

TUC Trades Councils

2019-20 Programme of Work

**Campaigning in the
Community**

2019 Trades Council Programme of Work

Introduction

Welcome to the 2019 Trades Councils Programme of Work. This booklet is designed as an annual guide for Trades Councils in England and Wales and gives ideas on a range of activities that your Trades Council can get engaged in over the coming year, as part of a coordinated strategy for all Trades Councils.

Trades Councils play a vital role in the trade union movement, providing a real link to our local communities, taking the trade union message out onto the streets and bringing the voice of trade unionism into our towns and cities. We link up trade unionists from a wide range of sectors from different unions and deliver a strong message of solidarity whenever it's needed.

Trades Council stand up for trade union rights, strong workplace organisation and the achievement of good wages and conditions through collective bargaining. Many workers, especially young workers, are not represented by trade unions and some have little awareness of the difference we can make. We can help to bring trade unionism to the unorganised and combat exploitative practices like zero hours contracts, bogus self-employment.

We are also the voice of trade unionism standing up against austerity, campaigning against cuts in public services and fighting to defend our NHS. We join up with others in the fight for action against climate change, for a just transition to a greener future so that no workers are left behind. We are a powerful voice for equality and against racism and fascism and the politics of hate. Instead we bring a positive message of hope, that a better, fairer world is possible.

Trades Councils are part of the wider trade union movement. That's why this Programme of Work also contains the TUC Campaign Plan Priorities that all trade unions are engaged in (insert page numbers...)

What follows, (insert page numbers...) are specific areas of work that Trades Councils have decided to engage in at our Annual Trades Councils Conference, which was held this year in Bournemouth on 8th 9th June. This includes many specific policy action points arising from the debates on motions submitted by Trades Councils.

Is your Trades Council connected to the wider Trades Council movement?

Trades Councils can do great work on their own. But they are even stronger if they are connected up locally, regionally and nationally.

- County Associations. Your Trades Council should be connected with other Trades Councils in your county by joining together to form a County Association. County Associations are a useful means of linking trades councils together e.g. for joint

campaigns. They can send motions and delegates to the National Trades Councils Conference.

- Regional TUC. Your Region TUC links up trade unions and trades councils. Each Region's structure is slightly different, but most have annual or biannual conferences to which your Trades Council can send representatives to. The Regional TUC is an important source of information. Most regions have a regional Trades Councils Conference.
- TUC Joint Consultative Committee (TUCJCC). Trades Councils can elect a TUCJCC representative for their Region. Nine TUCJCC delegates (representing the nine TUC Regions in England and Wales) meet regularly with TUC General Council members to ensure the voice of Trades Councils is heard at the heart of the trade union movement. Please keep your TUCJCC rep informed of what your Trades Council is doing.
- National Trades Councils Conference. This is held annually, usually in June, and is an opportunity for Trades Councils from all over the country to meet and discuss plans and exchange information. Held over a weekend, there is a lively agenda of motions, workshops and speakers. Every Trades Council is entitled to send one delegate.
- TUC Development Grants. Trades Councils can apply for funding for particular campaign activities, as long as they are connected to the Trades Councils Programme of Work. Application forms are available from your Regional TUC and grants can be for any sum up to £300.

Forward to TUC Campaign Plan

Britain is stuck in a Brexit crisis of the government's making. Despite being granted a six-month extension by the European Union, the threat of a job-destroying bad deal or 'no deal' remains a very real threat. Having promised "strong and stable" leadership, Theresa May was ousted from office after failing to get her deal through parliament.

Britain's new Prime Minister, Boris Johnson, has signalled their willingness to crash the UK out of Europe whatever the cost. Working people are already paying the price for the government's shambolic handling of Brexit, with thousands of decent manufacturing jobs already lost. And as Brexit dominates parliament many of the wider problems affecting Britain today are not being dealt with.

Millions of workers are trapped in insecure jobs that give no control over working lives. Workers' pay packets still haven't recovered from the financial crisis. And years of disastrous austerity have left our schools, hospitals, councils and welfare at breaking point. Towns and cities across Britain have been gutted by years of cuts and underinvestment. Huge cuts to local government mean that Sure Start centres, libraries and youth clubs that allow communities to meet and come together are gone.

These tears in the social fabric have emboldened the far-right to spread their poison and sow division among working people. Immigrants are scapegoated for problems the government should be fixing, such as undercutting and pressure on public services. BME workers continue to suffer racism and discrimination.

New technology – that should be improving the lives of working people – is instead being used to track and sweat workers. From distribution centres to classrooms, workers face increasing workloads and pressure – with more than 15 million days lost to stress-related illness every year.

Faced with these many challenges the UK trade union movement has stayed true to our values and stood up for working people. We have kept workers' rights, jobs and peace in Northern Ireland high up the political agenda and held the government's feet to the fire on their disastrous approach to Brexit. We have won breakthrough agreements in the gig economy and after years of campaigning have got the agency worker pay penalty (the much-hated Swedish derogation) scrapped. We have scored notable victories for workers in a range of sectors, from getting a pay rise for McDonalds staff to winning union recognition for couriers and tackling pay inequality in the NHS. And we've joined forces with unions around the world to take on the corporations who won't play by the rules.

