



**The
One Hundred and Seventh
Annual Conference
Yarnfield 2026**

**SATURDAY 6 JUNE 2026
TO
THURSDAY 11 JUNE 2026**

Final Agenda 2026



Conduct Statement

The BFAWU is committed to organising activities at which everyone can participate in an inclusive, respectful and safe environment. The BFAWU has zero tolerance for any type of harassment. This supports the commitment set out in the BFAWU's rules to promote equality for all and to eliminate all forms of harassment, including sexual harassment, prejudice and unfair discrimination. This code of conduct applies to all events both in person or online and includes all forms of communication, including postings on social media.

At BFAWU events you agree to:

- Interact with colleagues and visitors in a respectful, considerate and inclusive manner. This includes refraining from behaviour that could be considered intimidation, harassment, abuse, discrimination or inappropriate conduct.
- Recognise and adhere to the structures and decision-making processes set out in the BFAWU rules
- Promptly let an official or member of venue staff know if you notice a potentially dangerous situation or someone in distress
- Comply with health and safety guidelines to avoid placing yourself or others at risk
- Treat all BFAWU and venue staff with dignity and respect and in line with this code of conduct
- Use inclusive language that avoids reference to someone's race, ethnicity, age, religion, gender, sexual orientation, disability or marital status. We will not tolerate sexism, homophobia or transphobia, racism (including antisemitism or islamophobia) or behaviour that discriminates against any group of people as defined in the **Equality Act 2010** – referencing *age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation*

The BFAWU takes breaches of the code of conduct seriously. Therefore, any breaches may be reported directly to your branch, and you may be excluded from the meeting or event or denied access to future BFAWU events. You may also be banned from contacting BFAWU staff.

Other concerns

Concerns about other aspects of the Annual Conference can be made via Organising Regional Secretaries (FTOs). In addition, any attendee (including suppliers or exhibitors) can make an enquiry with Standing Orders. We will try and resolve these immediately if we can.

We may decide that another colleague will be better placed to respond to specific concerns and will contact them to speak to the person. Alternatively, people may be asked to complete a form and provide information with their contact details so the BFAWU can investigate the matter further and respond after the conference.

Sexual harassment reporting

The BFAWU takes a zero-tolerance approach to sexual harassment. Sexual harassment is any unwelcome behaviour that creates a hostile, demeaning and/ or intimidating environment. This can include behaviour such as indecent or suggestive remarks, questions, jokes, or suggestions about a person's sex life, the display or circulation of pornography, unwelcome and inappropriate touching, hugging, or kissing, requests or demands for sexual favours, or any unwelcome behaviour of a sexual nature that creates an intimidating, hostile or humiliating working environment.

Should you need to disclose any of the above happening whilst at conference, please contact your Organising Regional Secretary, or alternatively, if you do not feel comfortable doing this, contact report@bfawu.org with details of the situation, including *date, time, location* and *any witnesses* and **it will be investigated.**

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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.
- Secunder*** 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 2.1 New Branches and Administration** **Executive Council**
- Remove current rule and replace with:
- Any ten or more members who desire to form a branch of this Union, must apply to the relevant Regional Council (RC), they must be:
- Employed in the same workplace
 - Employed across a group of workplaces operated by the same employer
 - Employed across a group of workplaces within the same area manager group
 - Employed across a group of workplaces within the same franchise owner
 - No expense shall be incurred until authority has been obtained from the RC.
- If a group of 10 or more workers in a specific sector of the industry or allied trades desire to form a branch outside of the above parameters to form a national branch, they must apply to the Executive Council
-
- 2 Rule change Rule 3.4** **Branch 582**
- Remove: *'the new Member is entitled to a copy of these rules'*
- Insert: *'The new Member can access a digital copy of these rules from the BFAWU Website'*
-
- 3 Rule change 4.1** **Branch 582**
- Remove *'Branch Safety Representatives are elected for a period of two years'*.
- Insert *'Branch Safety Representatives are elected for a period of five years'*.
- Also from the last paragraph of Rule 4.1.....
- Remove *'Regional Safety Committee Members and National Safety Committee Members will hold office for two years'*.
- Insert *'Regional Safety Committee Members and National Safety Committee Members will hold office for five years'*.
-
- 4 Rule 5, 5.1 Contributions and benefits:** **Branch 452**
- Line 4 remove *'with the NW agreement, members under 18 should pay £1 per week – to be increased each year at the same percentage rise as the full member's contribution increase'*.
- Also remove paragraph 2.
-
- 5 Rule 5.2 Benefits** **Branch 452**
- Amend Benefits will be payable to all members 18 years of age and over up to retirement age as follows:
- OUT OF ORDER**
-
- 6 Rule 5.4** **Branch 390**
- This conference agrees to replace the word 'retirement' in rule 5.4 a) with the word 'Pension'. The rule will now begin with the following:
- Upon reaching State Pension age the rate of contribution may be reduced to £0.35 per quarter if the member has retired from full-time employment, to be increased each year at the same percentage rise as the full Members' contribution increase
-
- 7 Rule 5.14** **Branch 390**
- This conference agrees to replace the word 'retirement' in rule 5.14 with the word 'Pension'. The rule will now be:
- All members having 40 years' membership shall be granted a free membership card in the Union. They shall receive a grant of £150.00. They shall be entitled to all Benefits as per Rule, until reaching State Pension age. Thereafter, Funeral Benefit only will apply

