



AGENDA
YOUNG WORKERS
CONFERENCE
TUESDAY 31ST JANUARY 2023

150 The Broadway
Wimbledon
London SW19 1RX

Message from the General Secretary

Dear Colleagues

Happy New Year to all our young representatives and members.

2022 was both a phenomenal and deeply difficult year for the CWU. Many of you have taken industrial action for the first time against a backdrop of economic crisis and insecurity. I am immensely proud of every young worker who has stood on a picket line over the last few months and I am also proud of the solidarity shown from our young workers with other workers who have been on strike recently.

After the devastation of the COVID-19 pandemic, no one could imagine our living standards being damaged further by this cost-of-living crisis and the chaos brought on by the shambolic Tory government.

Although inequality between the wealthy and the working-class has been growing steadily for decades, the structural imbalance of power within our economy has never been more clear- and young workers are paying the price.

Whether it is soaring inflation or the crisis in the housing market, until working people come together and push back against the managed decline of our standards in the workplace and in our society, a generation of young people will be worse off than their parents.

But 2023 is the year we can build a movement out of this crisis and towards a better future for our members and their families. This coming year, this union will continue to stand with you and empower you to not only demand change in the workplace but build collectivism in your communities.

Young people must be at the forefront of our movement for radical change, whether it be leading on conditions in the workplace, calling for more action on the climate crisis or getting involved in campaigns like *Enough is Enough* to call for an end to this cost-of-living crisis.

The CWU has many brilliant young representatives and we want to help develop your skills, confidence and design our structures so that they support you and give you a direct voice in shaping the future of the union and our movement.

The Young Workers Conference represents a chance for you to participate in the democracy of the union and I would encourage you to not only speak about young workers' issues – but to form your opinions on our industrial work, our political strategy and our key campaigns.

The past few months have shown how together we can stay strong defending our pay, terms and conditions against corporate greed and insecurity. That is why it is so important for every young member to get others involved in the union, to take up an active industrial role if you have not already done so and support the growth of the CWU in our existing workplaces and beyond.

Finally, I wish all delegates a great Conference, get involved in any way you can – speaking at the rostrum, networking or even just preparing a report back to your Branch.

Thanks for all you do for our members and the union – let's build on this momentum and make 2023 the year that we bring young trade unionists to the front of our movement.

Dave Ward
General Secretary

Message from the Chair, National Young Workers Committee

Dear Colleagues,

On behalf of the National Young Worker's Committee, I welcome delegates and visitors to this National Young Worker's Conference 2023 of the Communication Workers Union.

Last Year was the trade union movement's spotlight time, as we saw a rise in action against businesses and employers. We have seen our own union fight against two of our biggest employers {Royal Mail and BT Group} and saw many of our members take strike action for the first time in their lives.

It has been and continues to be a challenge. However, it is not a fight that we will back down from. I want to say a massive thank you to all that support and helped during the strikes and continue to in this journey against employer attacks on our members and us.

This conference is an opportunity for us to shape the future of the union and workplaces that we have recognition with. It's where we can debate motions and agree the changes we want to make. I would love to see as many people speaking as possible, it is an excellent opportunity to speak to a smaller crowd before the annual conference. It is a chance for you to get your voice and your opinion across.

The Young Workers Conference is a great place to make friends and memories you will never forget.

You must take this opportunity to learn and prepare for the General and Industrial Conference in April and be sure to go back to your Branch Secretary and ask to be part of your branch delegation.

So, for the year ahead we face some important issues for our members. As National Chair my message to you is simple – take the chance to get involved in the work of the CWU, make your voice heard and progress as a rep. For those of you who are attending an event for the first time I hope you'll take the opportunity to speak today and I hope everybody here enjoys the debates.

On behalf of the National Young Worker's Committee, I wish all delegates and visitors an enjoyable and successful event.

Yours sincerely,

Quincy Raymond
National Chair of the Young Worker's Committee

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Welcome from the General Conference Standing Orders Committee

Dear Colleagues,

Welcome to the CWU Young Workers Conference of 2023 on behalf of the General Conference Standing Orders Committee.

This year we have again used the same criteria for motions that will be used for General Conference 2023, as such, the Standing Orders are as close as possible to those that will be in place for that Conference.

