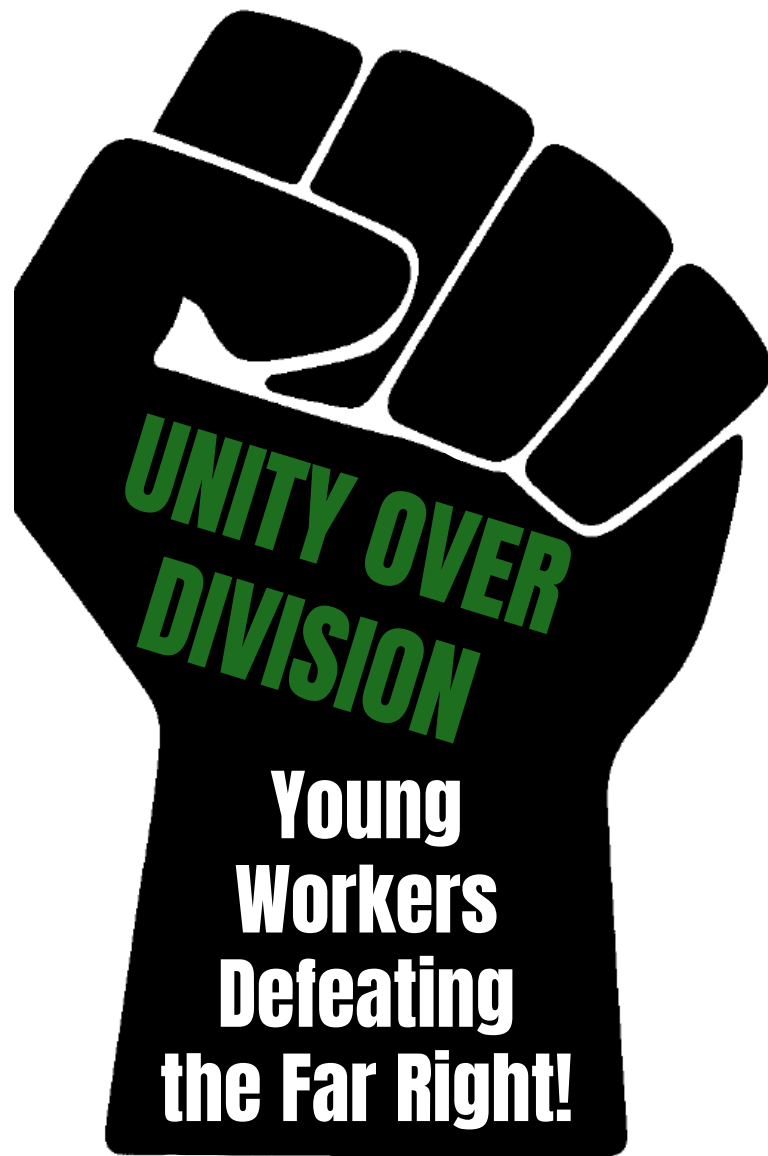


STUC YOUTH CONFERENCE



AGENDA

85TH ANNUAL STUC YOUTH CONFERENCE
SATURDAY 14TH & SUNDAY 15TH JUNE 2025
CHAIRPERSON: NIAMH STOLVOORT (UNISON)
VICE-CHAIR: LAURA SMITH (PCS)

Campaigning for young workers rights, fairness & equality.

**UNISON Young Members
welcome all delegates to the
2025 STUC Youth Conference.**

Young workers and trade unionists are essential
in the fight for equality in the workplace
and local communities.

It's vital young workers that span multi
trade unions, take part in our democratic
structures and campaign to improve pay,
policies and working conditions.



scottishyoungmembers@unison.co.uk

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CONFERENCE SESSIONS

**SATURDAY
14TH JUNE**

10:00am - 12:30pm

1:30pm - 4:30pm

**SUNDAY
15TH JUNE**

10:00am - 12:30pm

CONFERENCE AGENDA

- i) Secretary's Welcome
- ii) Address by Chairperson
- iii) Announcements
- iv) Consideration of Reports and Motions
- v) Speakers
- vi) Election of Committee 2025/26
- vii) Vote of Thanks and Close of Conference

Secretariat to the STUC Youth Committee:

Linda Somerville, STUC Deputy General Secretary

Rachel Thomson, STUC Equalities Policy Officer

Fiona Low, STUC Committees and Admin Officer

STUC EQUALITY CONFERENCES

A - Z GUIDE

AMENDMENT

A proposal to amend a motion by adding, deleting, or replacing parts of the original motion.