-
- 8 Rule 6 Funeral Benefits** Branch 452
- 6.1a Paragraph 2, All members shall be entitled to the following funeral benefit: – after 1 year’s membership £100, After 5 years membership £200.
- 6.1b – paragraph 2, £200 for member, £100 for member’s spouse or partner.
- OUT OF ORDER**
-
- 9 Rule 9.2** Branch 390
- This conference agrees to delete rule 9.2.
-
- 10 New Rule 9.4 Definition of Young Member** Executive Council
- For the purposes of these Rules, a Young Member shall be defined as a member who is aged 30 years or under.
-
- 11 Rule change 14.3** Branch 582
- Remove ‘*National Learner Representative Committee Members will hold office for a period of two years*’.
- Insert ‘National Learner Representative Committee Members will hold office for a period of five years’.
-
- 12 Rule 14.4** Branch 390
- The words ‘*branch officers*’ or ‘*branch officer*’ shall be replaced with the word ‘President’ in Rule 14.4.
-
- 13 Rule change 14.8 k)** Branch 582
- Remove ‘*Safety stewards to stand for re-election after 2 years*’.
- Insert ‘Safety stewards to stand for re-election after 5 years’.
-
- 14 Rule Change 22.2 Nomination and Election of Delegates for Annual Conference** Branch 601
- Add a paragraph reading:
- Conference attendance responsibilities may be split between 2 delegates from the same Branch e.g. for each delegate to cover 2 days of the conference each. This will be in cases where the delegate elected to attend the conference is unable to attend the full conference because they are unable to get paid leave for union activities, are a parent or carer, are disabled, and/or otherwise unable to feasibly attend the whole conference.
- This will increase the union’s ability to attract more members, increase participation in BFAWU activities and improve the democratic process. SALT members feel that those who are least likely to be able to take 4 days off work, may be those most needed to be heard from at the conference. We propose this rule change to make the democratic processes of the union more accessible, especially for disabled members who would struggle with the current format.
- There is already provision for a substitute delegate in cases of elected delegates being unable to make it, we argue this would be a similar procedure, but that the substituting could happen part-way through the conference.
-
- 15 Rule change 22.4 b)** Branch 582
- After the end of the first line, ‘*A Standing Orders Committee shall be elected by and from the Conference delegates*’, insert ‘for a period of five years’.
- Also on the last line of the first paragraph remove ‘*In the event of any such Member being elected conference delegate for the second year, then their branch shall be entitled to an extra delegate to that Annual Conference.*’ and insert ‘In the event of any such Member being elected conference delegate for the remainder of their 5 year term, then their branch shall be entitled to an extra delegate to those Annual Conferences.’
- On the second paragraph remove ‘*In the event of any such Member not being a delegate to the second Conference, they shall function as a Member of the Standing Orders Committee but shall take no part in Conference debates*’

16 Rule Change 22.12 Submission of Conference Resolutions Executive Council

Remove the last line of the second paragraph.

Resolutions from Branches will be accepted up to 31st December.

17 Rule Change 22 Branch 570

That the conference starts on the beginning of the modern working week, Monday, therefore giving the delegates more of the weekend previous to conference.

Amendment received:

Remove Rule change, Remove the initial word That and insert at the beginning of the motion ‘That the EC looks into the feasibility of’. Insert at the end of the motion ‘This could be considered cost saving, with travel expenses, having delegates travel on a Sunday instead of a Saturday, and accommodation only being used Sunday to Wednesday inclusive.’

Final motion if amendment accepted would read as:

General motion

That the EC looks into the feasibility of’ the conference starting at the beginning of the modern working week, Monday, therefore giving the delegates more of the weekend previous to conference.