We have, recognised an issue with Emergency motions being submitted at times where we have no facilities to deal with such motions. To rectify this issue the submission of Emergency motions will close at noon on **Thursday 26th January 2023** as reflected in the standing orders.

The Standing Orders Committee will be in attendance during the Conference should any Delegate have any questions over procedures, and to conduct the Ballot(s) for motions to go forward to General and Industrial Conferences 2023. Further information will be given at the start of the conference as well as prior to the commencement of the ballots.

May you all enjoy a successful Conference.

Tony Sneddon and Joyce Stevenson
General Conference Standing Orders Committee

Young Workers Conference 2023 Standing Orders

1. The sessions of the 2023 Conference shall commence in accordance with the timetable.

2. TIMETABLE

- a 10.00 Registration
10.30 Chairperson's Opening Remarks
10.35 Dave Ward, General Secretary
10.50 Adoption of Standing Orders Committee Report (including appeals/reference back)
10.55 Section I Motions 1
11.10 Section II Motions 2-5
12.30 Lunch
13.30 Section II Motions 2-5 continued
14.10 Tony Kearns, SDGS
14.25 Chairpersons closing remarks
14.30 Close of Conference
- b The doors of Conference will open at 10.00 with conference commencing at 10.30 and closing at 14.30

Conference is divided into two half-day sessions. If the business of any section is completed within the timetable, the Conference shall proceed immediately to the next section of business.

If all the business of the final section is completed within the timetable, the Conference shall return to the earliest uncompleted business.

3. PROCEDURE IN DEBATE

- a Every member of the Conference must remain in their seat, except the one who may be addressing the Conference and, should the Chairperson rise, no-one else shall continue standing nor shall anyone else rise until the Chairperson has resumed the Chair.

SPEAKERS

- b A delegate when speaking from the rostrum shall address the Chairperson. If two or more persons desire to speak at the same time the Chairperson shall decide to whom priority will be given. No person shall be allowed to speak twice on the same question.
- c All speeches shall be confined to the subject under discussion.
- d Delegates may only refer to documents which have a bearing on the subject under discussion.
- e (i) Motions standing in the name of a Branch must be moved by a delegate from that Branch.
(ii) Motions standing in the name of a Regional Sub-Committee if appropriate, must be moved by a delegate from that body (in line with Rule 10).
(ii) Motions must be seconded or else they shall be deemed to have fallen.
- f A motion may be seconded formally or by a speaker making a seconding speech.

COMPOSITE MOTIONS

- g All sponsors of a composite motion will be responsible for agreeing the allocation of moving and seconding speakers from amongst those named within the composite motion, notwithstanding the terms of SO3e(i) and

(ii).

- h The mover of a motion shall be allowed to speak for not more than 5 minutes and any other speaker (including the mover exercising the right of reply) for not more than 3 minutes. **In EXCEPTIONAL CIRCUMSTANCES a speaker may request the special permission of Conference to speak for a longer period, if agreed, it shall not exceed a further 3 minutes.**
- i The moving speaker shall have the right of reply to the debate only if there has been opposition and shall not introduce any fresh matter but shall be limited to answering the debate.
- j The National Young Workers Committee (including the relevant Officer) shall in addition to moving and exercising the right of reply be allowed a maximum of one speaker in a debate on motions standing in the name of the National Young Workers Committee
- k The National Young Workers Committee (including the relevant Officer) shall only be allowed one speaker in debate on all other motions not standing in the name of the National Young Workers Committee.
- l No motion shall be spoken upon except by the mover, until it has been seconded. The mover of a motion who sits down without speaking upon it shall lose the right of addressing Conference, but shall still have the right of reply (SO3i) applies. The seconder of a motion who sits down without speaking upon it shall not lose the right of addressing Conference.

**ENDING
DEBATE**

- m Any delegate who has not spoken on the motion before Conference may move "That the motion be now put" on the seconding of which the Chairperson shall immediately and without discussion put this motion to the vote. In the event of it being carried by a simple majority of Conference, Conference shall proceed to vote on the question itself, subject to SO3k and the right of reply as stated in SO3i being exercised.
- n Any delegate who has not spoken on the motion before Conference may move "That Conference proceeds to next business", on the seconding of which the Chairperson shall immediately and without discussion put this motion to the vote. In the event of it being carried Conference shall at once proceed to the next item on its agenda.

