



SCOTTISH TRADES UNION CONGRESS

113TH ANNUAL CONGRESS

DRAFT COMPOSITES AND AMENDED MOTIONS BOOKLET

President

**Martin Keenan, Communication Workers' Union
President of the STUC**

**Caird Hall, Dundee
Monday 19th April – Wednesday 21st April 2010**

Composite A - Rebuilding Collective Prosperity - Sustainable Economy (covering motion nos. 2 and amendments, 62 and 65)

“That this Congress is seriously concerned over the failure of Government at all levels to make genuine progress towards a new, fairer more sustainable economic and social model. The banking crisis of 2008 and subsequent recession should have signalled the death of the prevailing model; one exposed as not only unjust and inefficient, but also prone to systemic crisis.

“Congress believes that the immediate priorities for Government at all levels must be to:

- maintain public spending to ensure that the recovery becomes embedded and that support is provided to those hardest hit by recession;
- pay a national living wage as set by the Scottish Living Wage Campaign and promote the Living Wage through public contracts;
- reform the financial sector;
- support manufacturing investment in emerging and existing environmental industries to create jobs;
- overhaul the taxation framework to ensure genuine progressivity;
- ditch the wasteful Scottish Futures Trust;
- move ahead briskly with the establishment of a Postbank based on the Post Office Network as outlined by the Postbank Alliance, including the CWU, Unite and other affiliates;
- campaign for Government intervention in vital manufacturing sectors affected by the recession, where skills and production capacity are already in place to deliver Scotland’s future infrastructure requirements.

“Congress notes that the Scottish Government spends £8billion per annum on goods and services and welcomes trade union action to establish an Article 19 Champion to promote the powers and opportunities to support businesses that have a significant number of disabled employees.

“Congress calls for the UK and Scottish Governments to work with the STUC and employers’ organisations to limit the impact of the recession on workers, industries and communities by:

- maintaining support for apprenticeships;
- protecting education, skills and economic development budgets recognising the vital contribution Scotland’s universities make to economic, social and civic development;
- extending the Future Jobs Fund, with a focus on unemployment hotspots;
- introducing specific measures to tackle persistent long-term youth unemployment;
- introducing a wage and training subsidy to support workers faced with short-time working, as a means of saving jobs;
- increasing out of work and in work benefits, assisting those on low incomes and boosting economic demand.
- using Community Benefit Clauses to their fullest extent, in order to support sustainable social enterprises or bring skilled, local job opportunities to Scotland’s sectors and regions.

“Congress also believes that reform of trade union legislation is necessary to rebalance the relationship between capital and labour. The consistent undermining of employment and bargaining rights has not produced better outcomes for all, but has led to a more unequal and unjust society and an economy that is considerably less stable.”

Mover: General Council

Seconder: Community

**Supporters: Communication Workers’ Union
University & College Union Scotland
Unite the Union
Moray Trades Union Council**

Composite B - Rebuilding Collective Prosperity - Public Services (covering motion nos. 3, 42, 43, 44, 45, 46, 47, 48, 49, 51 and 61)

“That this Congress believes that public services are at the heart of a democratic society, are essential in supporting individuals and families, developing strong, cohesive communities, ensuring social and economic justice and promoting economic growth. Congress deplores the emerging political consensus on the need for savage public spending cuts ignoring alternative responses and notes that the pre-budget report has already announced the widespread privatisation of Government assets worth £16 billion.

“Congress notes that such cuts impact on both public and private sectors and views with alarm the attempts by some commentators and politicians to drive a wedge between private and public sector, to promote an anti-public services agenda, including wholesale privatisation, and to attack public service workers’ jobs, terms and conditions.

“Congress acknowledges the job cuts and privatisation agenda of all the main political parties and is alarmed at the stated policies of the Tories, which would see deeper and swifter public spending cuts, creating economic and social instability and undermining economic recovery.

“Congress notes with concern the impact that the Scottish Government’s spending reductions will have on the hugely important work of the public sector in Scotland and believes that transferring services to the private sector would do nothing to enhance the quality and delivery of services our communities depend upon. Real public service reform is not based on dubious efficiency savings, outsourcing, expensive management consultants or squeezing the voluntary sector. Instead, there should be a renewed focus on public service principles of fairness, solidarity and democracy.

“Congress affirms its support for sensible public service efficiency programmes based on quality rather than cost and rejects privatisation and outsourcing.

“Congress welcomes the development of the Scottish Public Services Charter for the General Election and calls on all political parties to commit to:

- the protection of public services and an end to privatisation;
- rejecting any public sector pay freeze and defending defined benefit pension schemes, including those in the public sector;
- a genuinely progressive UK taxation system to tackle the deficit and protect public services and in Scotland to abandon Council Tax freezes and the Small Business Bonus Scheme;
- reduce public debt over a longer time period through savings made to unnecessary programmes, like Trident, ID Cards and Public Private Partnerships, including the Scottish Futures Trust;
- a public works programme that uses public procurement to drive economic recovery, including full implementation of equality duties, workforce protection agreements and addressing poverty through a living wage;
- extending the ‘no compulsory redundancies’ guarantee for Scottish civil servants for the duration of the next comprehensive spending review period and give similar undertakings for local government and UK government departments;
- increasing the number of physiotherapists in Scotland, and address the issue of graduate unemployment for health professions in the NHS;
- the genuine involvement of staff and unions in improving services, and promoting in-house service improvement and public-public shared services.

