forthwith.
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- 68** **Branch 580**
- That this Conference agrees cyclists using mobile phones while driving/riding should have penalties just as car users do.
-
- 69** **Branch 405**
- That this Conference agrees to work with the Parliamentary group and any other interested parties. To ensure that private security firms are never given the power of arrest, as this would lead to the creation of private police forces in this country. Something that must be resisted.
-
- 70** **Branch 568**
- This Conference agrees that if you buy something off the internet that is not faulty. The company has a legal right to just give online credit, and not a refund. This may persuade people to use retailers and support jobs within that that industry.
-
- 71** **Branch 580**
- That this Conference agree bikes with motors should not be used on paths, as they pose more danger than push bikes
-
- 72** **Branch 500**
- That this Conference lobbies government to ensure vital community services who find themselves at the mercy of cutthroat funding streams, are given rent free premises and any other additional community support. Many of these services support vulnerable members of society through addiction, mental health, and financial troubles.
-
- 73** **Branch 568**
- This Conference agrees that speeding fines should be increased dramatically, but only for excessive and dangerous speed, for instance 20 miles over the legislated limit. If there was say, minimum £300.00, this would hopefully reduce accidents, and not reward insurance companies. Insurance companies overuse the points system to charge people excessive premiums.
-
- 74** **Branch 580**
- That this Conference agrees motorised scooters need some regulations on who and where they should be ridden, they are not toys and can kill.

Equalities

-
- 75** **Branch 356**
- That the BFAWU acknowledges that Migrant workers are often subject to discrimination in the workplace, and we should see this is an equalities issue which should be addressed when it comes to shaping our policies.

-
- 76** **Branch 568**
- This Conference agrees that bus passes for pensioners can be used at any time, and not just at weekends and off-peak periods. We have many over 65s who still work or may have hospital appointments.
-
- 77** **Branch 356**
- The BFAWU says that those affected by domestic abuse should be allowed to take paid sick leave.
-
- 78** **Branch 568**
- This Conference agrees that ladies reaching menopause should be treated sympathetically under the discrimination act. As this can in some cases have an extreme effect on capability, your mental, and your physical wellbeing. Time off may have to be taken, or workload assessed. This should have no detrimental effect to your record.
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- 79** **Branch 356**
- The BFAWU says that it must be a legal right for disabled people to have a space on buses.
-
- 80** **Branch 568**
- This Conference agrees that you must be at least 21 before being allowed to consider a tattoo. In some cases, tattoos are done through peer pressure and regretted in later life.
-
- 81** **Branch 356**
- This union should be a union for the 21st century union and therefore should promote issues surrounding the LGBT community. This includes giving training around LGBT rights at work and other issues to all our shop stewards and Full Time Officers.
-
- 82** **Executive Council**
- This Conference believes that the UK state pension must be sufficient to meet the needs of a retired population who can no longer rely on secure work and occupational pensions to supplement what is one of the lowest state pensions in the world's developed economies.
- The trade union movement, which represents tomorrow's pensioners, should be at the forefront of a campaign to provide a better state pension. While we continue the fight to defend and improve workplace pensions, we must unite with other union organisations and the National Pensioners Convention to fight a vigorous campaign for a Living State Pension.
- The basic state pension should be set at 70% of the living wage (outside London rate) and above the official poverty level. This is currently £242.55 a week in 2022. This should be paid to all men and women, regardless of their National Insurance contributions.
- Every year the state pension should rise in line with the best of earnings, the Consumer Price Index, the Retail Price Index, or 2.5%.
- Solidarity with the National Pensioners' Convention!

Education

-
- 83** **Branch 558**
- That this Conference agrees that the success of last year's format of class room education is to carrying on for future conferences.
- Educating delegates and equipping them with the knowledge and know-how of how to go about their business in the correct manner.
-
- 84** **Branch 390**
- This Conference believes that learning is a vital tool in improving our members' lives. As such we will instruct our Parliamentary Group to lobby for the reintroduction of the Union Learning Fund which was closed by the conservative government in 2021

85**Branch 500**

That this Conference offers bespoke support to branch reps, FTOs and learning organisers who find themselves dealing with members who confide in them with examples of domestic abuse, sexual abuse, attempted suicide and other such examples of members dealing with desperate circumstances. It is not enough to signpost members to the Police to deal with, given that they have recently been in the news for employing people who have been the perpetrators of such acts.

