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# **The One Hundred and Third Annual Conference Yarnfield 2022**

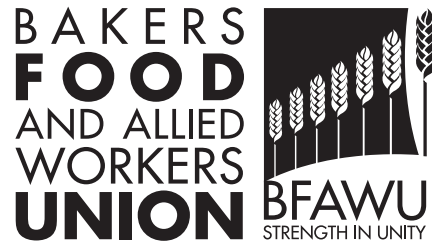
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**Final Agenda 2022**







# **FINAL AGENDA FOR THE 103rd ANNUAL CONFERENCE**

**TO BE HELD AT**

**YARNFIELD CONFERENCE CENTRE  
YARNFIELD, STONE**

**FROM  
SATURDAY 4 JUNE 2022  
TO  
THURSDAY 9 JUNE 2022**

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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  
**ICTU:** Irish Congress of Trade Unions

**IER:** Institute for Employment Relations  
**IT:** Information Technology  
**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

# Rule Changes and New Rules

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## 1 Rule 5.4 Retired and Unwaged Members Branch 582

This Conference agrees that Retired Members Contributions Reductions should be granted when members retire from full time employment regardless of whether they have reached state retirement.

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## 2 Rule 21.0 Election of Executive Council Executive Council

The Unions Executive Council will be held in accordance with the prevailing legislation and any guidance issued by the union from time to time. All candidates will be required to comply with such guidance. Such elections shall take place every five years. Members who are not in compliance with Rule 10.1 are not eligible to vote of the Union's membership in accordance with Standing Orders.

The EC will be elected on the basis of one member per 3000 members in each region, or part there of, based on the previous September Quarters membership returns.

In addition, one female Member will be elected to represent the female membership and one Member to represent the young Members.

### Nomination

Nominations shall be invited by Branches at their December Quarter meeting preceding the election. Each Branch shall be entitled to nominate one candidate from within their Region, along with one candidate each for the positions of Female and Young Members Representatives.

Nominations must reach the General Secretary by the last Friday in January in the year of the election. Nominees must be Members of not less than 3 years membership apart from the Young Members EC representative. The Young Members EC representative must have a minimum of 1 years membership, and be aged 27 years or under on the 1st of June in the year in which the election takes place. All candidates must be clear of arrears of contributions, or the nominations will be void.

### Substitute EC Members

If an elected EC member is unable to attend an Executive Council Meeting and/or resigns from their position, an elected Substitute will stand in their place.

### Permanent EC Vacancy

Where the Executive Council has determined that (a) a permanent vacancy has arisen within its number and (b) that the next scheduled election for that position is at least 24 months away from the date of that determination, then elections for a replacement shall be held in accordance with this rule book and as per a timetable as laid down by the Executive Council. Should the operation of any relevant rule impede the timely conclusion of the said elections, the Executive Council shall be empowered to depart from it to any extent which is both reasonable and proportionate.

\* Please see **appendix one** (page 11) for details of which other rules will be impacted by this change

\*\* Please see **appendix two** (page 12) for details of the process of elections which will sit outside of the rule book but will be accessible upon request.

## General Motions

### Union Policies

<b>3</b>	<b>Branch 253</b>	That this conference agrees that with the passing of Bro Pat Rowley we name our organising award after him. Pat has done so much for our union and his many years of helping get members and people involved in our union he has shown what we stand for. A true gent missed but never forgotten.
<b>4</b>	<b>Branch 356</b>	That as a union that deals with many migrant workers, that in order to enable and help recruitment we should make sure that leaflets in different languages are available.
<b>5</b>	<b>Branch 405</b>	That this conference agrees.....That this union is to work with all relevant, authorities, parties and bodies to help end the exploitation of the black economy, by changes to the law. Meaning that those that knowingly are involved in the recruitment, employment, supervision and most importantly – the paying of ‘black economy’ workers, are charged with tax fraud.
<b>6</b>	<b>Branch 420</b>	Branch 420 would like to put a motion in to conference for a part time rate of union fees as here at kirkham we have about 40 people that only do 24 hours a week so are asking conference to reduce the fee by half.
<b>7</b>	<b>Branch 432</b>	That this conference agrees that we as a union should fully support the call for the introduction of “Hillsborough Law “ . This is not a football issue or about Liverpool F C it’s about every single person in this country, about Fairness and about what’s right.
<b>8</b>	<b>Branch 520</b>	That this conference agrees to advocate for providing Public Service Interpreters with basic employment rights, such as: obligatory briefing before the assignment, paid training, maternity payment, statutory sick payment, wellbeing, mental health support.
<b>9</b>	<b>Branch 582</b>	This Conference agrees that Companies should move to working 4 Day week to reduce stress and fatigue and create a Healthier Workforce
<b>10</b>	<b>Branch 356</b>	That the BFAWU should campaign against companies who are putting their workers lives at risk by ignoring COVID regulations. It is obvious that these companies are putting profits before there workers health, and we as a union should name and shame them.
<b>11</b>	<b>Branch 405</b>	That this conference agrees.... That this union is to work with the government and all relevant authorities to give HMRC it’s teeth back. To return its level of staffing and its power and authority to deal with the corporate financial world, on over 10 million pounds of revenue. No more ‘sweet heart’ deals!  Amendment to Remove the words ‘the government and’
<b>12</b>	<b>Branch 520</b>	That this conference agrees to support the inclusion of Bank Interpreters working in the NHS under Agenda for Change.