“Congress calls on the General Council to:

- develop an alternative social economic model, which protects essential public services from the worst effects of the cuts;
- maintain and develop a dialogue with the Scottish Government and Scotland’s local authorities, with a view to working together to continue to provide the highest quality of public services possible;

- co-ordinate a vigorous campaign to defend our public services and be clear and positive in favour of high quality, public services delivered by the public sector and in opposition to all policies which return us to mass unemployment, and to support all affiliates in the industrial and political campaigns in furtherance of their policies;
- give consideration to convening an urgent special conference for affiliates as soon as possible after the General Election, to enable discussion on the options to support, co-ordinate and encourage joint union action, at national level and locally, including industrial action, in pursuit of these objectives;
- support affiliates in protecting public service workers' jobs, pay and pensions, opposing wage cuts, and rejecting any public sector pay freeze;
- support Civil Service Unions in seeking to protect entitlement to decent severance/redundancy terms;
- campaign to ensure public investment in high quality and fully funded public services is a manifesto priority at the next General Election; and to hold the Scottish Government to account on all pledges of public sector investment, particularly those for frontline services;
- demand Government action, including nationalisation, to protect and create jobs.
- campaign against any attempts to privatise Scottish Water and also to campaign against the introduction of any funding vehicle that would make it easier to privatise Scottish Water at a future date”

Mover: **General Council**

Seconder: **Educational Institute of Scotland**

Supporters: **UNISON:Scotland**
Public & Commercial Services Union
GMB: Scotland
National Union of Rail, Maritime
& Transport Workers
Fire Brigades Union
NASUWT
Chartered Society of Physiotherapy
Prospect
South Lanarkshire TUC

Composite C Rebuilding Collective Prosperity - Tackling Poverty and Income Inequality (covering motion nos. 4 and amendment, 18, 82, 86, 87 and 88)

“That this Congress recognises increased economic inequality as a cause, rather than simply an outcome of the recent economic crisis.

“Congress recognises the progress made from 2000 onwards by the Labour Government in tackling poverty through the introduction of the Minimum Wage and Family Tax Credits and supports the action proposed by the Chancellor in his 2010-2011 pre-budget report to protect benefit and pension levels.

“However, Congress notes that Scotland and the United Kingdom remain among the most unequal, economically developed nations and that this income inequality is driven by relatively low out of work benefit levels, low pay and lack of progressivity in the tax system. Congress also notes that gender pay discrimination and gender based job segregation are a fundamental cause of income inequality.

“Congress condemns employers and governments offloading the cost of capitalist economic crisis onto workers and communities, with cuts to pay, jobs, benefits and public services to pay for the bankers’ bailout, whilst they continue to enjoy obscene salaries and bonuses. Congress rejects the assertion that the indecently large bonuses paid to senior executives of banks, previously bailed out of their financial difficulties by the taxpayer, are essential in order to attract and retain suitably qualified staff.

“Congress calls for reform of the tax and benefit system including measures to:

- impose a minimum tax rate of 50% on those earning more than £100,000 a year;
- introduce a financial transaction tax;
- introduce a new law called a ‘general anti-avoidance principle’ that treats all tax avoidance as unacceptable and therefore open to challenge;
- tackle income shifting by reforming the way in which small companies are taxed;
- reverse HMRC staff cuts;

- ensure that National Insurance contributions be uncapped (exempting pensioners), and be payable on investment income; and
- ensure a joined-up and simplified approach to the tax and benefits systems, including an increase in Job Seeker's Allowance rates to pre 1997 levels and an increase in earnings disregards to reduce barriers to employment.

“Congress also recognises that working families are struggling to make ends meet and sometimes people are forced to choose between heating and eating.

“Congress calls for:

- a massive building programme of affordable, rented social housing, with the most advanced environmentally-friendly technology, including urgent Government programmes of funded action to build (and retain) large numbers of local authority houses;
- encouragement of the Co-operative Movement through legislation and working with trade unions, to contribute their vital experience of developing housing co-operatives;
- measures to eradicate fuel poverty, including a nationwide programme for home insulation, draught-proofing measures, extension of the central heating scheme, review of the winter heating and cold weather payments to increase these payments in line with energy prices, and a windfall tax on the energy companies.

“Congress believes that the present minimum wage is set too low and is being used as the standard by unscrupulous employers and notes the recent successes of the Scottish Living Wage Campaign supported by STUC and the Scottish One Fund For All.

“Congress calls for:

- significant and progressive increases in the rate of the Minimum Wage and increased punishment of those companies found to be in breach of Minimum Wage legislation;

- Government at all levels to become Living Wage employers, both in relation to its direct employees and those employed through services it directly procures; and
- the UK Government to enact legislation limiting the salaries, bonuses, pensions and other payments of executives of all companies, in which the state has any stake, or which have been financially supported by the state.

“Congress calls on the General Council to seek the full support of all trade unions and organised groups to fully back the Living Wage Campaign.

“Congress instructs the General Council to organise forums of trade unionists and communities, publicity material and public events to popularise this alternative to making workers pay for a crisis they did not create, and to organise marches and rallies in support of workforces and communities facing cuts to jobs, pay and services.”

Mover: General Council

Seconder: UNISON Scotland

**Supporters: Scottish Secondary Teachers' Association
South Lanarkshire & East Kilbride TUC
North Lanarkshire TUC
Inverness & District TUC
Dumbarton TUC**

Composite D - Energy (covering motion nos. 6 and amendment and 7)

“That this Congress calls upon the Scottish Government to commit to a balanced energy strategy, incorporating clean coal, nuclear, oil, gas, and renewable sources, recognising this is absolutely vital to maximise:

- security of supply and greater price stability;
- a transition towards a low carbon economy; and
- potential to create and sustain thousands of skilled employment opportunities in a ‘green economy’.

“Congress welcomes the fact that a number of pilot projects are taking place in Scotland to develop clean coal and carbon capture technology.

“Congress recognises that Scotland’s economy benefits from the thousands of highly skilled jobs within the energy industry, but is aware of the relatively high age profile amongst the workforce. Replacing the ageing workforce by recruiting apprentices and graduates into the industry now is essential for security of supply.

“Congress acknowledges that in a time of economic turbulence, Scotland’s energy sector is a winning lottery ticket waiting to be claimed, if only pragmatic politics can prevail. If Scotland is to play a meaningful role in addressing the energy challenge, achieve our carbon emission targets and maximise our potential for jobs and prosperity, then the Scottish Government must commit to an integrated and interdependent strategy for all potential indigenous sources in the UK.