WITHDRAWN**Political****86****Branch 405**

That this Conference agrees to demand the government of the day calls for a public enquiry on the continued use of the legal doctrine of Joint Enterprise, and the racial disparities that the current Government (December 2022) accepts exists.

We call for the Crown Prosecution Services to collate and release data on age, race, gender and Disability of those convicted of Joint Enterprise.

We also call on the Crown Prosecution Service to be more transparent in whether a person in a Joint Enterprise is a principle or secondary party.

Branch 405 calls for the abolition of the mandatory life sentences, and a overhaul of sentencing guidelines for judges.

87**Branch 558**

That this Conference agrees that all trade unions take up the fight against corrupt, sleazy politicians and hold them accountable in courts of law if found guilty of any charge. Sending out a message that they are to be punished for abusing their position whilst stealing goodwill from the democratic system that put them there.

88**Branch 405**

That this Conference agrees that all anti-Trade Union Legislation is repealed, and our parliamentary group and any other interested parties work to make this happen.

Composite 1 (see page 16)**89****Branch 558**

That any Labour politician is expelled or criticised for supporting trade union activity is championed and supported by the TUC.

Shaming the Labour Party for turning its back on its own history!

OUT OF ORDER**90****Branch 405**

That this Conference agrees to campaign for and work with all interested parties, to prevent or outlaw any party in government from changing their leader for their own convenience; without calling for a general election.

International**91****Branch 356**

The BFAWU is committed to giving support for the working class and indigenous peoples of Latin America and their unions.

Composite 5 (see page 16)**92****Branch 558**

That this Conference agrees to challenge the organised gangs that are responsible for so many deaths of innocent people, whilst racketeering the English Channel

93**Branch 356**

The BFAWU should join in campaigning for the defence of peace, human rights and social justice in Colombia.

Composite 5 (see page 16)

94 **Branch 356**

That this Conference says that those who are fleeing war or persecution should be welcomed and granted asylum in the United Kingdom.

95 **Branch 356**

This Conference says that Britain should cancel all weapons sales to Israel and that the BFAWU reaffirms its support for Palestinian people in their fight for self-determination.

96 **Branch 356**

This Union should support ending sweatshops both here and abroad and the companies who profit from them.

97 **Branch 356**

The right to protest is an unalienable right that is enshrined in international law and this Conference condemns the government's attempt to clamp down on the right to protest.

Composite 2 (see page 16)

98 **Executive Council**

This Conference notes the ongoing revolutionary uprising in Iran, spearheaded by women and young people. Sparked by protests against the death of Mahsa Amini, the uprising foregrounds issues of women's rights and opposition to gender apartheid, but also raises issues of social freedom and equality, with people demanding the right to democratically determine their future through their own councils and direct representatives.

This Conference also notes the workers' protests and strikes, involving teachers; nurses; oil, gas and petrochemical workers; steel workers; Haft Tapeh sugar cane workers, and many others. Despite decades of repression, war, and bearing the brunt of economic sanctions, workers in Iran have continued their tradition of militant action and struggled for recognition of the right to form their own independent organisations and to strike.

This Conference further notes the recent establishment of Solidarity with the Iranian Workers' Movement, chaired by John McDonnell MP.

This Conference believes international solidarity with all working-class and democratic struggles for freedom is a core labour movement principle, and supports the struggles of Iran's workers, women, and youth against the Islamic Republic.

This Conference in support of the workers' movement in Iran therefore resolves:

- To support work of the Committee for Solidarity with the Iranian Workers' Movement, circulate its materials to members, and invite a speaker from the committee to a future meeting
- To promote local mobilisations in support of the uprising in Iran to members, and organise a distinct, visible trade union presence on such mobilisations
- To mobilise support at national level
- To specifically support workers' struggles in our sector in Iran, and aim to make direct links with the workers involved if possible
- To request that the national union audits whether we organise workers at companies or in supply chains that have economic interests in Iran or ties to the Islamic Republic, to establish whether action by our members could directly aid workers' struggles in Iran
- To condemn the arrest of protestors, and the executions of Mohsen Shekari and Majidreza Rahnavard.

Miscellaneous**99** **Branch 558**

That this Conference agrees that Scotland is delayed in being allowed to have another referendum, the Scottish Parliament is recognised but they still remain part of the United Kingdom.

This will unite all workers within the fight against the Tories long term in terms of forging a good alliance to beat an oppressive unscrupulous government. There is a job in hand!

100**Branch 558**

That this Conference agrees that any form of media found to be attacking Politicians of any party, national officers of any trade union, seen to be opposing the current climate.