This could be considered cost saving, with travel expenses, having delegates travel on a Sunday instead of a Saturday, and accommodation only being used Sunday to Wednesday inclusive

18 Region 4

That this conference agrees our full-time officials play a vital role in our annual conference and support the members of their regions for the duration of conference. The FTOs should never again be faced with being told they either cannot attend or it’s not appropriate to attend conference. The delegate of region 4 fully support our FTOs. This applies to all future conferences.

OUT OF ORDER

19 Region 4

That this conference agrees anyone who acts inappropriate during conference that the EC deems requires possible banning is voted on by members as conference is run for members

OUT OF ORDER

General Motions

Union Policies

20 Branch 600***This conference notes:***

- 1 Branch 600 of BFAWU is The Sex Workers Union. Members of branch 600 are workers who sell their own sexual labour including but not limited to strippers, Only Fans creators, dominatrix’s, escorts and prostitutes – known as full-service sex workers. This motion is regarding full service and in person sex workers whose work is partially criminalised.
- 2 Sex workers are often marginalised people who have been let down by the state/ government. People living in or escaping poverty, disabled people navigating a harsh and unfair benefits system, single mothers, migrants, working-class students, women and LGBTQIA+ people.
- 3 Current UK law permits buying and selling of sex but criminalises soliciting and brothel keeping. This is known as partial criminalisation of sex work. The current law of partial criminalisation of sex work is dangerous. The law makes sex workers less safe.

- To avoid a soliciting charge, street sex workers work apart from each other, out of sight and away from safety. To pay for soliciting fines, sex workers have to sell more sex and often have to accept clients or perform services they would usually avoid.
 - Any two or more workers who work together indoors for safety can be charged with brothel keeping.
 - Sex workers vulnerable to criminalisation are less likely to access healthcare services and disclose their sex worker status.
 - Criminalisation impedes sex workers access to workers rights, their ability to organise their workplaces and tackle exploitative working conditions. Workers risk losing their and their colleagues incomes if they do so and the workplace is shut down by the police.
 - Prostitution related charges on criminal records are a barrier to employment for sex workers should they wish to leave the industry.
- 4 Decriminalisation of sex work is supported by human rights organisations such as Amnesty International, Human Rights Watch, UNAIDS, the World Health Organization, Terrance Higgins Trust, Sisters Uncut, The UN Working Group On Discrimination Against Women and Girls, and the Global Alliance Against Traffic in Women. Unions such as the Royal College of Nursing, Unison NI, GMB, UCU, CWU, ASLEF, Equity and IWW all support the full decriminalisation of sex work in the UK.

Conference believes:

- 1 Sex workers are workers and valued members of our union. Sex work is often a result of poverty and the current laws perpetuate a cycle of poverty.
- 2 Full decriminalisation is essential for sex workers’ ability to organise against exploitation at work, for sex workers safety, public health, women’s rights, LGBTQIA+ rights.

Conference resolves:

- 1 To support the full decriminalisation of sex work.
- 2 To amplify the voices of for branch 600 and all sex workers by vocally supporting campaigns for the decriminalisation of sex work.
- 3 To join campaigns against any attempt to further criminalise sex work.

21

Branch 258

This Conference agrees that the Government should make it illegal to create AI-generated nudes, and introduces a law that criminalises creation, bans nudification tools, and forces social media platforms to protect victims.

The thought that one day somebody might use AI technology to create fake nudes of any female member of my family or friends is deeply troubling. This fear is not unfounded, as it’s already happened to countless women and girls who have been victims of this disturbing violation of privacy. The use of artificial intelligence to generate nude images without consent is an issue that affects everyone, particularly women, who are most often targeted.

The UK law has a critical gap – while sharing deepfake porn is now illegal, creating it is not. This means someone can generate explicit images of you with complete impunity – as long as they don’t share them.

This is about protecting human dignity and bodily autonomy in the digital age. Let us stand together against this modern form of exploitation and ensure that technology serves humanity, not harm

22

Branch 503

We ask this conference to find a way to help end food poverty across the UK for children and adults alike.

23

Branch 601

For the union to take an explicitly anti-imperialist stance, adopting and lobbying for policies and practices which oppose western imperialism and neo-colonialism in all its forms. Future actions and statements of the union should be evaluated through this anti-imperialist lens.

24 Region 4

That this conference agrees our union needs a proper joining criteria. Many members join online and demand assistance before they have made any union contributions. Our union wants to help members in need but we are not a charity and should ensure a national criteria is in place to pay dues before getting union help

25**Branch 282**

Needs budget for Kernow

Me ansums

We have been campaigning for a needs budget to improve the lives of our members their families and our proud citizens within our great Nation.

We ask conference to support us in kernow and adopt the Needs budget campaign throughout our Union nationally and push through Trades councils, local groups Branches ,Social justice groups and political parties to create a Nationwide campaign to tell this Government we've had enough....