WITHDRAWAL

- o Any motion or composite motion may be withdrawn from the Agenda at any time by the sponsor(s) who shall notify the Standing Orders Committee at the earliest opportunity. Once it has been moved and seconded, however, it shall not be withdrawn except with the agreement of Conference by a simple majority vote.

**POINT OF
ORDER**

- p Any person wishing to question the proceedings of Conference may rise on a "point of order", and when called shall state the procedural point in exact terms, whereupon the Chairperson shall immediately give a ruling or refer the matter to the Standing Orders Committee for a decision. Any person raising points of order must seek to prove one or more of the following:-
 - (i) That the speaker is using unparliamentarily language.
 - (ii) That the speaker is digressing from the subject of the motion.
 - (iii) That the rules of the Union are being broken.
 - (iv) That there is an infringement of the customary rules of debate.
 - (v) That there is an infringement of the Standing Orders (which shall be referred to the Standing Orders Committee).
- q The Chairperson's ruling on a point of order shall be final unless it is

challenged. The correct method of challenging the ruling shall be to move: "I wish to challenge your ruling." Such a motion shall be carried by a simple majority.

- r The Standing Orders Committee shall have the right to enter debate on all matters affecting the decisions and role of the Committee.

4. VOTING PROCEDURE

- a Voting at the Young Workers Conference shall normally be by a show of hand voting cards which shall be issued on the basis of one per Branch delegate in attendance.
- b A Formal count may be called for either by the Chairperson of the National Young Workers Conference or when 5 or more delegates call for such a vote immediately on the announcement of the decision of the hand vote.

DURING A FORMAL COUNT ALL PERSONS MUST REMAIN IN THEIR SEATS AND NO PERSON SHALL ENTER OR LEAVE THE FLOOR OF CONFERENCE.

Procedure for a formal count shall be as follows, the voting delegates of each branch shall be required to clearly indicate using their voting card for or against, on the question requiring the decision.

- c A motion will be deemed carried if it obtains a simple majority of the votes cast.

5. PROCEDURE FOR EMERGENCY MOTIONS

- a Emergency motions may only be submitted for inclusion in the Agenda if they refer to a matter which because of the circumstances giving rise to them could not possibly have been submitted by the published closing date for motions. Such emergency motions will only be accepted by the SOC if they constitute a significant and important matter, which requires a decision by Conference.
- b Emergency motions must reach the Standing Orders Committee at CWU Headquarters by noon on **Thursday 26th January 2023**. Delegates will be advised by the SOC whether or not the emergency motion has been accepted for inclusion to the Agenda prior to the commencement of Conference. **No Emergency Motions will be accepted after that date.**
- C A decision taken by Conference shall not be open to the emergency procedure at the same Conference.

6. APPEALS/REFERENCE BACK PROCEDURE

- a Written notice of appeals/intention to move reference back against decisions of the Standing Orders Committee as published in the Agenda regarding:-
 - (i) motions not admitted to the agenda
 - (ii) inclusion/exclusion of motions in a composite
 - (iii) the priority/placement given to a motion
 - (iv) timetable/programme of business
 - (v) the Standing Orders for Conference
 - (vi) the consequential rulings on motions

must reach the Standing Orders Committee at CWU Headquarters by Noon on Thursday 26th January 2023. Such written notice must advise of the intention to appeal/move reference back to alter the published agenda with details and

reasons for doing so.

After consideration of appeals/reference backs by the SOC, Branches, Advisory Committees, and Regional Committees (if appropriate) wishing to continue their appeal/reference back must seek to do so by addressing Conference at the commencement of conference.

- b Challenges to other SOC decisions as printed or announced in supplementary SOC reports must be made at the time the supplementary report is moved.
- c All appeals/reference backs will be deemed carried if they have the support of a simple majority of Conference.
- d The National Young Workers Committee will also be required to follow these procedures.

7. SUSPENSION OF STANDING ORDERS

- a Motions to suspend Standing Orders shall only be allowed to deal with business or circumstances that could not have been foreseen when the Timetable/Programme of Business was adopted.
- b The Chairperson may accept a motion for the suspension of Standing Orders provided no motion is on the floor being debated.