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- 13** **Branch 582**
- That this Conference Agrees that The UK Deserves More Bank Holidays. The E.U. Average is 12.8 Days a year, So the Government need to Address this.
- 
- 14** **Branch 356**
- Because of the shortage of workers if companies in the food industry are paying agency staff bonuses of sometimes a £1,000 for working six weeks, then we say that they should pay the same to their permanent staff as well.
- 
- 15** **Branch 405**
- That this conference agrees.....That this union is to work with the government and all relevant authorities and interested parties to close tax loop holes and end the abuse of tax allowances for the very highly paid.
- Amendment to Remove the words ‘the government and’
- 
- 16** **Branch 582**
- This Conference agrees that that paying more than half in Tax for A litre of Petrol and Diesel is Unacceptable.  
Reduce Tax to Help all motorists
- 
- 17** **Branch 405**
- That this conference agrees.....That this union is to work with the government and all relevant authorities and interested parties. To end tax relief for extremely large donations into personal pensions as a way to avoid paying tax on extreme wages and bonuses.
- Amendment to Remove the words ‘the government and’
- 
- 18** **Branch 582**
- This Conference Agrees that the Government must remove V.A.T. on domestic energy to help many households already suffering with fuel poverty.
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- 19** **Branch 405**
- That this conference agrees.....That this union is to work with the government and all relevant authorities and interested parties. To ensure that the BBC licence fee is retained. And that the BBC is returned to following it’s central journalistic principles. Abandonment of these principles being the main drive to those who wish to abandon the BBC’s unique financing model – the licence fee.
- Amendment to Remove the words ‘the government and’
- 
- 20** **Executive Council**
- This conference agrees that over the next 4 years we will trial alternate physical and digital conferences, so that we can continue to hold an Annual Conference but reduce the overall costs to the union whilst membership turns around. This would mean that:
- 2023 and 2025 would be *digital*.
- 2024 and 2026 would be *physical*.
- We would run conference in the same way regardless of format in line with the current rule book and review the trial at the 2026 conference.

## Safety, Health and Environment

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### 21 Branch 253

That this conference agrees that where it is possible and appropriate we should be going paperless.

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### 22 Branch 560

That this conference agrees for the government to change the social care plan and reduce the amount to be paid before you receive funding from £86,000 to £50,000.

The average life expectancy for residents in a care home is 18 months.

18 months = 78 weeks

Care at £1000 per week

78 weeks at £1000 = £78,000

Therefore the average resident would pass away before receiving state funding for their care.

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### 23 Branch 253

That this conference agrees that workplaces need to do more to help women who are going through the menopause so we ask our EC to campaign on our behalf to get legislation in place to improve training and other ways of helping.

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### 24 No 5 Regional Council

That this conference agree that young adults mental health needs more support networks in place to reduce the levels of suicide in young adults especially in young men.

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### 25 Branch 253

That conference agrees that smear testing should be done at a younger age than currently is the case and that there should be no change to the 3 year check ups as it is now.

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### 26 No 5 Regional Council

This congress agreed to protect seasonal workers who travel to Uk for short periods of time and are used as cheap labour. And the conditions are accommodated in is far from any standard. We have to stop this modern slavery especially in the food and drink sector.

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### 27 Branch 253

That conference agrees that men should be encouraged to open up more with there mental health issues and that more support be given to help support them in doing so

## Education

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### 28 Branch 520

That this conference agrees to support education of the public service interpreting users, such as NHS or Police staff, in order to protect the public.

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### 29 Branch 580

That this conference agree to lobby government to introduce water safety lessons into schools to reduce youngsters drowning

## Political

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### 30 Branch 356

We call on the UK government to open up the boarders and allow refugees to settle in the UK. We consider this a moral obligation on behalf of this country, as most are coming from countries that the UK has dropped bombs on, or has sold weapons to governments who are doing the same.

**31****Branch 390**

This conference agrees that the fees for using commercial electric vehicle charging points should be regulated by OFGEM to prevent profiteering from those people who do not have the facility or the option to charge their vehicle at home. We will instruct our parliamentary group to lobby for this

**32****Branch 405**

That this conference agrees that we lobby the government to stop the NHS or the Private Health Companies from using premium phone numbers, especially text messaging for surveys.