26**Branch 503**

Promoting the BFAWU

Conference requests that all BFAWU vehicles are wrapped with the BFAWU logo with details of joining.

We believe that by doing so, raises the profile of the union, and gives us visibility when travelling. It will give clear visibility when our national officers and FTOs are on sites with low membership density, or non-unionised sites.

Safety, Health and Environment

27**Branch 503**

We ask conference to push back on employers who push shop staff to the limit by increasing workloads while reducing hours and staffing levels while still posting massive profits

28**Branch 432**

That this conference agrees excessive workloads are damaging members' physical and mental health and Increased stress-related illness and burnout. Insufficient staffing levels are common practice in our workplaces. We should be campaigning for enforceable workload limits to train and support health and safety reps and to push for risk assessments covering workloads and stress. Employers have a legal duty of care and should be protecting their workforce.

29 Branch 503

Regulation and Unionisation of the Scottish Salmon Industry

Conference calls for the complete overhaul of how the Scottish salmon industry operates. For too long this industry has bathed in the prestige of Scotland's premium export outside of the whiskey industry. Despite being highly unregulated, this industry has some of the worst health & safety in Europe

30 Branch 582

Occupational sick pay. That this Conference agrees that employers should pay a minimum of 3 months occupational sick pay to all employees.

31**Executive Council**

Conference notes that:

Women make up a significant proportion of our membership across food production, manufacturing, distribution and retail, yet workplace health and safety systems, standards, equipment design and risk assessments have historically been based primarily on male bodies, male work patterns and male data.

Conference further notes that:

- Women face specific occupational health and safety risks including those related to menopause, menstruation, pregnancy, PPE fit, ergonomics, heat and cold exposure, welfare access and workplace harassment and violence.
- These issues are too often treated as individual HR matters rather than collective occupational health and safety risks requiring formal risk assessment and control measures.

- Many workplaces still lack:
 - suitable PPE designed and fitted for women
 - adequate welfare facilities and access
 - appropriate adjustments linked to menopause and menstruation
 - gender-responsive risk assessments.
- Trade union health and safety representatives are best placed to identify, raise and resolve these risks when properly supported and trained.

Conference recognises:

That women’s occupational health and safety is a trade union issue, a workplace safety issue, and an organising opportunity not a niche or optional equality topic.

Conference believes:

- Women’s health and safety risks must be embedded into mainstream union health and safety policy, training and bargaining.
- Employers must be required to assess and control gender-specific workplace risks through proper consultation with union representatives.
- Union education and rep development must include practical training on gender-responsive risk assessment and workplace controls.
- Addressing these risks strengthens protection for all workers and improves overall workplace safety standards.

Conference resolves to:

- 1 Adopt Women’s Occupational Health & Safety as a core union health and safety priority.
- 2 Support the development of union guidance and practical tools for reps and branches, including,
 - gender-responsive risk assessment approaches
 - menopause and menstruation workplace adjustments
 - PPE fit and design standards
 - welfare and dignity provisions
 - ergonomic and manual handling protections.
- 3 Instruct the Executive Council to integrate women’s OHS into,
 - union health and safety training
 - rep development programmes
 - workplace bargaining guidance
 - model policy clauses and agreements.
- 4 Encourage all branches and regions to place women’s occupational health and safety as a standing item on workplace health and safety committee agendas.
- 5 Support pilot projects and evidence gathering across unionised workplaces to identify best practice and secure measurable workplace improvements.
- 6 Report back to Conference on progress, outcomes and further recommendations.

Equalities

Looking after our pensioners in their retirement. Abolish their energy bills.

Conference abhors the treatment of our pensioners who for too long have been given the choice of heating or eating. To this end we are calling for all energy bills to be scrapped for pensioners, allowing them to live out their retirement years in relative comfort of knowing that they can put on their heating and use their electricity without financial recriminations.

33**Branch 390**

This conference agrees that the interim guidance from the Equality and Human Rights Commission (EHRC) following the UK Supreme Court ruling on 16 April 2025 in *For Women Scotland Ltd v The Scottish Ministers* was flawed and should not be accepted by the government. We will ask our parliamentary group to lobby against the new guidance.

34**Branch 582**

Parity on free bus passes. That this Conference agrees that free bus passes across England should be the same as in London, Scotland, Wales and Northern Ireland. Linking the rest of England to the rising State retirement age is unfair and equality across the UK should be demanded.