“Congress further recognises that Scotland’s energy strategy must be complemented with long-term skills strategy and investment that can empower people into delivering and sustaining our future energy infrastructure. Investing in skills, training and the retention of people in the energy sector is vital, if we are to realise the potential of ‘green manufacturing’ and the 35,000 potential jobs by 2020 in the UK renewables sector.

“Congress notes that:

- the Scottish Government’s own Council of Economic advisors recommend the SNP re-think their energy strategy;

- the majority of the Scottish people are in favour of a balanced energy strategy; and
- Scotland urgently needs investment in skills to deliver the construction, operation and maintenance of Scotland's future energy sector.

“Congress believes that the UK and Scottish Governments should do everything in their power to work with the industries concerned to achieve clean coal and carbon capture storage.

“Thereby:

- meeting environmental targets by reducing CO2 emissions;
- increasing oil and gas production from use of offshore storage;
- through clean coal technology, giving confidence to invest in our indigenous coal industry, in order to ensure security of supply to the coal fire generators;
- creating new jobs and skills through clean coal and carbon capture technologies; and
- enabling the possibility of becoming a world leader in exporting these technologies to other countries.

“Congress further believes that the next step must be to develop a pipeline to transport the captured carbon to areas, where it can be safely stored and where potentially it can be used to enhance oil and gas production from the North Sea.

“Congress resolves to campaign for a balanced energy strategy in Scotland, interdependent with the rest of the UK, delivering a safe low carbon emitting energy sector that boosts economic growth and prosperity.”

Mover: Unite the Union

Seconder: NUM: Scotland

Supporter: Prospect

Composite E - Climate Change (covering motion nos. 8, 9 and amendment, 10 and 64)

“That this Congress acknowledges the seriousness of the threat posed by climate change, supports all peoples suffering from, and threatened with, rising sea levels, extreme weather events and lasting droughts, and recognises a potential increase in environmental incidents in Scotland associated with climate change.

“Congress believes legally-binding restrictions on carbon emissions are essential to limit harmful climate change and regrets that the Copenhagen Summit has failed to reach a legally-binding agreement and is disappointed that, faced with the non-binding agreement between the USA, China, India, South Africa and Brazil, the other states did not go ahead with the Treaty and timetables without them.

“Congress welcomes the passing of the Climate Change (Scotland) Act, its setting of targets for greenhouse gas emissions reductions of 42% by 2020 and 80% by 2050, and the power it gives Ministers to include international aviation and shipping within the targets and looks forward to the Energy Efficient Action Plan being implemented with urgency, with a consistent approach in which no sector is exempt from contributing to the reduction in greenhouse gas emissions, and with adequate funding to reduce fuel poverty and carbon emissions from buildings in Scotland.

“Congress recognises the important role the trade union movement can play in responding to climate change through education, lobbying and influence in the workplace. The role of trade union environmental reps is central to the development of this work.

“Congress encourages affiliated unions to negotiate green workplace agreements with employers, calls for the legal recognition of trade union environmental reps and for the introduction of a statutory right to paid time off to enable them to undertake their duties.

“Congress supports the Campaign for one million ‘green jobs’ to be created, working on renewable energy, sustainable public transport and energy-efficient house-building projects.

“Such action would help tackle unemployment and would boost the economy through sustained investment in energy conservation and renewable energy generation.

“Congress believes a fair share of these jobs must be created in Scotland, supporting manufacturing and helping the country play a leading role in the development of wind and tidal technologies.

“Congress also calls for further investment in the development of carbon capture and storage technology that can be used effectively at an industrial level.

“Congress resolves to use its influence to support the development of renewable energy sources, sustainable public transport and energy-efficient housing, whenever the opportunity arises, and calls on the Scottish Government to work with the trade union movement to implement these measures, thus creating jobs and reducing carbon emissions.

“Congress recognises a potential increase in environmental incidents associated with climate change and calls on the General Council to approach the Scottish Government with a view to establishing a standard approach across Scotland to additional resources to support the services, such as Fire and Rescue Services, in dealing with environmental incidents.”

Mover: Communication Workers’ Union

Seconder: Paisley TUC

Supporter: Kirkcaldy & District TUC

Composite F - Digital Britain/Broadcasting (covering motion nos. 11, 12 and 13)

“That this Congress welcomes the Digital Britain initiative and the Digital Economy Bill now passing through Parliament.

“Congress welcomes in the Bill:

- the new duty on Ofcom to promote appropriate levels of investment in its approach to decision-making, which will ensure that competition is no longer the prime focus of the regulatory approach to companies in the sector and help to ensure that Scotland gets the investment in high speed broadband networks that it needs;
- the landline duty and the Next Generation Fund; and
- the commitment to universal broadband at a minimum of 2Mbps and a fund to enable rollout of Next Generation broadband to 90% of UK homes by 2017.

“Congress agrees that Government intervention is vital to delivering high speed communications networks, particularly to parts of the country where it is not commercially attractive for the market to do so unaided, to ensure networks are spread throughout Scotland on a basis that is both socially equitable and cohesive.

“Congress is concerned at the proposals for radio in the Digital Britain report, which remain thirled in the development of Digital Audio Broadcasting, which has variable quality transmission, patchy coverage, especially for rural areas and does not accommodate local and regional content adequately.

“Congress keenly anticipates that a policy describing the Department for Business Innovation Skills’ role in controlling the market in the interests of people will continue after the General Election, and calls on the General Council to work closely with the Scottish Government, to ensure that the opportunities provided by the Next Generation Fund are exploited to the full.

“Congress calls for more far-reaching plans to enshrine the Digital Britain objectives within forthcoming legislation and commits to lobby the Government to:

- strengthen ‘universal broadband commitment’ under a legally binding ‘universal service obligation’;
- roll out Next Generation broadband networks to all UK homes by 2017 to help ensure social and economic inclusion for all;
- require mobile telephone operators, as well as fixed line operators, to support the Next Generation Access Fund to spread the burden more fairly;
- ensure a level playing field for competition in pay TV market to encourage more choice, lower prices and greater innovation; and
- introduce a legal requirement for Ofcom to promote workforce training and development in the telecommunications industry, which is critical to successful delivery of a Digital Britain;
- rethink the issue of Digital Audio Broadcasting and look more seriously and inventively at the development of alternative wireless delivery platforms for radio into the volatile, challenging and exciting digital landscape in the 21st century.”