Against the odds, we've grown our membership over the last year. But we cannot escape the challenges that lie ahead.

TUC Campaign Plan Priorities

1 Brexit and rebuilding the UK

We need an economy that works for everyone. But the big issues highlighted by the referendum vote still haven't been addressed. Wages haven't recovered from the financial crash. The government's dogmatic pursuit of austerity is far from over - and it's ruining people's lives. Years of cuts have devastated our communities, welfare and public services. And as work becomes more intense and insecure, fewer and fewer people can access decent local jobs.

A bad Brexit deal or catastrophic "no deal" would only make things worse, threatening good jobs, our public services and our hard-won rights at work. We urgently need to change the way our economy works. That means putting investment-led growth ahead of short-term shareholder gains, delivering decent jobs in every part of the UK and ensuring high-quality, well-funded public services.

In 2019-2020, the TUC and unions will:

- campaign for an outcome to the Brexit crisis that protects jobs, rights at work and peace in Northern Ireland
- do all we can to prevent a bad deal or a disastrous no-deal exit
- lead the fight against any trade deals that put our NHS, public services, and workers' rights at risk
- campaign for an industrial strategy that tackles regional inequalities and delivers decent, sustainable jobs with good pay in all parts of the country
- work with political leaders at a local and regional level, including Metro Mayors, to support great jobs and conditions at work
- argue for an investment-first economy in the UK and internationally, where the ability to deliver great jobs and decent pay is the test of economic success
- support efforts to tackle the climate emergency and ensure a just transition for workers
- campaign for proper funding and investment in our public services: our schools, hospitals and councils. And for fair pay for public servants.
- promote public ownership where it is the best way to provide high quality public services for users, protect employment standards and provide value for taxpayers.
- set out how reforms to the way businesses are run can deliver higher productivity and decent jobs

2. *Building class unity and winning a new deal for working people*

We believe that every job should be a great job – and everyone should be able to work with skill, dignity and fairness. But over the last forty years, working-class communities have been hit hardest by de-industrialisation, government austerity, and attacks on workers' voice and power.

Today workers in the UK and around the globe are not getting a fair share of the wealth we create, and many are stuck in insecure jobs that give people little control of their lives. Rather than new technology being used to deliver better employment, too often it is being used to exploit workers and concentrate power and wealth in the hands of bosses.

It's not right that millions are held back by failed economic policies and Britain's class ceiling. This needs to change.

In 2019–2020, the TUC and unions will:

- promote the TUC's New Deal Charter
- campaign for unions to be given new rights to access every workplace and set pay and conditions across industries through collective bargaining
- call for a ban on zero-hours contracts and false self-employment, support the genuinely self-employed and campaign for new rights in the digital economy
- fight for a national minimum wage of £10 per hour now, for decent pensions and for fair pay settlements, including for dedicated public servants
- call for a legal duty on public authorities to reduce inequality
- campaign against class discrimination, to end unpaid internships and work trials and promotion based on the 'old school tie'; and for all jobs to be advertised openly, with their rate of pay
- stand up for equality and fair treatment at work for women, BME workers, LGBT workers, disabled workers and young workers, and help unions use collective bargaining to fight discrimination at work
- lead the call for shorter working hours, for a just transition to new technologies and the right to positive flexible working from day one of your job, with employers required to advertise all jobs on that basis
- help 250,000 workers access basic skills training and further education through unionlearn and campaign for a universal learning entitlement

3. *Growing the union movement and tackling the far-right*

A thriving trade union movement is the best way to deliver a better working life for everyone, and to repair the bonds that hold our society together.

Building solidarity between workers is at the heart of what we do and has never been more important

The far-right are on the march in Britain and across the globe. They are exploiting genuine grievances in a bid to divide working people against each other, notably by scapegoating migrants and Muslims.

Everyone should get the same rate for the job and have an equal chance to thrive – regardless of race, religion, nationality or background. And the best way to tackle undercutting, improve pay and conditions, and deliver decent jobs is for all workers is to get more people into unions.

This means coming up with new ways to recruit and retain members. It means catching up with the digital tech that is standard in other sectors. And it means finding new ways to organise young workers in the private sector, building on our WorkSmart pilot.

The far-right doesn't represent working people's interests, trade unions do. We will grow our movement, and build a big, brave coalition to take on and expose the forces of hate.

In 2019–2020, the TUC and unions will:

- take on bad bosses who use undercutting to drive down pay and conditions
- work with regional and local political leaders to push for more decent jobs in their areas and for a decent floor of rights for all workers and win a guaranteed rate for the job
- work with international partners to tackle the global threat of the far right, defend workers' rights and build stronger unions
- deliver training to our reps on how to challenge far-right ideology in the workplace
- use our regional teams and brilliant network of reps and trade councils to support campaigns around the country
- learn from our WorkSmart pilot to build new on-line tools to help young people get on at work
- develop shared programmes towards digital transformation of our organisations, through the TUC Digital Lab
- ensure that every rep is a trained and confident by expanding our education programme, including online

A Public Services

Public transport

Conference welcomes the prospect of a Labour government committed to bringing the railways back under public control. Conference agrees that an integral part of a public service railway is the affordable and convenient access to the railways.