CONGRESS

STUC Congress is the STUC annual conference which formulates policy and shapes the main priority campaigns for the whole organisation to follow.

DELEGATE

An elected member attending conference to represent their union.

EMERGENCY MOTION

Deals with an issue or subject that has happened since the closing date for motions. It is debated and voted on in the same way as other motions at conference.

FORMALLY SECONDED

Any delegate can call out "Formally" to allow a motion to be debated if there is no speaker to "Second" the motion.

MOTION

A formal written proposal submitted by affiliated trade unions or trades union councils to be debated at conference or congress. Delegates will vote in favour of, against or abstain at the end of the debate. A motion needs to be "Moved" then "Seconded" before it can be debated.

MOVER

The delegate who speaks first to start the debate on the motion.

ORDER OF BUSINESS

A note of the timings of the conference and what will happen at each section i.e. Motions for debate, workshops, etc.

OBSERVER

A member attending a conference to observe but has no voting rights on motions or proposals at the conference.

POLICY

An agreed position or demands on an issue. Policy is decided by motions passed by delegates at our equality conferences.

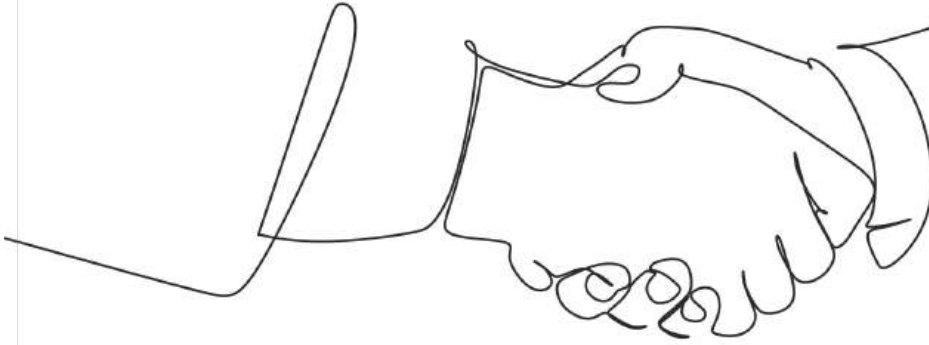
SECONDER

The delegate who speaks second in the debate and in support of the motion.

STANDING ORDERS

The rules for the conference - they note how the debate will be conducted, voting will take place and any other procedures that need to be followed. The standing orders also note the composition and deadlines for motions and amendments.

Over 45 years of standing up for worker's rights and access to justice for all.



CONFERENCE GREETINGS

Thompsons Solicitors Scotland are proud to have served the trade union movement in Scotland for over 45 years.

Across the UK, Thompsons Solicitors has been standing up for the injured, discriminated and mistreated since Harry Thompson founded the firm back in 1921. We have fought for millions of people, won countless landmark cases and secured key legal reforms.

We will always apply the full force of the law to secure justice for victims of industrial wrong.

And when the law is wrong; Thompsons campaign to change it.

Call **0141 566 6899** Visit **TalkToThompsons.com**



Scottish Union Learning

supports trade unions in developing, organising, and delivering work-related learning and skills programmes for their members that contribute to collective prosperity and wellbeing, Fair Work, and equality for workers across Scotland.

Scottish Union Learning is keen to work with the STUC Youth Committee to support the development of the workplace skills base of young workers.

Find out more:



www.scottishunionlearning.com
Email learning@stuc.org.uk
Facebook [@scottishunionlearning](https://www.facebook.com/scottishunionlearning)
LinkedIn [@scottish-union-learning](https://www.linkedin.com/company/scottish-union-learning)



CONFERENCE GUIDE

WHO ATTENDS THE YOUTH CONFERENCE?

- Trade Unions with membership of up to 3,000 - 6 delegates
- Trade Unions with membership over 3,000 – 1 delegate per 500 members or part thereof
- Trades Union Councils - up to 3 delegates

Observers / Visitors sit together in a separate section of the Conference Room and are not allowed to vote. Also in attendance are STUC staff.

HOW LONG DOES THE CONFERENCE LAST?

The Conference lasts two days. It normally opens at 10.00 am on the first day (with registration from 9.30 am), closing at approximately 4.30 pm. It assembles at 10.00 am on the second day until approximately 12.30 pm.

WHO IS RESPONSIBLE FOR CONFERENCE ARRANGEMENTS?

The Youth Committee is responsible for Conference arrangements, in conjunction with STUC staff.