Mover: **Prospect**

Seconder: **Communication Workers’ Union**

Supporter: **Musicians’ Union**

Composite H – Network Rail/Maintenance (covering motion nos. 33 and 35)

“That this Congress believes that Network Rail’s (NWR) safety performance in Scotland is unacceptable and that NWR’s safety organisation takes second place to Operations in the Network Rail organisational structure. At operational level, health and safety remains compromised through a management ethos that continues to promote performance above safety, as well as a culture of cutting corners. NWR’s decision to slash maintenance workers in Scotland during 2010 threatens the safety of the network and workers.

“Congress shares the misgivings and distrust among many railway professionals, regarding what is actually happening, as opposed to the information regarding safety produced by the company that is often misleading, as a result of the manipulation of data and intimidation of workers, including managers.

“Congress demands the Government intervene and reverse the decision of the Office of Rail Regulation to impose a 21% slashing of Network Rail’s budget over a five year period, as this will lead to skilled members of staff being forced out of the rail industry and will greatly increase the risk to rail passengers and rail staff working on the infrastructure and on board trains.

“Congress also calls upon the STUC, along with the main rail unions, to approach the Office of Rail Regulation (ORR) and the UK and Scottish Governments to:

- outline the basis of the concerns and seek their early intervention;
- put in place arrangements to intervene directly where union safety representatives and workers identify unacceptable risks to safety;
- ensure planned track renewal works are no longer deferred;
- ensure the risk taking strategy of lowering maintenance standards stops now; and
- ensure an urgent moratorium on all rail infrastructure jobs, both in maintenance and track renewals.

“Congress offers its wholehearted support to the rail unions and their members in their fight to stop these cuts and in taking whatever action is necessary to redress this unacceptable situation.”

Mover: Transport Salaried Staffs Association

Seconder: North Lanarkshire TUC

Composite I - Local Government Finance and Services (covering motion nos. 50, 53, 54, 55 and amendment, 56 and 57)

“That this Congress notes wide ranging Scottish local authority attacks on employees’ rights and public services including increasingly emergent evidence of intention to outsource public service work to the private sector.

- City of Edinburgh Council is planning savings of £93 million over the next three years. As part of the measures to achieve this, the Council is proposing to do away with 700 posts which will include 250 redundancies and may impose a wage freeze, reductions in weekly working hours and cuts in sick pay and pension provisions; and
- Culture and Sport Glasgow, in seeking to impose pay cuts of up to £1,500 on the lowest paid workers amongst its 2,000 staff and seeks to impose Terms and Conditions much less favourable than those offered to GCC staff.
- In Fife the elderly and disabled are under attack already due to care charges rising from £7 to £11 per hour.

“Congress believes that there is public confusion over the extent of financial support offered by the Scottish Government to local authorities in furtherance of the joint ‘Concordat’.

“Congress condemns the City of Edinburgh Council for commissioning care services by means of competitive tendering. The process inherently excludes effective consultation with users, carers and the employees who provide the service and represents an attack on employee rights, as it allows both transferors and transferees to evade their TUPE duties.

“Congress calls on Scottish local authorities to ensure dignity and well-being in social care and:

- adopt a Commissioning Process that is transparent and consensual, involving care providers, users and trade unions; and
- develop proper procurement guidance for care services, including staffing considerations and the STUC/SCVO statement on fair funding for voluntary sector services.

“Congress calls on the Scottish Government to identify and publicise, via an internet website, the additional funding allocated under grant aid to each Scottish local authority and any purpose for which that funding was intended.

“Congress calls on the General Council to:

- support and facilitate an alliance of trade unions and the community opposing these cuts, including seeking widespread and public support from MSPs and Councillors.
- press COSLA and the Scottish Government to redress the adverse consequences of the local Council Tax Freeze without further detriment to local services and jobs.”

Mover: Edinburgh TUC

Seconder: Scottish Secondary Teachers’ Association

**Supporters: Broadcasting, Entertainment, Cinematograph
& Theatre Union
UNISON Scotland
Inverness TUC
Dunfermline/Cowdenbeath TUC**

Composite J – Defending Pensions (covering motion nos. 66, 67, 68 and 69)

“That this Congress believes that successive governments have failed to adequately tackle the issue of pensioner poverty, that the recent recession has had a disproportionately adverse effect on Scotland’s pensioners.

“Congress is concerned that a combination of high levels of inflation on goods consumed by pensioners, alongside lower interest rates for those reliant on savings, has heightened pensioner poverty.

“Furthermore, Congress condemns the continuing attacks from politicians and the media on public sector pensions. These attacks often use misleading statements referring to public sector pensions as ‘gold-plated’, or claim that there is ‘pensions apartheid’ between public and private sector workers.

“Congress asserts that pension benefits are an important and justifiable element of the remuneration of public sector workers, and rejects completely the arguments put forward by the opponents of public services that public sector pensions are an unacceptable and unaffordable burden on state finances.

“Research from a range of bodies, including the Pensions Policy Institute, the National Association of Pension Funds and the TUC, highlights that the real pension divide is between company directors and employees, where directors can retire at 60, with a final salary pension 25 times higher than the national average, which they accrue twice as fast as both their workforce and the public sector workforce. It is also worth noting that, while the average occupational pension in the UK is around £8,100 per year, the average payout from the local government pension scheme is less than half of this at £3,800.

“Congress rejects the idea that decent pensions are simply unaffordable, due to increases in life expectancy, especially considering that there is currently a £47 billion surplus in the National Insurance fund. This surplus is predicted to be over £114.7 billion by 2012, yet the UK continues to have one of the lowest state pensions in Europe.

“Congress notes that last year, 822 pensioners fell below the poverty line every day as a result of which 2.5 million people now live below this minimum acceptable level.