Any such motion must state the Standing Order/Orders involved and also state the nature and urgency of the business as to why the suspension is required.

The Chairperson shall immediately refer such a motion to the Standing Orders Committee who shall express their view before the vote is taken. A motion for the suspension of Standing Orders will be carried if supported by a simple majority of the Conference and shall take no longer than 15 minutes.

8. BALLOTS

- a There will be a ballot to select two motions this Conference will forward for submission to the 2023 General Conference, and one motion to each of the Postal Group and Telecoms Industry Conferences 2023.

The ballot paper for General Conference selection will be printed on the reverse of the hand voting card. Branches will be given an additional ballot paper(s) to allow them to vote under the appropriate constituency within their branch to select the motion to go forward to each of the Postal Group and Telecoms Industry Conferences.

Motions in Section I of the agenda that are carried are eligible for the ballot to Postal Group and Telecoms Industry Conference.

Motions in Section II which are carried are eligible for the ballot for General Conference. The ballot will take place at the end of Section 2 motions.

The ballot box will be open subject to the timetable of Conference and located next to the administration table. The SOC shall be responsible for counting the ballot and advising the Chairperson of the result, which will be announced prior to the close of Conference. In the event of a tie, the SOC will administer an exhaustive ballot.

- b Should there be a request at General Conference to remit a motion in respect of the 2023 Conference motions, the mover of the motion at General Conference will be deemed to have the authority to agree to the remittance on behalf of the 2023 Conference, subject to the agreement of General Conference.

There will be a ballot to select the two delegates that will represent the Young Workers Conference at the 2023 General Conference

9. PROHIBITIONS

The use of mobile telephones are prohibited anywhere within the confines of the Conference Hall.

No documents, posters or banners shall be circulated, distributed or displayed within the Conference Hall without the permission of the Standing Orders Committee.

Timetable and Programme of Business

- 10.30 Chairpersons opening remarks
- 10.35 Dave Ward, General Secretary
- 10.50 Adoption of Virtual Young Workers Conference Standing Orders Committee Report (including appeals/reference backs)
- 10.55 Section I Motion 1
- 11.10 Section II Motions 2-5
- 12.30 Lunch
- 13.30 Section II Motions 2-5 continued
- 14.10 Tony Kearns, Senior Deputy General Secretary
- 14.25 Chairpersons closing remarks
- 14.30 Conference closes

SECTION I INDUSTRIAL ISSUES

- 1** Conference notes that Mental Health and wellbeing in our country is at an all-time low at this moment in time, and this is clearly evident amongst our members, and when our members seek support what they get is limited and inadequate from the partners that BT group use.

There are a wide range of treatments counsellors and therapists can use, however the treatments that are available to our members are limited not just in terms of approach but in terms of length/number of sessions therefore.

Conference instructs the Young Workers Committee to work with the T&FSE to work directly with the company to increase the level of support they offer through both EAP and Vita Health Group, as the current level is failing in supporting our members to full capacity.

Lincolnshire and South Yorks

SECTION II NATIONAL ISSUES

- 2** Conference instructs the National Young Workers Committee to pursue a rule change as follows:

10.3. Add – “A branch delegation will include the Branch Young Worker Officer. ”

North East Regional Young Workers Committee

- 3** We want to relaunch the CWU Young Workers structures and clear any ambiguous questions about development and career path. We also want to enforce that the young workers are more than a tick box. Conference instruct the National Young Workers Committee to host a launch event and promote the young workers toolkit.

National Young Workers Committee

- 4** We know that the government has been over the last few years increased the retirement age. This has meant that people are having to work longer. However, with the Cost-of-Living Crisis the ability to save for retirement is harder. We want our members to stay with us and want them to have the best life possible and balance of work and life.

Conference instruct National Young Workers Committee to work with the Education Department to create information resources of options and future planning of Retirement.