Since the Thatcher government deregulated the buses in most of the UK, the bus services have suffered from a steady decline and bus services in many areas are now at crisis levels. Cuts in subsidies from local authorities have contributed to the decline in services. Over 3,000 rural bus routes have been lost during the last ten years alone. 'Public service' has been surrendered to the 'bottom line' as the driving force behind our bus services. Public transport networks should be efficient, affordable, accessible, integrated, comprehensive and publicly run.

Conference deplores private bus companies in England who have pocketed £3.3 billion in profits whilst presiding over savage cuts in vital routes and therefore resolves to call upon the TUC to campaign for the Municipalisation of Bus services in order to provide a cheap, efficient service, as well as employment and accountability.

To achieve this aim in the first instance Trades Union Councils will meet with the appropriate Trades Union Full Time Officers, Bus Branch Officials and Representatives to discuss how to achieve an effective Campaign following which Representatives from the Campaign will meet with Councillors and the Transport Spokesperson from the appropriate Local Authorities".

Conference notes European Union Competition Law support deregulation and privatisation, and specifically that the EU's "4th Railway Package"

- expressly forbids the renationalisation of privatised rail services
- provides that all private railway companies have access to all EU member states' domestic passenger rail services from January 1st 2019 "in time for the railway timetables starting on December 14 2020"

Conference asks the TUC to join with interested trade unions, the Labour Party, and the Campaign for Better Transport, to campaign for the re-regulation of buses, and bringing the railways back into public ownership.

Northern Rail Guards dispute

This conference commends the struggle of RMT members on Northern Rail to protect the safety-critical role of the guard.

Conference fully supports the demand to not just have a second person on the train, but for that person to be fully trained to current safety protocols and for such persons to be on every train. Conference fully supports the RMT demand for the criteria for 50% of trains to be driver-only/controlled operation to be removed from the Northern Rail contract.

Conference calls upon all bodies in the Labour movement to support these policies including the Labour-controlled Transport for the North.

Conference further notes the travel chaos caused by Northern Rail's change of timetable in summer 2018. Conference believes the best way to protect rail services in the north, including the role of the guard, is for Arriva to be stripped of the contract, with any compensation only paid on the basis of proven need and Northern Rail being brought into public ownership.

Conference calls upon trade union bodies to make donations and organise collections towards supporting the RMT Northern dispute's strike fund.

Trades Councils are encouraged to:

- Work with unions, the TUC and the Campaign for Better Transport to support campaigns for re-regulation and re-nationalisation of buses and all public transport systems and operations;
- Maintain opposition to the introduction of Driver Only Operations in rail services and support the RMT Northern's industrial disputes.

Contacts for CfBT - <https://bettertransport.org.uk/>

School funding and special educational needs

Conference is concerned at the reduction in state education spending per pupil since 2010 as part of the Government's austerity programme. The removal of the ring fence around Special Educational Needs (SEN) funding in that year has led to a cut in the number of pupils on the SEN register from 1.5 million in 2010 to 1 million today.

We are alarmed that the increase in the number of pupils with a Statement of SEN or Education Health and Care Plan (EHCP) from 240,000 in 2015 to 320,000 today has not been accompanied by a significant rise in funding.

The effect on the high needs budget has led to many local authorities running a deficit with money being transferred from the schools' budget to supplement the high needs budget and significant cut backs in provision.

Conference asks the TUC to work with all education unions in a joint campaign to fight against these cuts which have had a significantly worse effect in poorer areas of the UK.

Trades Councils are encouraged to:

- Work with education unions and the TUC to support campaigns against cuts in SEN provision.

Domestic Violence

Domestic violence kills on average two women a week in the UK, murdered by a male partner or ex-partner. A further three women a week kill themselves to escape abuse. Services for women and children fleeing domestic violence are being slashed. Since 2010 almost a quarter of the funding for council services have been cut on average and almost half in some areas. 1,000 women and children were turned away from refuges due to lack of funding over a six -month period last year.

Universal Credit further exacerbates the funding difficulties for domestic violence victims limiting their ability to find safe housing.

Charity funding for these essential services shows the breadth of support for such services but is not a reliable source for services. Councils have billions in reserves which could be used to prevent the closure of vital life-saving services.

Austerity, low pay, lack of council homes and cuts and privatisation of public services make it harder for people fleeing domestic violence to escape and to rebuild their lives.

We agree that:

Domestic violence is a trade union issue because it affects workers and their families. Trade unions can use their strength to fight for change.

The trade unions have played an important role in defending and fighting for women's rights and services including domestic violence services and policies, women's right to vote, the Equal Pay Act, access to contraception and abortion rights.

Councils can resist by refusing to pass on Tory cuts, sustain services by using their reserves and borrowing powers. Shadow Chancellor John McDonnell has pledged that a Corbyn government would fund these services.

Services must be democratic and accountable and specialised to suit the needs of service users. Services should be brought in-house and democratic oversight including service workers and users established

Universal Credit must be stopped as puts women and children at risk.