35**Branch 503**

Supporting workers with long term sickness in an ageing workforce

Conference, for too long many of our workers have found themselves in the unfortunate position of working in their later years to only find that they are not fit enough to carry out duties they were able to do when they were younger and fitter. We call on employers to find roles for these workers, many of whom have given 20 to 30 years' service to the one employer, instead of managing them out the door on capability. There are many solutions to this, such as, winding down with no detriment to their take home pay, job sharing, and making sure that there are health plans in place as part of their terms and conditions.

Education and Training

36 Branch 601

That the union presses TUC and GFTU for union rep training and health and safety training (i.e. essential to union works) that are accessible to workers who cannot get paid time off for union activities, by offering the training in the evenings or at the weekend.

37 Branch 390

This conference agrees that our movement needs an educational fund supported by the government. We had this previously in the Union Learning Fund (ULF). To press the government into reintroducing this, we will submit a motion to the 2026 TUC Congress calling for the reintroduction of the ULF.

International

38**Branch 503**

We ask this conference to lobby the international committee to hold Donald Trump accountable for his actions in Venezuela, his threats against Greenland and the abuse of power handed to I.C.E agents

39**Executive Council**

This conference stands in solidarity with those people in the US who are protesting against the actions of the United States Immigration and Customs Enforcement agency (ICE).

In 2025 at least 32 people died in custody.

Eight people have been killed, or died in custody, in 2026 so far. This includes the recent deaths of Renee Nicole Good and Alex Pretti in Minneapolis.

Communities in Minneapolis, Chicago, Charlotte, Los Angeles, and beyond have lived in fear as federal agents have arrested U.S. citizens, dragged children from their beds in the middle of the night, smashed car windows, and targeted protestors.

This must stop, and agents held to account for any crimes committed.

Conference notes

- 1 The success of the Paris Peace conference held on the 4/5 October 2025 which attracted 4,000 people and delegates from 18 different countries.
- 2 The considerable involvement of the French trade unions in mobilising for and assisting in the finance of the conference and the presence of trade union representatives from across Europe at the conference.
- 3 That the conference foregrounded opposition to renewed arms spending and the consequent attack on workers' living standards that this requires across Europe.
- 4 That the conference amplified the voices of the Palestine solidarity movement.
- 5 The enthusiastic response of the conference to the speech of the General Secretary of the PCS and Stop the War officers.
- 6 That the aims of the conference are supportive of the positions taken at this years TUC in favour of 'wages not weapons' and support for the Palestine movement.
- 7 That a second European conference announced in Paris is planned for Central Hall Westminster, London, on 20 June 2026.

This Conference believes

- 1 That this is an initiative wholly in line with the TUC resolution on 'wages not weapons'.
- 2 That in a darkening international situation and in the face of the growth of the far right across Europe it is necessary to broaden and deepen international links between trade unionists, anti-war movements, and progressive forces.
- 3 That the London conference held under the banner of '*The People of Europe Demand Peace*', and the slogans '*Wages not Weapons*', and '*Welfare not Warfare*' deserves the support of trade unions in the UK.

This Conference resolves

- 1 To encourage our members to attend the conference. To encourage branches and regions to send delegates and make financial donations to assist in the building of the conference.
- 2 To offer leading union officers as speakers at the conference.
- 3 To make a donation towards the conference costs.
- 4 To assist in the production and circulation of material advertising the conference.
- 5 To publicise and support the conference in the wider trade union movement.

Political

Statutory sick pay. That this Conference agrees that Statutory Sick Pay should be brought in line with current standards of living and a minimum of £230 per week implemented.

This Conference agrees that by-elections should be called automatically when MPs defect to another party.

When an MP decides they want to defect to another party, a by-election should be automatically triggered to allow constituents the opportunity to their democratic right to agree or not with their elected official.

With so many recent instances of MPs shifting over to Farage's motley crew of right-wing chancers and jumping on a worryingly growing gravy train, this change to a mandatory by-election could go at least some way towards counteracting the problem.

That this conference recognises the real threat of reform in the UK and the political gains they have made since the last general election, and the dangers of the far right encompassed within the party who are infiltrating our communities and workplaces.

44**Branch 258**

This Conference agrees to call on the Government to decide against switching off the Freeview signal. If they do, the only way to receive a TV signal will be via broadband. With the Government's own figures suggesting as many as 2.8 million people in the UK do not have access to the Internet, this would only widen the digital divide and leave certain people isolated (mainly pensioners and low-income households).

Big broadcasters such as the BBC (Biased Brainwashing Corporation) have been heavily lobbying the Government to convince them to take the drastic step of an early transition to IPTV (Internet Protocol Television), without any genuine concern about the millions of people who would lose out from such a move.

45**Branch 582**

Lactose products. That this Conference agrees that lactose and dairy free products are inflated for profit. The employers often exploit their customers, we should demand that the Government intervene to standardize the UK market.