National Young Workers Committee

- 5** This conference notes that currently, those aged between 16-22 are some of the most at risk of the financial hardship and strain caused by the current cost-of-living crisis due to the appalling lower Minimum Wages to which they are legally entitled. In 2022 a person under 18 will only be entitled to earnings of approx. 50% that of someone 23 and over with this percentage gradually increasing with age, 21-22 year olds still earning only approx.. 96% of the National Living wage for those 23 and over. In no way are the people within these age brackets benefiting from reduced costs on their rent, utilities, or other expenses and so we would question why they are still expected to take home a significantly reduced rate of pay. This having various negative effects on their standard of living and mental health with many having to take on additional jobs.

In 2021, under the recommendation of the Low Pay Commission (LPC) 23 and 24 year olds ere moved from a youth pay rate to that of the National Living Wage, a change which has seen positive effects on their work-life balance and mental health. It has been further advised by the LPC to further look to make it necessary for 21-22 year olds to receive the National Living Wage by 2024, which we whole-heartedly support but would like to go a step further to see this extended to all workers regardless of age.

We believe this should be mandated to reduce the inconsistencies felt in the standard of living between generations and feel that this age inequality within workplaces should be addressed. Pay equality will be the first step in securing a brighter future for our young workers and will allow them to be able to directly contribute to the economy more sustainably.

Conference instructs the National Young Workers Committee to:

- Work with all relevant government bodies to lobby that the National Living wage is extended to everyone of working age, 16 or over.
- Continue to show support for and publicise events and campaigns such as the TUC New Deal for Workers and Enough is Enough campaign to address these issues.
- Campaign for all workplaces to offer the National Living Wage to all workers regardless of age to end age discrimination and pay inequality in the workplace.
-

Scotland No.1

MOTIONS NOT ADMITTED TO THE AGENDA

- 6** We know that the future of work is changing and the need to adapt is required. We want to ensure that our young workers are ready to have the skills for the evolving job roles in different industry.

This conference instructs the National Young Workers Committee to create a CWU role as an 'Environmental Rep' who would take responsibility for helping 'green-proof' both the CWU and help influence the employers we work with. This role could include a bespoke workshop training event, fact sheets, and a toolkit of environmentally friendly adaptations. This list is not exhaustive.

National Young Workers Committee

- 7** Conference notes that the shadow pandemic of domestic violence is one that cannot be wilfully ignored. The senseless and brutal murders of Hollie Thompson, Natalie McNally and Bruna Fonseca in Ireland within the last few weeks have devastated our country once again.

According to a survey conducted by the ICTU in 2019, at least 40% of young women have experienced sexual harassment in the workplace. This is only what has been reported, as victims are usually shamed into silence, feel immense fear of personal repercussions or that they will lose out on career progression for speaking up in the first place.

As a trade union, we have a responsibility to challenge any problematic behaviour or disposition that contributes to the normalisation of sexual harassment in the workplace. We play a vital and integral role in encouraging members to not only report sexual harassment they have experienced, but to also challenge the toxic culture that allows this behaviour to happen.

Conference requests/instructs that the NEC ensures, sexual harassment and violence awareness/education is given to those who hold management positions within all Postal and TNFS Employers.

We ask that negotiations be made with these employers to examine their own internal policies and procedures, to ensure that they respond adequately when sexual harassment is reported within their organisation and, if necessary, to create stand-alone policies that further protect women in the workplace.

Northern Ireland Region

- 8** Conference notes that over the last two years we have had a high turnover of young workers officers on the National Young Worker Committee due to committee members "aging out" of the position. This, coupled with the breakdown of organising due to the pandemic, means the union is struggling to maintain younger people in the young worker positions at the national, regional and branch level.

Conference, therefore, instructs the NYWC to instruct the NEC to change Rule 8.3F and Rule 12.1, to increase the closing age of those who hold young worker positions from 30 to 33 years old.

North Lancs and Cumbria

- 9** Conference notes that when the union structures were redesigned, the young workers structure was not modified. This means the NEC YW seats, the NYWC regional seats and the RYWC lead seats have duplicate roles and responsibilities. Conference also notes that when the same representative has held both the regional and national position in the past, the regional structure was proven to be stronger.

Conference, therefore instructs the NEC to undertake a mini redesign of the young worker structure, at the regional and national level, to enable a more joined up approach to organising young workers and to allow for better communication and cohesion between the regional and national structures and the NEC.

North West Region