We resolve to:

Oppose cuts to domestic violence services by playing a leading role.

Contact trade unions, anti-cuts and women's campaigns to build a campaign in defence of women's services linked to the fight for decent jobs and pay, council homes and public services for all.

Seek to work with these bodies and supportive local councillors to produce a no-cuts budget which is necessary to prevent the destruction of domestic violence services and the lives they protect.

Trades Councils are encouraged to:

- Work with unions and campaigners to support campaigns against cuts in domestic violence services.
- Lobby local authorities looking to cut support for domestic violence services.

The fire service after Grenfell

Conference is concerned that with the approach of the second anniversary of the tragic Grenfell Tower fire, vital lessons may still be not learned. Official figures show that inflammable cladding has been removed from only thirty out of two hundred and sixty buildings. Conference believes that prevention of another Grenfell Tower fire means a reversal of cuts to the fire service an end to deregulation and the neo-liberal belief that fire safety measures are just “red tape”.

Conference supports the following measures:

Full funding for the Fire Service nationally, including increases in the number of fire safety inspecting officers; Proper professional training for fire safety inspecting officers and fire fighters and for an end to the provision of fire service training at a profit; A reversal of cuts to local authority building control departments; An end the outsourcing of building control responsibilities, including fire risk assessments, to private “approved inspectors”; Extending of current fire safety legislation to cover all parts of high rise residential buildings and not just the common parts; Provision of sufficient resources to make it possible for local authorities to ensure that new buildings are actually constructed and alterations made in line with council and fire authority recommendations; Legislation to make the installation of sprinklers in all existing and newly built high rise residential buildings and schools compulsory and require all buildings to have adequate fire separation in all compartments. Closure of loopholes that allow technical safety elements to be desired without the involvement competent fire safety professionals; Legislation and adequate funding to ensure the removal of all of inflammable cladding from high rise residential buildings and prevent its installation in the future.

Conference calls on the Labour Party to include these proposals within their next General Election manifesto.

Trades Councils are encouraged to:

- Note that the TUC’s submission to the consultation on Building Safety Regulation for High Rise Buildings reflects the agreed motion.
- Continue to support union and TUC efforts to secure a properly resourced and effective health and safety regulatory regime, including building design and control, fire safety and workplace health and safety.

B Economy and society

For an alternative to local authority cuts

This conference notes the devastating impact of public expenditure cuts, especially in local council services. Whilst it is undeniable that such cuts are imposed by the national Tory Government, we believe more should be done by local councils, especially Labour-controlled, to fight back.

We therefore call on the TUC and all trades councils to work with the Labour Party, and its local government representatives, to:

- i) draw up an accurate picture of the cuts that have taken place to local services since the start of austerity in 2008;
- ii) draw up, in conjunction with local campaigns and communities, an accurate picture of the budgets that would be required, in each local authority area, in order to provide decent services based on the needs of local communities.

We further call on the TUC in conjunction with the Labour Party to organise an emergency national conference of Labour local government representatives and local authority trade union representatives to:

- a) launch a serious and urgent national campaign for additional government funding to enable those needs budgets to be delivered; and
- b) develop a strategy where local Labour-controlled councils draw up legal no cuts budgets, with reserves and borrowing being used temporarily to balance budgets, so that joint campaigns of trades unions, local communities and Labour-controlled authorities can work against a common enemy, the Tory Government.

We believe the £14 billion of reserves currently held by Labour local authorities could, if used collaboratively, enable legal, 'no cuts', balanced budgets to be delivered, and call on an incoming Labour government to guarantee additional local funding sufficient to replenish any reserves used or borrowing undertaken to be repaid.

Trades Councils are encouraged to:

- Work with local public service campaign groups to oppose cuts in local government services.

Trades Councils are asked to note that neither they nor the TUC have registered political funds have no locus of authority to determine the actions of political parties.

Universal Credits – Stop & Scrap

This Conference notes that Universal Credit, UC, was designed as an integral part of the Welfare Reform Act brought in by the Coalition Government following their election in 2010.

That underpinning the Act has been an ideological drive to make being on welfare benefits as degrading and punishing as possible with the intention of forcing as many claimants off benefits as possible.

Welfare reform including the introduction of UC was accompanied with the rhetoric of benefit dependency, skivers and strivers, cheats and malingerers, as a way of winning public support for pushing through the biggest changes in welfare since the 1930s.

UC is just one part of these reforms which include the discredited and hated Work Capability Assessments, the change from DLA to PIP with a 20% budget reduction target and cuts to the Access to Work programme.

These changes are interconnected and form the core of the Tories' making work pay programme.

This Conference notes the continued roll-out of the disastrous Universal Credit system and that this impacts on non-working claimants of legacy welfare benefits to whom we deliver services but also claimants of Universal Credit, many of whom are Community and Voluntary Sector TU members.

Conference believes that the structure of Universal Credit is designed to underpin and legitimise the "gig economy" of low pay, temporary, part time, casualised precarious working.