“Congress believes that everyone should have a decent and a fair pension. Our society should not be engaging in a ‘race to the bottom’ of pension provision. We should ensure every worker has access to a decent pension scheme that should be about levelling up not down.

“For several years, the STUC has called for decent state pension for all pensioners at Minimum Wage legislation levels, and an end to both the means testing of pensions and the discrimination of women pensioners. Congress has also called for the full restoration of pension credits for years lost from work, due to caring responsibilities, as well as the immediate restoration of the link between the state pension and average earnings or prices (whichever is higher).

“Congress, therefore, calls on the General Council to:

- continue its important work with the TUC and Wales TUC, Scottish Pensioners’ Forum and National Pensioners’ Convention, in order to highlight the problems pensioners face, especially in the light of the economic downturn;
- support and campaign for an immediate increase in the basic state pension for all men and women of pensionable age and to further support and campaign for the immediate restoration of the link to earnings, in line with National Pensioners’ Convention and Scottish Pensioners’ Forum policy;
- lobby the Government to utilise the ever-increasing National Insurance surplus to help pensioners who live beneath the poverty line of around £165 a week before housing costs;
- lobby the Government to honour the agreements reached on public sector pensions and to ensure that decent occupational pensions remain an entitlement for all workers, irrespective of the sector in which they work;
- defend public sector pensions against ill-informed attacks, including counteracting the claims made by those who attack public sector pensions and react accordingly should previous agreements be reneged upon and/or workers entitlement to occupational pension provisions and benefits be threatened;

- reaffirm its support for affordable pensions for all workers, believing that any solution should be based on levelling up, making private companies face up to their responsibilities, not cutting public sector pensions.”

Mover: **UNISON Scotland**

Seconder: **Associated Society of Locomotive
Engineers & Firemen**

Supporters: **NASUWT
Dundee TUC**

Composite K - Health and Safety (covering motion nos. 75 and amendments and 76)

“That this Congress notes the high level of workers killed across Scotland each year.

“Congress recognises that in the Scottish construction industry during 2008/09, 10 workers lost their lives on par with previous years, despite a reduced workload across the industry.

“Congress is dismayed that, in recent years, the HSE has adopted the discredited policy of self-regulation.

“Congress is clear that the replacement of Labour by a Tory administration would be a health and safety disaster, given

- the Conservative Party Report, ‘Regulation in the Post Bureaucratic Age’, that supports deregulation of health and safety inspections
- that new Tory measures would see contractors given the right to ban official Health and Safety inspectors from accessing their sites
- that the Tories have vowed to curb the powers of Health and Safety inspectors by allowing firms to arrange their own, externally audited inspections, exemptions for organisations and refuse entry to official inspectors

“Congress views it morally repugnant that a political party is prepared to underplay the importance of health and safety to gain press coverage without considering the suffering of families and workers affected by fatalities and injuries.

“Congress also agrees that the General Council should work with affiliates to campaign to put safety before profit in the offshore sector, including actively considering supporting a lobby of both the Scottish and Westminster Parliaments to raise awareness of the need for improved safety standards and enforcement regimes.”

Mover: **Union of Construction, Allied Trades and Technicians**

Seconder: **Kirkcaldy Trades Union Council**

Supporter: **National Union of Rail, Maritime & Transport Workers**
Inverness TUC

Composite L - Co-ordinated Asbestos Campaign (covering motion nos. 77 and amendment and 78)

“That this Congress is aware that exposure to asbestos causes pleural plaques, thickening, asbestosis and mesothelioma. Exposure to asbestos can be fatal, as in the case of mesothelioma. Congress notes that the number of asbestos related deaths and related asbestos exposure illnesses continue to rise and will continue to rise for the foreseeable future.

“Congress accepts new research that reveals there is a mesothelioma epidemic in the UK, which affects many Scottish workers, showing that:

- the UK has the highest rates of mesothelioma worldwide;
- maintenance workers are particularly at risk; and
- non occupational hazards include living in council houses and doing DIY.

“Congress further recognises the 200 actions raised each year in Scotland in relation to pleural plaques, the ‘calling card’ for the development of more serious and terminal asbestos-related illnesses.

“Congress supports a zero tolerance approach to asbestos. Congress argues that the regulatory approach de-emphasises the potential hazards.

“Congress pays tribute to all the local groups and organisations involved in the campaigns for justice for asbestos sufferers and their families.

“Congress, however, recognises the need for a co-ordinated national campaign to add focus to the issues and to broaden and strengthen the drive for justice.

“To this end, Congress requests that our General Council and affiliates facilitate a Conference to bring all the interested bodies together, with the purpose of developing a co-ordinated common strategy to campaign to protect workers and citizens from exposure to asbestos. Such a campaign to include:

- mandatory asbestos surveys to social and private private housing when someone takes over a property;

- Council housing providers to maintain detailed asbestos registers;
- increased asbestos awareness training and guidance to all local authority staff and housing association staff; and
- exposing the UK insurance industry and its efforts to avoid employer culpability for pleural plaques caused by negligent exposure to asbestos.”

Mover: **Union of Construction, Allied Trades
and Technicians**

Secunder: **Midlothian TUC**

Supporter: **Unite the Union**

Composite M - Trade Unions and the Community (covering motion nos. 83 and 84)

“That this Congress notes and approves the 2009 Congress motion calling on the General Council to ‘continue existing community initiatives with annual community conferences and to work with affiliates to strengthen the membership of local Trades Union Councils’.

“Congress reiterates the importance of such local work in face of the unprecedented attacks on the budgets of local authorities, and public services generally, and the consequences this will have for local services. It also notes the scale of youth unemployment, now affecting one third of the age group, and the importance of local activity by Trades Union Councils and community organisations in developing contact with this generation, and winning it for the principles of trade unionism.

“Congress condemns any local authorities which charge organisations, such as Trades Union Councils, for celebrating liberty days, such as May Day or St Andrew’s Day, by marching on the main street of their town, and calls for all local authorities to waive the charges and support the trade unions in any of their liberty day celebrations.