WHO CHAIRS THE CONFERENCE?

The Chair of the Committee will also be the Conference Chair, this year's Chair is Niamh Stolvoort, UNISON Scotland.

WHAT ROLE DOES THE YOUTH COMMITTEE PLAY AT CONFERENCE?

The Chair and Vice-Chair of the Committee sit on the platform, together with a member of STUC staff – usually the Secretary to the Committee.

HOW IS THE YOUTH COMMITTEE ELECTED?

Elected members: There shall be up to nine elected members of the Committee. Each affiliated Trades Union shall be invited to nominate one member for the General Seats on the Youth Committee and one member for the Women's Seats. Trades Union Councils will be invited to nominate one member for the Trades Union Council Seat. (The nominees must be delegates to the Annual Youth Conference).

The Seats on the Youth Committee shall be allocated as follows:

- General Seats - 4 representatives
- Women's Seats - 4 representatives
- Trades Union Councils - 1 representative

If there are more than 4 members nominated to the Trades Union General Seats; more than 4 members nominated to the Trades Union Women's Seats; or more than 1 member nominated to the Trades Union Council Seat, then an election at Conference will be necessary.

Each Delegation Leader will receive a ballot paper and can vote up to 8 candidates from the Trades Union Section (4 from the General Seats and 4 from the Women's Seats); and 1 from the Trades Union Council Section. Delegations are requested to deposit completed ballot papers in the ballot box by 5.00 pm on the first day of Conference, when votes are counted by the 2 scrutineers appointed at the start of Conference. The results are then announced on the Sunday morning of Conference. Successful candidates hold office from close of Conference for one year.

WHAT DOES THE CONFERENCE DISCUSS?

Each Trades Union and Trades Union Council can submit up to 3 motions, on topics which must relate specifically to the working lives of young people in Scotland. Each motion can be no more than 300 words. Motions are published in a Preliminary Agenda and Trades Unions/Trades Union Councils are then invited to submit up to 3 amendments which can be no more than 50 words for each amendment.

Certain motions on the Preliminary Agenda, together with amendments, may be grouped into a composite motion, with the agreement of the Trades Unions/Trades Union Councils concerned.

The Motions are included within the Conference Agenda which is given to all delegates and visitors. Amendments to motions are included within a separate Amended Motions booklet which is given to all delegates and visitors.

Support: In order to allow more time for delegates, the Committee usually (but not always) waives the right to speak in a debate on a motion or amendment they support.

Support with Statement: If necessary, a Committee member will explain to Conference any particular points they wish to emphasise or reservations the Committee may have on a motion or amendment they otherwise support.

Remit: The Committee may seek remission of a motion before Conference. If the union will not agree to remit the motion, a Committee member will speak in opposition to it.

Oppose: A Committee member will speak on any motion or amendment opposed by the Committee.

A Committee member may also speak on points of explanation on a motion or amendment.

A member of the Committee will also introduce any special report on behalf of the Committee.

HOW ARE DEBATES CONDUCTED?

- i) Moving and seconding motion: The mover of a motion may speak for up to 8 minutes and the seconder is allowed up to 4 minutes. It is important that these times are adhered to. If business over-runs allocated time, it may be necessary during the course of the Conference for the Committee to reduce speaking times.
- ii) Debate and the right of reply: Subsequent speakers on the motion are allowed up to 4 minutes. A delegate is not normally allowed to speak more than once in any debate, unless permission is given by the Chair, to make a point of order or explanation. Whether or not a motion has been opposed, the mover may be allowed 4 minutes to reply to the discussion on the motion, but no new issues may be introduced.
- iii) Moving an amendment: The proposer of an amendment is called to speak immediately after the seconder of the motion. Amendments also have to be seconded or they fall. Further amendments are called in their order on the agenda. Delegates moving amendments have no right of reply.
- iv) Group Debate: Some motions cover similar topics for discussion. This year motions will be debated together in Sections as they appear in the Conference Agenda.
- v) Voting: It is the Chair's responsibility to call the result of the vote. However, two to four tellers are appointed prior to Conference to count the hands raised in the event of a close vote.
- vi) Point of Order: Delegates can raise points of order on the conduct or procedure of the debates.
- vii) Chair's Ruling: The Chair's ruling is final.

WHAT ARE EMERGENCY MOTIONS?

An emergency motion must deal with issues that have arisen since the closing date for ordinary motions.