Conference resolves to:

- support the national Stop and Scrap campaign;
- support the TUC's call for UC rollout to be halted now;
- publicise and promote the campaign;
- lobby the Labour Party and urge them to work with the Stop and Scrap campaign;
- urge Local Councils and Housing Associations not to evict tenants in arrears due to UC.

Trades Councils are encouraged to:

- Work with unions and the TUC to support campaigns against the roll out of Universal Credit.

Protecting our Futures - Climate Change and Jobs

This Conference notes the lack of training provision for union reps and members on the transition to a low carbon economy. Such training is essential for trades unions to ensure that the transition takes place in a socially just way within workplaces in all economic sectors.

We further note the requirement under the Paris Climate Agreement for governments to support climate change awareness, education and training (Article 12). This duty is underpinned by the Sustainable Development Goals, also supported by the UK Government.

We welcome the pilot course provided by the TUC Yorkshire and the Humber region in 2018. The course 'Jobs, Skills and training for a just transition to a low carbon economy' should be supported in 2019 to provide further opportunities for union reps' training to support them in negotiation with employers. We believe that this programme should form a key strand in engaging young workers in the trade union movement demonstrating a wider relevance and future role.

We call upon all trades unions to identify opportunities to build this work in to their existing training programmes to maximise opportunities and minimise any negative impacts of change for members across industrial sectors.

We support the Greener Jobs Alliance statement on Just Transition which calls for the establishment of a Just Transition Commission and would include remit for low Carbon training. We call upon the TUC and affiliated unions to lobby to amend the ACAS Code of Practice on Time Off for Union Duties, to ensure that Just transition training is supported by paid release for union representatives, and the creation of Green reps.

Trades Councils are encouraged to:

- Support provision of TUC and union training programmes on Just Transition, Greening the Workplace and tackling climate change.
- Support TUC efforts to improve access to and take up of facility time by accredited union reps.

After European Elections – Fight for General Election

This conference notes: -

The results of the European Elections saw the Brexit Party, led by right winger and anti-trade unionist Nigel Farage get just under 32% of the vote, and emerge as the largest Party with 29 seats. The only way to cut across the division that exists between working-class 'Leavers' and 'Remainers' is to launch a serious campaign to demand a General Election now, linked to a clear socialist programme in defence of the interests of the whole working class,

The call for a second referendum, would be seen as a betrayal by many working class voters, especially in the English Midlands, North of England and Wales. Brexit Party finished top of the polls in every area bar London and Scotland, the two biggest Remain areas. It is important to cut through the fog around Brexit created by right wing politicians and media by putting forward clear workers' demands.

This conference recognises a call for a General Election and campaigning on a socialist programme, with demands for nationalisation of steel, Honda and the railways and public utilities, and for jobs, pay and public services would mobilise working class voters. As would a programme to end privatisation in the NHS, in contradistinction to Farage, who wants to dismantle the NHS.

This conference instructs the TUCJCC to encourage trades councils to host meetings and rallies to discuss a trade union and socialist response to the Brexit Party and a workers' programme for Brexit.

Trades Councils are encouraged to:

- Hold discussions regarding the ongoing debates around Brexit and to note the current TUC policy on Brexit contained in the 2018 General Council Statement - <https://www.tuc.org.uk/news/general-council-statement-brexit>

Cultural Policies and Campaigning for Trades Union Councils

Conference agrees an inclusive understanding of culture which unites the concerns of creative workers with other workers in industries with a cultural dimension, in the broadest sense, and with workers as consumers of culture.

We recognise that:

1. culture includes not just the arts, but all those learned human activities which give life purpose, meaning and value, and which human beings engage in for enjoyment, entertainment and enlightenment – hence other popular activities as well as the arts;
2. the power and resources needed to create culture at the grassroots are unevenly distributed, with top-down allocation of funding from general taxation and National Lottery receipts – so that the poorest communities, who contribute most, see the least return.

Conference notes that some TUC regions have already established cultural working groups, drawn from unions with members in the creative and leisure industries, from trades union councils and including appropriate campaigning organisations. Conference encourages trades union councils to:

- participate in such working groups, and to seek their establishment where they do not exist;
- develop their own local cultural policies, in order to help promote suitable cultural, educational, social and sports facilities for working people;

- seek to engage with relevant local bodies to promote and advance trade union concerns around provision, e.g. issues of access, content, relevance, funding, delivery, diversity;
- seek to engage with local poets, artists and musicians in support of trade union objectives.

Trades Councils are encouraged to:

- Work with unions in the cultural economy and the TUC to support campaigns to recognise the value of the cultural economy; raise standard for workers in the cultural sector; and support union growth and organising in cultural industries.

No Regeneration without community consent

Conference is alarmed that regeneration in many towns and cities is not solving the housing crisis. Despite thousands of flats going up across London, the housing crisis remains as bad as ever. This Tory model of Regeneration has

- Enabled housing companies of all kinds to accrue massive profits, particularly under the right- to- buy scheme
- Had no real effect in relieving housing waiting list, specially for low-paid workers
- Changed the character of communities by pricing out working class families and encouraging gentrification Conference is very concerned that regeneration schemes have been bulldozed ahead without the consent of those living in the properties to be demolished or in the surrounding areas; and often with the local councils, even Labour councils, leading the charge.