“Congress further asks the General Council to discuss with affiliates what further steps can be taken to strengthen local Trades Union Councils, and to support the development of local links with community organisations and the trade union movement in resisting cuts to jobs and services.”

Mover: Clydebank TUC

Seconder: Aberdeen TUC

Composite N - Racism, Fascism and Islamophobia (covering motion nos. 90 and amendment, 91, 92 and 93)

“That this Congress commends the STUC for co-ordinating and mobilising the trade union movement, communities and organisations fighting racism, fascism and Islamophobia under the banner of ‘Scotland United’ to march through the streets of Glasgow to demonstrate the opposition of the people of Scotland to the so-called Scottish Defence League.

“Congress particularly acknowledges the inspiring young speakers from the Unions into Schools initiative. The contributions from these young adults, towards a future free from racism, made at the Annual STUC Black Workers’ Conference give us all hope that the hatred of the far right will not take hold here in Scotland.

“Congress recognises that the British National Party is a fascist and a racist organisation that stands for an all white Britain and the elimination of basic democratic rights. It seeks to attract votes on the basis of racism, homophobia, Islamophobia, anti-Semitism and the vilification of refugees and asylum seekers.

“Congress is alarmed that the 2009 European elections saw the BNP poll 27,174 votes in Scotland, the highest vote they have ever achieved in the country. Congress welcomes the fact that the BNP did not make a breakthrough in Scotland. However, a high degree of vigilance is required in combating the advance of this racist party.

“Congress believes that the main political parties have pandered to the far right’s scaremongering and scapegoating of asylum seekers and migrant workers. Congress rejects this view that only a tough approach to asylum and immigration policy will stop the advance of the far right, whether that is the BNP or Scottish Defence League.

“Congress notes that members of the BNP are banned from employment in the police and prison services, as their hate-filled views are incompatible with the provision of those services to the public. Congress calls for this ban to be extended to employment in all public services.”

“Congress instructs the General Council to:

- use its influence to mobilise an alliance with Black and minority ethnic communities, political, religious and civic organisations throughout Scotland to oppose the organised activities of the far right, wherever it is required, and to do so in a way that promotes the positive society we seek to build together;
- continue to support and stay signed up to Scotland United;
- call on affiliates to support the Hope not Hate Campaign and affiliate to the Trade Union Friends of Searchlight;
- continue to attack the far right views of the BNP to the media;
- ensure that, by working together, there are no inroads into Scottish public and political life by this party.”

Proposer: Public & Commercial Services Union

Seconder: Annual STUC Black Workers’ Conference

**Supporters: NASUWT
Clydebank TUC**

Composite O - Defending Social Europe (covering motion nos. 101 and 102)

“That this Congress believes that Social Europe, a series of European Directives developed over the past 20 years, including employment law, health and safety measures and equality, is already under sustained attack and will become even more so if the Tories take power at the next General Election. David Cameron has announced he would embark on a 5-year campaign to return powers to Britain from the EU, including social and employment legislation.

“Congress is aware that recent rulings by the European Court of Justice, most notably the Laval, Viking, Rueffert and Luxembourg cases, has established that the Internal Market principles of free movement and competition take precedence over social and employment rights.

“Congress notes with grave concern the restrictions on the right to strike, resulting from these 2007-8 EU Court of Justice decisions, and the equally dangerous implications for the EU Posted Workers’ Directive, which now makes it unlawful to seek to assert local collective bargaining terms for workers from another EU state.

“Congress further notes the grave threat to public services and economic recovery posed by the draconian targets set by the EU Central Bank and the Finance Commissioner for reductions in public sector borrowing under the terms of the EU Growth and Stability Pact.

“Congress notes that 'flexicurity' is now the official policy of the European Union, which the European Commission believes is about fundamentally shifting the balance of power in the employment relationship in favour of the employer and entrenching flexible and deregulated labour markets. This approach is also reflected in UK opt-outs.

“However, Congress believes that campaigning by the European trade union movement, as shown in the recent victories on Temporary Agency Workers and the revision of the Working Time Directive, can halt and reverse this attack on workers’ rights.

“Congress supports the call from the ETUC for a campaign to ensure that Member Governments support a protocol to be added to the current EU Treaty to protect rights to collective bargaining.

“Congress, therefore, urges the General Council:

- to continue to oppose any attack on or reduction in any already established rights stemming from European Directives;
- to work, through STUC affiliates, TUC, the European Federation of Public Service Unions and the ETUC, to support campaigns to defend workplace rights;
- to continue to oppose all employment legislation from Europe, which allows the exploitation of foreign workers in Britain under rules demanding the ‘free movement of capital goods, services and labour’ within the EU;
- to work with existing organisations, such as the Institute of Employment Rights and the Scottish Campaign Against Eurofederalism, to ensure the provision of materials that can ensure that affiliates and their members are fully briefed; and
- to organise a conference to highlight these issues and to put pressure on elected representatives.”

Mover: UNISON Scotland

Seconder: Clydebank TUC

29. Higher Education Review (as amended)

“That this Congress notes calls from the opposition parties for an independent and wide-ranging review of higher education; and that in May 2007 UCU Scotland began a campaign - endorsed by the ‘Intellect and Democracy’ Conference in October 2008 - for a democratic, evidence-led discussion about the future of Scottish higher education. Congress also notes the proposal for a convention on HE involving Government, UCU, EIS, NUS and STUC.

“Congress is concerned at the proposed changes that will make some Scottish Funding Council (SFC) funds conditional on universities’ commitment to Government policy; and in the overtly pro-business agenda of some University managements.

“Universities’ defining role as centres for advancing knowledge and promoting personal intellectual development depends on academic freedom.

“Congress notes that recognition of this is central, if they are to maintain and enhance their increasingly vital contribution to Scotland’s economic development, its technological innovativeness, and its evidential base for public policy.