**33****Branch 432**

That this conference agrees we should lobby our government that All workers who have paid national insurance for 35 years should be allowed to retire at a reduced state pension. A lot of 55+ years of age are unable to work because of health reasons. It could also free up jobs for young workers.

**34****Branch 520**

That this conference lobbies the government to achieve the statutory recognition of public service interpreters, and the protection of title for the profession of public service interpreters.

**35****Branch 560**

That this conference agrees for the government to reinstate the triple lock immediately and back date the triple lock to October 2021.

To stop the UK pensioners been the poor pensioners of Europe.

The UK pensioners have worked 50 years to pay tax and national insurance to receive a decent state pension.

Boris & Co tell us the younger generation cannot be expected to pay for the older generation.

The UK pensioners have paid 50 years of taxes financially supporting 3 generations of pensioners.

I have paid 50 years of taxes from 16 years old. I did not think at 16 I would become a pensioner but here I am today.

It is a rite of passage to move from one part of society or group to another from a younger generation to an older generation. We all become pensioners one day Boris

**36****Branch 356**

We condemn the government for the allowing of the drowning of refugees at sea, and that helping someone in those circumstances is the mark of being a decent human being.

**37****Branch 405**

That this conference agrees that any Parliamentary Member, must declare an interest in any payments given to them by companies or lobbyists and any 2nd or more jobs they have and get paid for. If they are found out then they should be dismissed from their position and they would not be allowed to stand again

**38****Branch 432**

That conference agrees we should lobby our government that with the increase in knife crime that tougher sentences should be given out to those carrying bladed weapons without a reasonable excuse and those using bladed weapons as a weapon also better education is needed in our schools, colleges and in our communities on the danger of knife crime.

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**39** **Branch 520**

That this conference agrees to lobby the government to include terms and conditions agreed in consultation with Public service interpreters at every stage of procurement process, and that this conference advocates for achieving a relevant legislation supporting the procurement process.

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**40** **Branch 356**

We condemn the governments new laws restricting the right to protest. We see this as a growing authoritarianism in this country to stop ordinary people to make their voice heard.

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**41** **Branch 405**

That this conference agrees that we lobby the government to make the Royal National Lifeboat Institution a fourth emergency service and the volunteers to become professionals in this field. The job to be full time, manned 24hrs a day, 7 Days a week, 52 weeks a year and to be paid by our taxes.

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**42** **Branch 520**

That this conference supports equal rights for agency workers, who perform public service interpreting jobs for the NHS, the Police, and the Ministry of Justice, and other governmental organisations, in line with the full-time public service staff.

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**43** **Branch 356**

Many of the companies who have gained contracts during the pandemic from the government have dubious connections with the Conservative Party. Therefore, we call on Parliament to hold an independent inquiry into how contracts were metered by the Government.

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**44** **Branch 405**

That this conference agrees.....That this union is to work with all interested parties and bodies to end the undemocratic anomaly of the House Of Lords.

How can this collection of ancient hereditary lords and recent appointees be compatible with a 21st century democracy, and to be replaced by an elected body. By the people of Great Britain.

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**45** **Branch 432**

That this conference agrees that the government should do more to assist wheelchair users moving around our towns and cities by giving councils more money to address this situation. Wheelchair users face daily obstacles around our towns and cities.

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**46** **Branch 356**

After leaks have revealed that the Foreign Office and British Intelligence services have been using news organisations such as Reuters, the BBC and Bellingcat to propagandise regime change in other countries the BFAWU should call for a public inquiry.

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**International**

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**47** **Branch 356**

That as a union we abhor the apartheid Israeli regime and their treatment of the Palestinian people. In fighting this we should support the BDS (Boycott Divestment and Sanctions) movement.

**48****Executive Council**

This conference calls on Russia to end the invasion of Ukraine, and say that war can never be an answer to international affairs. Furthermore, our solidarity, prayers and hopes all go out to the people in Ukraine. We call on everyone to pull back and let what Abraham Lincoln called ‘the better angels of our nature’ take over.

**49****Branch 356**

That the conference is disgusted by Saudi Arabia’s attack on Yemen, which has according to the United Nations (UN) has made the country the biggest human catastrophe on earth. We hence call on the UK government to stop all arm sales to Saudi Arabia.

**50****Executive Council**

We stand in solidarity with the people of Kazakhstan, and callout for justice for those killed in their protests for their rights.

**51****Branch 356**

That the BFAWU condemns the sanctions that have placed upon the governments of Nicaragua and Venezuela. These are governments who have been democratically elected by their people, and all independent observers to their elections have said so.