Examples in one London borough (Waltham Forest) showed –

- a) Fred Wigg and John Walsh Towers, where a tenants' vote was ignored; and only after many years of dogged struggle did the tenants succeed in getting the plans changed.
- b) Proposals to regenerate Walthamstow Town Square, where a massive opposition turned out, producing 3000 objections and 10 speakers-against at the Planning Committee, and yet were totally ignored. It's taken 3 years of campaigning so far to keep the plans from being implemented

We agree with John McDonnell MP who said, speaking at a local meeting, that Regeneration should only go ahead with tenants/residents' consent. Even Michael Gove, recognising the success of Sheffield Tree Action Group recently, was moved to propose that this government might bring forward legislation to ensure tenant/resident approval is sought.

Conference therefore seeks

- 1) TUC support for a policy of No Regeneration without tenant/resident consent and to encourage affiliated unions to participate in local actions to stop regeneration without consent and to seek that Jeremy Corbyn and John McDonnell ensure such

legislation is included in the Labour manifesto in any forthcoming election, and to publicise this amongst tenants' organisations.

- 2) To ensure that all sale of land owns by public bodies i.e. NHS, TfL ensures that at least 50% of the domestic dwellings built are destined for social housing.
- 3) That the rents are in line with social/council rents as opposed to "affordable rents"
- 4) That the London Mayor invite Trade Unions onto the Housing Board in line with Trade Unions already being invited on to the TfL Board.

Trades Councils are encouraged to:

- Support campaigns to improve the direct involvement of residents and tenant in local regeneration programmes, including working with unions and the TUC to lobby local authorities and regeneration bodies.
- Support campaigns for high quality social housing development.
- That the TUCJCC work with the LESE region of the TUC to ensure trade union representation on the Housing Board.

C International Solidarity

Amritsar/Jallianwala Massacre

This conference notes that April 2019 marked the 100th anniversary of the massacre in which British troops shot and killed upwards of 1,200 civilians attending a peaceful independence rally. Conference welcomes the initiative of Sadiq Khan, the London mayor, acknowledged by Labour Party leaders, to push the present UK government into a full and formal apology for the Jallianwala Bagh/Amritsar massacre.

Conference notes the following:

- In the Jallianwala Bagh/Amritsar massacre in 1919, over 1000 Hindu, Muslim and Sikh people were killed, hundreds were wounded, and hundreds more detained and mistreated after the massacre.
- The massacre was deliberately planned and carried out by the British military and colonial administration of India.
- The intent of the British military and colonial administration was to "punish" the Indian people for "daring" to start a mass civil disobedience campaign against the British government's policy for India, and to intimidate them into quiet submission.

As this despicable massacre was carried out in the name of the British government of the time, and by implication in the name of the British people, Conference believes the present British government or any future governments have to issue a full and formal apology to the Indian people and the families.

We call for a formal unreserved apology by the British government in parliament and that such an apology should include a commitment to ensure that responsibility for this atrocity and similar actions by Britain to suppress movements for colonial freedom in Asia, Africa and the Americas is widely acknowledged including in the curriculum of schools and colleges.

The school curriculum should cover the full impact of Britain's imperial and colonial history on the world and teach the younger generation the real history of the Empire including its brutal suppression of dissent which led to atrocities like Jallianwala.

Conference instructs the TUC/JCC to assist with the continuing campaign in all ways possible and requests the TUC/JCC to carry out the following instructions in line with their remit:

3. write to the UK Government via the TUC
4. officially approach like-minded organisations, particularly STUC & ICTU
5. encourage affiliated members to sign the online petition.

Trades Councils are encouraged to:

- promote and encourage members to sign the online petition - <https://petition.parliament.uk/petitions/246108>

- The TUCJCC contact STUC and ITUC-NIC to urge support
- The TUCJCC work with the TUC to express its concerns to the UK government

Trade Unions in Central and South American Countries

This Conference is greatly concerned at the increasingly reactionary forces taking power in central and south American countries where there had previously been great social progress during the last twenty years.

We are extremely concerned by the threats to the lives of our fellow trades unionists in Brazil under the rampantly homophobic Bolsonaro and by the gross interference in the sovereignty of Venezuela which threatens to undermine the gains achieved by their trade unions and threatens the lives of their trade unionists. These trade unionists are from a wide range of ethnic groups. Many of these trade unionists, including the leaders of these unions, are women.

This Conference recognises that solidarity with trade unionist and their unions in other countries is an essential part of our remit.

This conference resolves:

To counter the one-sided press reporting on the situation in central and south American countries by facilitating the spread of alternative news coverage to branches. To encourage local campaigning to raise awareness within the general public.

To seek to develop fraternal link with trade unions in central and south America.

And to ask the TUCJCC to look at ways of furthering these campaigns through local Trades Councils

Trades Councils are encouraged to:

- promote solidarity with and awareness of trade union campaigns in central and south America
- The TUCJCC to consider promoting trade union campaigns through the trades councils network

D Employment Rights

Algeria: Release all the political prisoners immediately!