If showing bias, non-factual hearsay and gossip are dismissed from brandishing their nonsense.

The TUC should then put in place a protection plan, flex its power and lobby government to make sleaze and slur that is fed to the masses a criminal offence

101**Branch 558**

That this Conference agrees to make a stand against a globalist agenda, stands up to dictatorship and control and protects people from any further lockdowns or socially driven social change or control.

102**Branch 356**

Since the arrest of Andrew Tate we as union should call upon all unions to campaign against the propagandising of gross misogyny online.

Emergency Motions

Composite Motions

Composite 1

The BFAWU calls on this Conference to organise with other Trades Unions for a General Strike, all unions and the TUC need to come together in a general strike to demand an end to austerity.

This conference also agrees that all anti-Trade Union Legislation is repealed and to have the minimum wage increased to £15 per hour.

Our parliamentary group and any other interested parties work to make the abolition of all anti-trade union laws happen.

Original motions: 13 [Branch 356] 32 [Branch 711] and 88 [Branch 405]

Composite 2

The BFAWU is committed to ensure the BFAWU campaigns and fights against any changes to employment and social rights which could have a detrimental impact on our members.

We as a union and membership should in the strongest terms fight any attacks on our trade union rights. Time and time again this tory government is attacking us to stifle us, and it must stop. The right to protest is enshrined in international law and this conference condemns the government's attempt to clamp down on it.

Conference agrees to work with all interested parties and our parliamentary group, to prevent the new anti-protest legislation, and to campaign for the removal of these anti-protest laws.

Original motions: 15 [Branch 432] 16 [Branch 356] 21 [Branch 405] and 97 [Branch 356]

Composite 3

The BFAWU condemns how the energy companies have been making record profits and giving out historical high dividends to shareholders, while working class people including pensioners are afraid to turn on the heating. We as a union call for the immediate renationalisation of all energy providers and presses the government of the day to do a u-turn on the cost of energy prices, and to bring them back to the level of 2020's costs and that energy companies reduce profits and pass savings onto the consumer. So that vulnerable people wouldn't have to choose between having to eat or heat.

Original motions: 41 [Branch 432] 60 [Branch 580] and 62 [Branch 405]

Composite 4

This conference condemns the Governments legislation that restricts workers right to withdraw their labour. All unions should stand as one to defend and further attacks on our right to strike and campaign to remove many of the restrictions already in place against our freedom to take industrial action.

Conference therefore agrees to call upon the Trade Unions Parliamentary Group to oppose the anti-strike legislation (Minimum Service Level Bill) as the impact of this bill could mean that Employers are able to effectively disregard strike action and representatives dismissed for taking strike action

Original motions: 44 [Branch 356] 48 [Branch 582] and 62 [Region 4]

Composite 5

The BFAWU is committed to giving support for the working class and indigenous peoples of Latin America and their unions, furthermore, the BFAWU should join in campaigning for the defence of peace, human rights and social justice in Columbia

Original motions: 91 and 93 [Both Branch 356]

THE RED FLAG

The peoples' flag is deepest red,
It shrouded off our martyred dead,
And ere their limbs grew stiff and cold
Their hearts' blood dyed its ev'ry fold.

*Then raise the scarlet standard high,
Within its shade we'll live or die,
Tho' cowards flinch and traitors sneer,
We'll keep the red flag flying here.*

It waved above our infant might,
When all ahead seemed dark as night,
It witnessed many a deed and vow,
We must not change its colour now.

*Then raise the scarlet standard high,
Within its shade we'll live or die,
Tho' cowards flinch and traitors sneer,
We'll keep the red flag flying here.*

It well recalls the triumphs past
It gives the hope of peace at last,
The banner bright, the symbol plain,
of human right and human gain.

*Then raise the scarlet standard high,
Within its shade we'll live or die,
Tho' cowards flinch and traitors sneer,
We'll keep the red flag flying here.*

It suits today the weak and base,
Whose minds are fixed on pelf and place
To cringe before the rich man's frown
And haul the sacred emblem down.

*Then raise the scarlet standard high,
Within its shade we'll live or die,
Tho' cowards flinch and traitors sneer,
We'll keep the red flag flying here.*

With heads uncovered swear we all,
To bear it onward till we fall,
Come dungeons dark or gallows grim,
This song shall be our parting hymn

*Then raise the scarlet standard high,
Within its shade we'll live or die,
Tho' cowards flinch and traitors sneer,
We'll keep the red flag flying here.*