46**Branch 570**

That this conference, whilst we observe the fact that people are entitled to their own opinion and the Union is not pushing towards supporting any particular party, under any circumstances, supports Reform or Conservatives, into power again, and to quote '*Make Britian Great Again*'

Amendment Received:

After the first word insert 'the EC', whilst we and observe the fact insert 'the EC and conference delegates', before are entitled insert 'union members and union reps' and before Reform or Conservative, remove the word supports and insert 'will not support'

Final motion if amendment accepted would read as

That the EC and this conference, whilst we, the EC and conference delegates, observe the fact that union members and Union Reps are entitled to their own opinion and the Union is not pushing towards supporting any particular party, under any circumstances, will not support Reform or Conservatives, into power again, and to quote '*Make Britian Great Again*'

47**Region 4**

That this conference agrees the present government should holt the way they are changing the state pension payment. At present someone who should have received there pension at 65 now has to wait till they are 67 please support

48**Branch 282**

Employment Rights Bill 2

Conference your Kernow comrades call upon delegates here today to campaign vigorously for an Employment Rights Bill 2.

We welcome the much needed improvements passed in the Employment Rights bill but it doesn't go far enough...too many loopholes not enough substance and was watered down weaker than weasel's p@#s.

We deserve and demand better.....

49**Branch 582**

School holidays. That this Conference agrees that the Government should allow local authorities to set their own annual school holidays to help combat the extortionate prices charged during current term times.

50**Branch 452**

That this conference agrees that the government should set up a working party to look at food suppliers and how they package their goods. Owing to climate change, everyone in the food industry is looking at reducing plastic waste, and often at the detriment of the customer. Packaging MUST be easily accessible for all.

51**Branch 582**

Leasehold cap. That this Conference agrees that the Government should fully implement all the promised changes from their manifesto to the leasehold reforms, stop back tracking on pledges that were made.

52**Branch 282**

5th Nation Recognition for Kernow.

Me ansuns... We call upon conference to support us in Kernow to demand our Right to formally be recognised as the 5th nation of the UK.

Our language, our culture and our history just like Scotland, Wales and Northern Ireland has been recognised... so why not our nationality and our right to self govern?

53**Branch 582**

Young drivers. That this Conference agrees that drivers under the age of 24 should be restricted on the engine size of a vehicle they can drive in comparison with motorbike legislation.

Emergency Motions

Emergency Motion 1

Rule Change Rule 1.5

Insert after pursuant to Rule 22 'or due to legal requirements'.

Emergency Motion 2

Biometric Systems in the Workplace

This Conference notes:

- The increasing introduction of biometric systems, including fingerprint-based time and attendance systems, across workplaces.
- That such systems are often implemented without meaningful consultation with workers or their representatives.
- That there is growing concern regarding the handling of personal data, particularly where information derived from physical characteristics is used for identification purposes.

This Conference further notes:

- That recent regulatory scrutiny has highlighted significant concerns regarding the lawfulness, necessity, and proportionality of such systems, particularly where less intrusive alternatives are available.
- That workers may feel compelled to comply with biometric systems due to the nature of the employment relationship, raising concerns around fairness and genuine choice.

This Conference believes:

- That the introduction of biometric systems without clear safeguards, transparency, and appropriate alternatives presents a risk to workers' rights and data protection standards
- That trade unions have a critical role in ensuring that new workplace technologies are introduced in a fair, lawful, and proportionate manner.

This Conference therefore agrees:

- To raise awareness across the union regarding the risks associated with biometric systems in the workplace
- To develop and issue clear guidance for branches and representatives on challenging the introduction of biometric systems and ensuring compliance with data protection principles
- To support branches in seeking meaningful consultation, transparency, and the provision of non-biometric alternatives where such systems are proposed or introduced
- To campaign for stronger protections for workers in relation to the use of biometric data in employment.

Political Fund Rule Change – Explanatory Note

Members will be aware that the Union has made a necessary amendment to its Political Fund rules. This change was required to ensure compliance with recent legislative requirements governing trade union political funds.

Under updated legal provisions, unions were required to amend their rules by 18 February in order to remain compliant. Failure to do so would have placed the Union at risk of enforcement action, including financial penalties, from the Certification Officer.

This amendment does not represent a change in the Union's political aims or activities. Rather, it is an administrative update to ensure that our rules align with current legislation and that we can continue to operate our Political Fund lawfully and without disruption.

As a responsible organisation, it is essential that we meet our legal obligations while continuing to represent members effectively. This change ensures that we remain compliant and avoid unnecessary financial risk to the Union.