Since 22 February, millions of Algerians have been demonstrating to demand democracy and sovereignty – and chanting “Regime, Out Now!”

The Algerian regime has responded by unleashing repression against political activists, lawyers, young people and trade unionists.

In particular, the regime has targeted the following (listed in the order that they were arrested): Hadj Ghermoul, a young activist of the Algerian League for the Defence of Human Rights and a member of the National Committee for the Defence of the Rights of the Unemployed, who in February was sentenced to six months in prison without parole for holding a sign that read, “No to a Fifth Term!” (for former President Bouteflika).

Kameleddine Fekhar, a human rights activist campaigning in defence of the democratic rights of the Mozabite population of the Algerian province of Ghardaïa and a member of the FFS (Socialist Forces Front), was arrested in Ghardaïa in March. On 28 May, Dr Kameleddine Fekhar died in prison after a 56-day hunger strike. Despite his deteriorating health and the many protests demanding his release, the authorities allowed the situation to worsen.

Louisa Hanoune, General Secretary of the Workers Party (PT), who was arrested on 9 May and charged with “conspiracy against the State authority and the military authority.”

This TUC’s Conference meeting in Bournemouth therefore calls on local trades union councils and the TUCJJC to:

1. Write to the Algerian embassy in London for the immediate release of all political prisoners
2. To publicise and promote a campaign:

For the truth to be known concerning the conditions of the death and detention of Kameleddine Fekhar!

For the immediate release of Hadj Ghermoul!

For the immediate release of Louisa Hanoune!

For an end to the repression and to all the measures of intimidation and harassment!

Distribute the appeal and encourage affiliated members to sign the petition.

Trades Councils are encouraged to:

- Support the campaign and encourage workers to sign the petition - <https://www.gopetition.com/petitions/political-prisoners-in-algeria.html>
- The TUCJJC to write to the Algerian embassy calling for political prisoners to be released.

Casualised Work

Conference notes the huge shift towards zero-hours contracts, sub-contracting, false self-employment and all precarious working. This is part of sustained “austerity” attacks on the working class, our security and organisations - escalating since 2008 financial and economic crisis, and to be even further escalated as a response to the coming economic crisis. We confirm our opposition to all aspects of austerity and reaffirm our links and arrangements with the People’s Assembly Against Austerity.

Once, trade unionists negotiated for less hours, more holidays and pay increases of around inflation. Now many are fighting to stop ‘real’ jobs becoming “zero- hours” with unknown future hours and income. Super-exploited un-unionized workers often combine a number of zero-hour jobs, to struggle to make ends meet. This backward step is not limited to the hospitality, retail and construction sectors where it has been around for many years. Nor is it limited to migrant workers – often its victims. It now threatens all sectors of employment, and all workers.

The threats are often linked to new technology and will be felt profoundly in future as the ILO centenary report 'Global Commission on the Future of Work' describes.

Conference recognises that, particularly for many young people, this insecurity is the reality of their 'world of work'. Their expectations are often low, with insecurity being cynically promoted as “individual choice” - a huge challenge to the trade union movement.

Conference encourages the trades union movement to

- Recognise that precarious working, job insecurity and super- exploitation are fertile ground for racists and fascists, and to develop their ARAF activities to take this into account
- Keep members of the community informed of
 - the effects of precarious working on individuals, whole communities and working class security as a whole
 - key disputes involving precarious workers across the economy, and union policies for proper jobs and contracts
- Encourage appropriate solidarity action with such precarious workers
- Work with all trade unions and trades councils in actions to challenge precarious work
- Fight the Universal Credit system, designed to underpin and “normalise” precarious working
- Seek out sectors of casualised work within our localities and dedicate resources to helping such workers to understand what is behind these developments, raise their aspirations, and encourage them to get organised.
- Support the Manifesto for Labour Law proposals to give new employment rights to the most vulnerable workers and win collective bargaining and collective agreements across the economy.

Trades Councils are encouraged to:

- Support union campaigns against precarious work
- Note the TUC work to campaign against precarious work and to improve employment rights

Repeal of the Trade Union Act

Conference is opposed to the Trade Union Act and other anti-trade union legislation that have the clear intention to weaken trade unions by restricting the right to strike, placing financial constraints on our ability as trade unions to campaign politically, removing check-off facilities and reducing time off arrangements for undertaking union duties.

We call upon the Trades Union Congress to campaign for the repeal of the Trade Union Act 2016 at every opportunity.

Trades Councils are encouraged to:

- Note the TUC work to campaign for better trade union rights

E Organising, trade unions and trade union councils

Young People and Unionisation

This National Trades Councils Conference recognises the rise of low-paid and insecure work, combined with falling levels of unionisation, especially amongst young people, has left workers more exposed to poverty, insecurity, and bullying and harassment in the workplace.

Research undertaken by the Sheffield Needs A Pay Rise campaign shows that over a quarter of workers in our city are employed on the national minimum wage rate, and that wages have remained stagnant over the period of a decade, while inflation has driven up living costs. Unfortunately, such levels of low pay and exploitation are commonly found elsewhere in the country.