“Congress is concerned that the SFC Horizon fund will be used for specific projects of the Council and Government objectives and potentially lead to initiatives to broaden access to be undertaken by a limited numbers of universities. Further, the Council is making huge changes in research and teaching funding which Congress believes is unsustainable over such a short period of time.

“Congress calls on the STUC to:

- work with UCU Scotland, EIS, NUS and opposition parties to press the Cabinet Secretary for an independent and wide ranging review of higher education;
- work with UCU Scotland and EIS to promote public understanding of the nature and purpose of University research and education;
- make the case for an increased share of funding for higher education in the next spending review; and

- campaign against damaging funding changes proposed by the SFC and, in particular, the narrowing of equality funding.”

Mover: University & College Union Scotland
Seconder: Educational Institute of Scotland

30. Apprentices (as amended)

“That this Congress welcomes the fact that apprentices in Scotland and the rest of the UK will receive the legally enforceable protection of a National Minimum Apprenticeship Rate from October 2010.

“Congress recognises that apprenticeships have fundamentally changed over the last decade and, while the more traditional apprenticeships continue, the largest expansion now occurring is apprenticeships in the service sector.

“The Trade Union Movement needs to ensure that apprentices receive fair treatment at work in what is likely to be their first experience of employment.

“Congress agrees that the STUC will:

- establish a campaign aimed at ensuring apprentices in Scotland are aware of the new National Minimum Apprenticeship Rate and its enforcement process;
- co-ordinate a recruitment campaign amongst affiliates aimed at getting more apprentices into trade unions;
- ensure that issues of importance to apprentices appear on bargaining and consultative agendas;
- push for funding from the Scottish Parliament, so that it can establish an STUC Apprenticeship Project in Scotland similar to that being pursued by the TUC in England; and
- call on the Scottish Government to commit to and meet annual investment and creation targets for modern apprenticeships in Scotland to boost apprenticeship levels and Scotland’s secure future economic prosperity.

Mover: Union of Shop, Distributive & Allied Workers
Seconder: Unite the Union

70. Trade Union Rights (as amended)

“That this Congress recognises that the right to strike is a fundamental right in a democratic society. The ruling against the British Airways (BA) workers’ ballot at the end of last year meant that an overwhelming majority support for industrial action was frustrated by legislation, which makes it very difficult to organise a legal strike. Stringent balloting rules, with convoluted technicalities, are heavily weighted towards employers and allow prejudiced judges to rule any strike ballot illegal.

“Congress calls for the repeal of the current legislation, regarding industrial action of any sort, from action short of a strike, up to and including strike action and balloting arrangements and its replacement by legislation that facilitates the achievement of the democratic rights of employees.”

Mover: Edinburgh TUC
Seconder: Communication Workers’ Union

79. Violence Against Workers (as amended)

“That this Congress believes that all public facing workers should work without fear of violence against them and, therefore, welcomes the introduction of the Workers (Aggravated Offences) (Scotland) Bill in the Scottish Parliament by MSP Hugh Henry, which aims to give broader legal protection to all frontline workers such as shop staff, postmen, as well as bus and train drivers.

“Congress recognises that the Bill is supported by a wide range of stakeholders, including MSPs, trade unions, transport bodies and local councils, as well as individual workers.

“Furthermore, Congress notes with concern that in 2007 the British Retail Crime Survey Report detailed a 50% increase in physical assaults against shop workers compared to 2006, while in 2007/08 there were 32,263 physical assaults on public sector workers.

“Congress recognises the rising level of violence against public sector workers, such as Jobcentre staff, which has increased significantly over the period of massive cuts in the civil and public services.”

“Congress, therefore, calls on the General Council to:

- urge the Scottish Government to support the Workers (Aggravated Offences) (Scotland) Bill; and
- lobby and campaign for the Bill across all representatives within the Scottish Parliament.”

**Mover: Associated Society of Locomotive
Engineers & Firemen**

Seconder: Public & Commercial Services Union

85. Organising Young Workers (as amended)

“That this Congress notes the case for organising young workers is increasingly urgent, as youth unemployment reaches alarming levels and young people at work face increasing job insecurity, vulnerability and low pay. The STUC’s own evidence shows that the number of 18-24 year old claimants has risen by 75% on average across Scotland since 2007.

“However, trade union membership in workers aged 24 years and under remains low: only 16.2% of males and 9.3% of females in this age group are joining trade unions.

“To secure a strong trade union movement for the future, we have to ensure we are engaging with the young workers of today. They will be the voice of the trade union movement in years to come and we have to develop Unionlink with NUS Scotland to encourage young people to participate in and recognise the benefits that collective representation can bring in education and the workplace.

“Congress should also recognise the role that STUC initiatives, such as Unions into Schools and, more recently, Unions into Colleges, have played in raising awareness of trade unions, our history and the protection and security that comes with trade union membership.

“Congress, in order to ensure a bright and secure future for Scotland’s young people and our trade union movement we have to invest in and recruit more young trade union members.

“The STUC Youth Committee has worked closely with Scottish Union Learning to develop a learning programme that aims to help young people build confidence, be more effective communicators, and develop advocacy skills that will equip them to be effective union representatives in the future.

“Congress calls on the STUC to:

- continue to promote lifelong learning opportunities in young workers;
- encourage young trade union members to become active in their own trade unions and attend the STUC Youth Conference; and
- develop an organising strategy based on a union journey from schools to further and higher education to the workplace.”

Mover: Annual STUC Youth Conference
Seconder: Public & Commercial Services Union

94. Women's Safety in Scotland (as amended)

“That this Congress welcomes the Scottish Government’s strategy to end violence against women in Scotland. The strategy 'Safer Lives: Changed Lives' establishes a cross departmental approach to tackling violence against women and commits Government to taking action on this issue.

“In Scotland, many thousands of women from all parts of the country and from all backgrounds experience violence.

“Women's safety at work has always been a key priority for unions. Part of this includes women's journeys to and from work.

“Women workers on low incomes are particularly vulnerable when travelling to and from work. The Scottish Household Survey reveals that women in Scotland are still the biggest users of public transport. Women consistently report feeling insecure and unsafe when using public transport.