The updated rule is as follows and will replace the current Appendix 2 in the Rule book.

APPENDIX 2 Political Fund Rules

This Appendix shall form part of the Rules of the Union

Introduction

- 1 The objects of BFAWU include the furtherance of the political objects to which section 72 of the amended Trade Union and Labour Relations (Consolidation) Act 1992 (the 1992 Act) applies. Those political objects are:

72 Political objects to which restriction applies.

- 1 The political objects to which this Chapter applies are the expenditure of money:
 - a) on any contribution to the funds of, or on the payment of expenses incurred directly or indirectly by, a political party;
 - b) on the provision of any service or property for use by or on behalf of any political party;
 - c) in connection with the registration of electors, the candidature of any person, the selection of any candidate or the holding of any ballot by the union in connection with any election to a political office;
 - d) on the maintenance of any holder of a political office;
 - e) on the holding of any conference or meeting by or on behalf of a political party or of any other meeting the main purpose of which is the transaction of business in connection with a political party;
 - f) on the production, publication or distribution of any literature, document, film, sound recording or advertisement the main purpose of which is to persuade people to vote for a political party or candidate or to persuade them not to vote for a political party or candidate.
- 2 Where a person attends a conference or meeting as a delegate or otherwise as a participator in the proceedings, any expenditure incurred in connection with his attendance as such shall, for the purposes of subsection 1e), be taken to be expenditure incurred on the holding of the conference or meeting.
- 3 In determining for the purposes of subsection (1) whether a trade union has incurred expenditure of a kind mentioned in that subsection, no account shall be taken of the ordinary administrative expenses of the union.

4 In this section:

'candidate' means a candidate for election to a political office and includes a prospective candidate

'contribution', in relation to the funds of a political party, includes any fee payable for affiliation to, or membership of, the party and any loan made to the party

'electors' means electors at an election to a political office

'film' includes any record, however made, of a sequence of visual images, which is capable of being used as a means of showing that sequence as a moving picture

'local authority' means a local authority within the meaning of section 270 of the Local Government Act 1972 or section 235 of the Local Government (Scotland) Act 1973; and

'political office' means the office of member of Parliament, member of the European Parliament or member of a local authority or any position within a political party.

- 2 Any payments in the furtherance of these political objects shall be made out of a separate fund of the union. This fund shall be called the Political Fund.
- 3 The union shall make clear how much of any regular contribution is for the political fund. If the political fund is included in regular contributions, the union shall specify that £0.04 of each weekly contribution is for the political fund. The union shall ensure that members who have opted out do not pay this amount, by reducing or removing it from their contribution.
- 4 Any member who chooses not to contribute to the political fund of the union shall not be excluded from any benefits of the union or placed in any respect either directly or indirectly under any disability or disadvantage as compared with other members of the union (except in relation to the control or management of the political fund). Any form (including an electronic form) that a person has to complete to become a member of the union must include a statement to that effect, as well as a statement to the effect that the person may opt out of contributing to the political fund.
- 5 Any member who claims to be aggrieved by a breach of these political fund rules may complain to the Certification Officer. After making such enquiries as they think fit, the Certification Officer shall give both the complainant and a representative of the union an opportunity to make written representations. They may also give both the complainant and a representative of the union an opportunity to make oral representations. After this, if the Certification Officer considers that such a breach has been committed, they make such order for remedying the breach as they think appropriate in the circumstances. Any such order of the Certification Officer may, subject to the right of appeal provided by section 95 of the 1992 Act, be enforced in the manner provided for in sections 82(4A) and 82(4B) of the 1992 Act.
- 6 Contribution to the political fund of the union shall not be made a condition for admission to the union, and members of the union who choose not to contribute to the political fund must not be placed under any obligation to do so.
- 7 The union shall ensure that a copy of the political fund rules is available, free of charge, to any member of the union who requests a copy.

Opt-out information notices

- 8 As soon as possible, and no later than eight weeks after the union votes to adopt political objects, the union shall publish the notice at Appendix 1 to every member.
- 9 The union will publish the notice using the same methods it normally uses for important information. At present, this includes:
 - publishing it in the union's magazine and including it in branch circulars to be displayed on workplace noticeboards
- 10 The same notice shall be published again, within eight weeks of each ten-year anniversary of a vote to adopt political objects (including any vote that took place before the commencement of the new section 84A of the 1992 Act, as substituted by the Employment Rights Act 2025), unless the resolution has been rescinded or otherwise ceases to have effect.