Research has demonstrated the extent to which young people are left exposed through a lack of enforceable employment rights, whether this be through near ubiquitous unpaid 'trial shifts' in the catering and hospitality sector, to unpaid travelling time, loss of breaks, having to pay for their own uniforms or the scourge of sexual harassment.

We note that TUC affiliated unions are making unprecedented inroads into unionising workplaces and sectors that have for too long been deemed 'unorganisable', including Unite at TGI Fridays, GMB at ASOS and BFAWU at McDonalds and Wetherspoons.

In light of these developments, this National Trades Councils Conference wholeheartedly supports Sheffield TUC's efforts to challenge low-pay in their city, most recently through raising £10,000 to support BFAWU in appointing a local organiser for Sheffield to combat non-unionised workplaces across a range of sectors.

We believe that by bringing some of the magic of the McStrikes out of London and the Southeast, we will be able to nurture a willingness to fight amongst young workers in our great provincial cities.

This National Trades Councils Conference in welcoming this initiative in Sheffield encourages other Trades Councils to explore opportunities for joint working in organising young people in the towns and cities they represent.

Trades Councils are encouraged to:

- Note the work to the Sheffield Needs a Pay Rise campaign and to seek to develop similar initiatives in their area

TUC Young Workers' Year

That this Conference notes that the 2018 TUC agreed that there is an urgent need bring young workers into the trade union movement" and that 2019 was officially designated as The Year of Young Workers. Conference recognises the importance of getting our message across to young people at school careers events and calls on trades councils to contact local schools to offer their services.

Conference believes that this will assist in promoting greater understanding of the role of trade unionism in the workplace and community. Conference calls on trades councils to publish their own material to this effect as well as using any leaflets that are available from trade unions and the TUC. Conference calls on the TUC to review its own material that promotes trade unionism in schools and to develop new leaflets etc as required.

Trades Councils are encouraged to:

- Note the TUC work on providing supporting materials for unions into schools - <https://www.tuc.org.uk/union-reps/organising-and-bargaining/unions-schools>
- Work with trade unions to support delivery of unions into schools in their areas

Peterloo massacre bi-centenary commemoration & march for democracy

This Conference notes:

- i) This year's bicentenary of the 'Peterloo Massacre' on 16th August 1819; the name given to the brutal attack on a peaceful crowd of around 80,000 working class people, many dressed in their 'Sunday Best' and some with babes in arms, who had come together from all over Lancashire & Cheshire to consider just one thing; namely "the propriety of adopting the most LEGAL and EFFECTUAL means of obtaining a reform of the Common House of Parliament" the meeting to be addressed by the radical democratic orator Henry Hunt.

This Conference further notes:

- a) That in addition to the unveiling of a new memorial by sculptor Jeremy Dellar at the site of the massacre (on the forecourt of Manchester Central Conference Centre) that numerous events and activities are being planned by a wide range of organisations such as The People's History Museum, Manchester Histories and WCML, to name but a few, to mark, and raise public awareness of the event
- b) GMATUC has pledged to help facilitate and organise a series of public meetings, rallies and other events in the run up to the 200th anniversary in towns along the original routes taken by the marchers of 1819.

This Conference resolves to:

1. Give its full support to the efforts of GMATUC and other organisations involved in planning events for this year's bicentenary commemorations, especially to help mobilise and support the largest possible turnout of people for the various marches, rallies and other events being planned. not least those taking place on the 18th August in and around Manchester city centre,
2. Financially support the efforts of GMATUC and to encourage others to do likewise, especially national and regional unions, individual union branches, Trades Councils,

sympathetic MPs, Councillors, and 'celebrities' to cover the potential costs involved for the hire of equipment, PA systems, Marquees, meeting rooms, banners, placards, badges, publicity material, speakers expenses, etc.

3. Support and encourage public meetings, rallies, and marches across Britain in pursuance of the above and to issue a press release in support.

Trades Councils are encouraged to:

- Support the efforts of GMATUC to commemorate the Peterloo massacre

Trades Council' participation in Congress

This conference accepts that trades' councils are the voice of the TUC at local level and have a combined affiliated membership of hundreds of thousands. Yet trades' councils are seriously underrepresented within Congress. Currently, they are entitled to a single delegate to Congress and can submit only one motion. Trades Councils' total affiliated membership, in a single trade union, would mean a far larger Congress delegation.

Conference therefore agrees a rule change, so that at Congress 2020, the trades' councils shall be entitled to 1. A Congress delegation of nine; 2. A single seat on the TUC General Council; and that the trades' councils' Congress delegation shall be entitled to speak and vote on any motion, amendment or other Congress business, in addition to its own single motion.

Trades Councils are encouraged to:

- Note this motion was selected for and will be debated at Congress.

Potential legal liability of trades unions council officers, delegates, and affiliated organisations

Conference asks the TUC to provide guidance to Trade Union Councils on the potential individual liability of a Trade Union Council's Officers, Delegates and Affiliated Branches in the event of legal action being taken against that Trade Union Council, along with suggestions as to how any such risks may be mitigated.

Trades Councils are encouraged to:

- Note the TUC is not able to provide legal advice and guidance to individuals or organisations.
- The TUCJCC will consider informal guidance to trades councils.