**52****Executive Council**

This Trade union recognises the struggle of Clover dairy workers in South Africa to defend their jobs and the productive assets against MILCO, an Israeli corporate. MILCO is notorious in Israel for shamelessly supporting illegal Israeli settlements in Palestine.

MILCO bought the 120 year old Clover brand and is now cutting workers wages, downsizing jobs and closing down productive facilities in small agricultural towns. While 1,200 Clover workers will lose their jobs, the jobs of many more farm, distribution, commercial workers are also threatened.

Many of the gains made in post-apartheid South Africa are now at stake as the livelihood and future of the people is now threatened.

We support the Clover workers and their unions, GIWUSA (General Industrial Workers Union of SA) and FAWU (Food and Agricultural Workers Union) in their hour of need. This strike has lasted 16 weeks with terrible suffering and difficulties for the unions themselves.

We support the union’s demand for nationalisation and democratic operation of the plants by the workers in a public cooperative.

We therefore send this message of solidarity to GIWUSA and FAWU and donate to this cause.

Through the officers of the Bakers Union (BFAWU) Executive committee we call on the South African government to revoke the MILCO take-over of Clover for the violation of their agreement. The South African government should stop asset stripping and support continuous Clover production for the people of South Africa.

We urge all affiliated branches, trade councils, national unions and international trade unions to actively support this struggle of the Clover workers

**53****Branch 356**

The BFAWU warns against the growing tensions between the west and China and Russia. We believe that we are at the beginning of a new cold war, at least as dangerous or if not more hazardous than the previous one. The last cold war risked all humanity with the world only narrowly getting in one piece. We therefore call upon all parties to tone down belligerent actions, and start a process of détente, talking and treating to one another with respect.

That conference condemns the seizure, taking to the USA of the Venezuelan diplomat Alex Saab, who is now on trial in America. Saabs real crime is breaking the US sanctions placed upon Iran unilaterally by America. This is not being done under international law by the United Nations but by the US and its allies on its own volition.

# Appendices

## Appendix 1

### 1.3 Membership

This Union shall consist of an unlimited number of Members, and for the purpose of government shall be divided into:

b) An Executive Council elected by the membership as per Rule.

### 20.1 Duties and Payment of National Officers and the Executive Council Management

The general management of the Union shall be invested in a committee of management termed the Executive Council consisting of the National President, General Secretary, and Members elected in accordance with Rule 22.6(b)

### 21.1 Executive Council

f) The EC shall elect Scrutineers to examine and put on record all votes received from Members entitled to vote for the election of the Standing Orders Committee, delegates to TUC Conference other matters.

### 22.6 Power of Conference

b) Would be removed

### 22.7 Nomination Papers

Not less than 14 days before the Conference each delegate shall be sent nomination papers for candidates for standing Orders Committee, and delegates to Trades Union Congress. Ballot papers in respect of the foregoing, when completed shall be collected by the Scrutineers who shall be responsible for arranging the impartial scrutiny and counting of the votes cast.

In the case of a digital meeting being held, the deadline, delivery and collection of nominations and ballot arrangements may be amended as determined by the National President and SOC

This Rule amended 2021

### 22.8 EC Vacancies

Would be removed

### 22.13 Order of Business of Conference

Point 6 would be removed

### 22.19 Nominations for EC

Would be removed

### Standing Orders 18 Union's Balloting procedure – Election of Officials

Organising Regional Secretaries and Regional EC Members shall be elected by Members in the Region concerned. The National President; General Secretary; EC Women's and Young Member's Representatives shall be elected by the membership nationally, provided it complies with current legislation. In each election the following rules shall apply:

## **Appendix 2**

### **Guidance for EC election procedure**

#### **Candidates addresses**

Nominated candidates must provide an address of no more than 200 words stating why they should be elected to the E.C. Such addresses must be provided to the General Secretary no later than the last day in February in the year of the election. These should be provided in writing, preferably electronically. No pictures will be included.

#### **Election**

The EC shall set a timetable for the election to be communicated to the membership in the usual way(s). Such election shall be timed so that the newly elected EC shall take up office at the close of Annual Conference of that year.

Every member who is a member on the 1st of March in the year of election shall receive a ballot paper to elect the candidate(s) in their Region. The successful candidate(s) will be those in each Region who receive the most votes submitted in accordance with the election timetable.

Each member who is eligible to vote will also receive one ballot paper each to elect the national Female and Young Member's Representatives. The successful candidates will be those who receive the most votes submitted in accordance with the election timetable

The Substitute EC Member will be deemed to be that candidate who received the next highest number of votes after the successfully elected EC Member(s) in the ballot.

## **Emergency Motions**

## **Composite Motions**



## THE RED FLAG

The peoples' flag is deepest red,  
It shrouded oft 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.*