“Women change their travelling habits in response to these fears. Bus and train stations are often dark and isolated. Women who work late at night may find they have missed transport home, if their shift does not finish on time or may be left standing at stops or stations for lengthy periods on public holidays/weekends.

“Congress agrees with STUC Women’s Conference that extending Driver Only Operation train services means safety concerns of women passengers are not being addressed. Congress reiterates support for defending the operational safety role of guards and applauds and supports rail workers who are fighting to retain guards on rail services.

“Women driving to work are vulnerable when using car parks late at night. Car parks are often some distance away from their workplace. Women are also more likely to make journeys on foot and report feeling unsafe walking to and from work at night.

“Congress urges the Scottish Government to continue to give a high priority to this issue and asks the STUC to:

- support the work of affiliates in helping to take forward the strategy's proposals;

- ensure that women’s safety travelling to and from work is highlighted in future discussions with the Scottish Government and key partners; and
- work with the Scottish Government to ensure that the role of employers in helping women stay safe when travelling to work is developed.”

Mover: **Union of Shop, Distributive & Allied Workers**
Seconder: **National Union of Rail, Maritime
& Transport Workers**

98. Equality Bill (as amended)

“That this Congress welcomes the introduction of the Equality Bill through parliament and the fact that it is currently scheduled to come into effect from April 2010 and is likely to have a phased implementation. Congress acknowledges the consultation, run by the Scottish Government, on the specific requirements of the public sector equality duty. It is hoped that the Bill will establish a level playing field for all concerned parties, require public bodies to conduct timely and meaningful equality impact assessments, and embed the good practice of the double tick of the guarantee of equality to all and not a triple cross of failing the core stakeholders of race, gender and disability.

“Congress urges that the recommendation of the EHRC, namely, that the Commission’s advice to public bodies who plan to produce single equality schemes is, therefore, that, where they choose to develop a single equality scheme, they should refer to the three Duties, and where one has a more demanding requirement, consider meeting this requirement for all the equality strands covered by their scheme. Congress is further urged to monitor and highlight good practice and seek to ensure that non compliance is actioned.

“Congress believes that the EHRC must play a full role in supporting and advising on public sector duties.

“Congress instructs the General Council to meet with the new EHRC Scottish Commissioner at an early opportunity and to lobby for sufficient EHRC resources and staffing to support this work.”

Mover: Annual STUC Black Workers’ Conference
Seconder: Public & Commercial Services Union
Supporter: University & College Union Scotland

99. Nutrition Champions (as amended)

“That this Congress recognises the importance of good nutrition in hospitals for the prevention of malnutrition. Malnutrition affects almost 1 in 3 people on admission to hospital and care homes and is associated with significantly higher health care costs; estimated at £13 billion a year for the UK.

“NHS Quality Improvement Scotland (QIS) Standards for Food, Fluid and Nutritional Care in Hospitals (2003) and Food in Hospitals, a catering specification for the NHS (2008) were all launched with the aim of improving nutritional standards in Scottish hospitals.

“In order to deliver these standards, the Scottish Government provided funding to Health Boards in 2008 for a 2 year period to create Nutrition Champions posts. These Nutrition Champions lead the nutrition agenda across Scotland which has been recognised by the recent QIS peer review visits in 2009.

“From April 2010, funding for these posts was meant to end. The Improving Nutritional Care Project Board, which oversees this work for the Scottish Government, is mindful of the role that Nutrition Champions have played in the past 2 years and are seeking ways for this work to continue. This has led to non-recurrence funding being available to Health Boards for 1 year to support a range of quality initiatives.

“There is an on-going requirement to sustain, improve and embed safe and effective nutritional care for all patients and without the core funding of Nutrition Champion posts there will be a detrimental effect on all NHS Boards’ ability to deliver on this vital piece of work element.

“We ask that Congress notes the current lack of recurring funding to continue these important areas of work and calls on the STUC to lobby the Scottish Government to provide financial support to fund Nutrition Champion posts in Health Boards, in order to ensure that they deliver on the QIS Food, Fluid and Nutritional standards in full.”

Mover: British Dietetic Association

103. Peace and Justice (as amended)

“That this Congress congratulates the General Council in continuing to ensure that the STUC plays an important and high profile role in the campaign for international peace and justice.

“Congress is deeply concerned that there are significant threats to world peace and justice caused by occupation, threats to self-determination, nuclear proliferation and individual and state-sponsored terrorism.

“In particular, Congress notes:

- the military occupation of Iraq and also of Afghanistan, which will be subject to increased military intervention;
- the continued threat of military action against Iran;
- the failure of the Israeli Government to implement UN resolutions against the occupation of the West Bank and East Jerusalem and for the right of return for Palestinian refugees;
- the continued existence of tens of thousands of nuclear war-heads and development of nuclear warfare technology; and
- the continued oppression of trade unionists and suppression of human rights. In this respect, Congress particularly notes and utterly condemns the continued oppression of Mansoor Ossanlou of the Syndicate of Tehran and Suburbs Bus Company and also the oppression of Iranians purely because of their

sexuality.

“Congress urges the General Council to continue to lobby the UK and Scottish Government and in particular to campaign for:

- the withdrawal of military forces from Afghanistan and Iraq;
- a renewed commitment to peaceful dialogue with Iran;
- a sovereign Palestinian state peacefully co-existing alongside a sovereign Israel in a nuclear-weapon free Middle East;
- support for a world summit on nuclear disarmament and non-proliferation, and working towards a nuclear weapons’ convention banning all such weapons;
- the ending of the oppression of trade unionists and other human rights’ abuses in Iran and elsewhere, and a renewed commitment to international solidarity and workers’ rights based on ILO Conventions; and
- continue the pressure for a full public inquiry into UK involvement in rendition and extraordinary rendition, and also into the allegations of UK involvement in the use of torture and other abuses of human rights on UK citizens and nationals at Guantanamo Bay and other sites across the world.”

Mover: National Union of Rail, Maritime
& Transport Workers
Seconder: Communication Workers’ Union