Submitting an opt-out notice

- 11 Any member can give notice to opt out of contributing to the political fund at any time. To do so, members can:
 - a) Use the official opt-out notice form, or

- b) Send a written request that clearly states that they do not want to contribute to the political fund. Such a written request can be delivered in person, sent by post, email, or through any electronic form the union provides.
- 12 Members can get a copy of the official opt-out notice form:
- a) From the union, by contacting info@bfawu.org or
 - b) From the Certification Officer by emailing info@certoffice.org
- 13 The official opt-out notice form in use can be found at Appendix 2.
- 14 When the union receives an opt-out notice from a member, it will send the member an acknowledgement to the address provided.

When the opt-out notice takes effect

- 15 The opt-out takes effect on 1 January in the year following the year in which the notice is given.
- 16 The union shall make sure that members who have opted out do not pay into the political fund.

Withdrawing an opt-out notice

- 17 Any member who has opted out of contributing to the political fund may withdraw their opt-out at any time. Doing so means the member will start contributing to the political fund again. To withdraw an opt-out notice, the member should give the union an opt-out withdrawal notice, which is a written statement saying they wish to withdraw their opt-out notice and start contributing to the union's political fund again.
- 18 The opt-out withdrawal notice can be delivered in person, sent by post, email, or through any electronic form the union provides.
- 19 When the union receives the opt-out withdrawal notice, it will send the member an acknowledgement to the address provided and process the withdrawal of the opt-out notice as soon as reasonably practicable

Transitional arrangements for members who joined BFAWU between 1 March 2018 and 17 February 2026

Between 1 March 2018 and 17 February 2026, members were not automatically opted in to the political fund. Instead, they had to actively opt-in. The Employment Rights Act 2025 has amended the Trade Union and Labour Relations (Consolidation) Act 1992, so that new members are treated as opted-in unless they choose to opt-out. The following rules explain how unions must handle members who joined between 1 March 2018 and 17 February 2026.

Default opt-outs for certain members

- 20 Any member who joined the union between 1 March 2018 and 17 February 2026 and was not contributing to the political fund immediately before 18 February 2026, is treated by law as having given an opt-out notice under the new section 84 of the 1992 Act, substituted by the 2025 Act. This opt-out remains in effect until the member gives a withdrawal notice in accordance with these rules. The union does not need to take any action to process these opt-outs, as they apply automatically under the law. This automatically applied opt-out notice is treated as effective from 18 February 2026 and will remain in effect until the member gives an opt-out withdrawal notice to cancel it (as addressed above in paragraphs 17-19).

Transitional period for opt-in withdrawals

The following rules (21-24) apply to members who joined the union between 1 March 2018 and 18 February 2026 and submitted an opt-in notice that remains in force on 18 February 2026. These rules cover the four-week period until (and including) 17 March 2026. After that period, these members will be captured by the processes described earlier in these rules.

- 21 Any member who joined the union between 1 March 2018 and 18 February 2026 and, during that time, submitted an opt-in notice, may for a short period give a withdrawal notice under section 84 of the 1992 Act, as it stood before the 2025 Act.
- 22 During the transitional period until (and including) 18 March 2026, if a member who submitted an opt-in notice wishes to stop contributing to the political fund, they may give the union an opt-in withdrawal notice, which is a written statement saying they no longer wish to contribute.

1. The opt-in withdrawal notice can be delivered in person, sent by post, email, or through any electronic form the union provides.
2. The opt-in withdrawal notice takes effect one month after the date on which it is given.

Annex 1: Opt-out information notice

<u>Notice to Members in accordance with the Trade Union and Labour Relations (Consolidation) Act 1992</u>	
<p>BFAWU has a political fund. This fund is used for activities connected with political objects as defined by section 72 of the above Act. All spending on these activities comes from this separate political fund.</p> <p>Every member has the right not to contribute to the union’s political fund. To exercise this right, you must give the union an opt-out notice.</p> <p>You can give an opt-out notice in any of these ways:</p> <ul style="list-style-type: none"> • Deliver it in person, by post, or through a person you have asked to deliver it on your behalf • Send it by email to info@bfawu.org • Complete an electronic form provided by the union and submit it online following the union’s instructions. <p>A form of opt-out notice can also be obtained:</p> <ul style="list-style-type: none"> • From the union, by emailing info@bfawu.org • From the Certification Officer by emailing info@certoffice.org <p>If you later change your mind, you can give a withdrawal notice to cancel your opt-out. This will put you back into contributing to the political fund.</p>	
Date	

Annex 2: Opt-out notice

BFAWU	
Political fund opt-out notice	
<p>I do not want to contribute to the union’s political fund.</p> <p>By giving this notice, I will be exempt from making any payments to the political fund.</p>	
Signature	
Print name	
Postal or email address	
Date	



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.*