Emergency motions can be no longer than 300 words and must be signed by the Delegation Leader of the organisation submitting the emergency motion. Emergency motions must be submitted to the Chair or Secretary of the Youth Committee no

later than 3.00 pm on the first day of Conference. Emergency motions must be a genuine emergency otherwise they will not be approved for inclusion on the Agenda by the Youth Committee. If deemed competent they will be circulated to delegates prior to being discussed.

REPORT OF THE STUC YOUTH COMMITTEE

As well as discussing motions, the Conference receives the Report of the Youth Committee to Conference, which reports on work of the Committee over the past year. This year, the Report covers the period 2024/25. Delegates are entitled to question the Committee on issues contained in the Report. Any questions should be put in writing.

WHAT HAPPENS TO MOTIONS AFTER CONFERENCE?

Motions which are carried (now termed 'resolutions') or remitted will form the Committee's Work Plan for the following year. Resolutions are also referred to the STUC General Council itself and/or relevant STUC departments as part of the overall work of the STUC.

MOTIONS & AMENDMENTS

STUC YOUTH CONFERENCE

SECTION 1: INDUSTRY

1. FREIGHT

“That this Conference notes data shows that young people are experiencing an epidemic of climate anxiety and are increasingly worried about the health of the planet, with 1 in 3 saying they are scared about climate change and are altering life plans accordingly.

“Conference believes that an integrated, accessible, and affordable public transport system is key to connecting our communities, providing access to jobs and protecting our planet. We need rail investment to reduce carbon emissions if Scotland is to reach net zero by 2045, this investment should also integrate freight across different modes of transport, providing an environmentally efficient delivery of goods and materials.

“This conference commends the publicly owned passenger rail service in Scotland and welcomes Scotrail’s plans to decarbonise their fleet. However, conference notes that, the rail freight sector is still privatised.

“Conference is concerned that a privatised rail freight sector, which often engages in a race to the bottom, alongside the erosion of industry, will see a failure to integrate and grow rail freight services, causing further damage to our climate.

“This conference therefore calls on the STUC Youth Committee to campaign for publicly owned rail freight services in Scotland.”

Mover: Associated Society of Locomotive Engineers and Firemen (ASLEF)

2. A YOUNG WORKERS CHARTER FOR RAIL

“That this Conference welcomes that the Caledonian Sleeper and Scotrail are in public ownership conference is concerned the Scottish Government’s management of rail in Scotland has threatened to make the railway in Scotland less affordable and accessible for young workers.

“These concerns include:

- attempts to extend driver only operation, which were defeated by RMT members.
- cuts to ticket office hours at staffed stations, despite these plans being universally opposed by passengers in the public consultation in January 2022.
- scrapping the off-peak fares pilot despite evidence

that the trial increased passenger demand and which would have made fares more affordable for young workers.

- the continued prevalence of violence and anti-social behaviour on the railway and its impact on young workers and passengers, particularly women and girl passengers, who are more vulnerable to problems created by a lack of adequate staffing.

“Conference believes that if we are to achieve the shift away from the private car to public transport necessary to reduce transport emissions, we must ensure that workers are attracted to rail and other public transport as early as possible in their working lives.

“Conference calls on the STUC Youth Committee, in consultation with affiliates, to develop a “Young Workers’ Charter” for rail in Scotland to ensure publicly owned rail is as affordable and accessible as possible for young workers.”

Mover: National Union of Rail, Maritime, and Transport Workers (RMT)

SECTION 2: SKILLS, DEVELOPMENT & EDUCATION

3. BUILDING AI LITERACY

“That this Conference notes that giving the growth and predicted rise of the use of AI across society and the workplace, young trade unionists need to build their ‘AI Literacy’ to enable them to critically engage with AI. Acquiring technical skills and using them at work, although necessary, is not enough and mostly serves the interests of employers. Becoming ‘AI Literate’ means being able to understand the role of AI, its impact on one’s work and occupation, and to anticipate how it will transform one’s role and career. The passive use of AI systems does not benefit workers themselves.

“Trade unions need to ensure the debate on AI is not left to academics and business. They must ensure workers have a say on how AI is integrated into the workplace and support young members who will be expected to quickly adapt to a volatile and fast-moving technological

landscape which can have serious negative effects on their working conditions.

“Conference calls for the STUC Youth Committee to work with the General Council to look at the viability of developing AI Literacy training courses which help young trade unionists understand this new AI landscape and give them the critical skills needed to ensure they can both defend against the negatives of these technological developments but also identify opportunities to use AI to assist in organising.”

Mover: Communication Workers Union (CWU)

4. SKILLED WORKER VISA AND MINIMUM SALARY THRESHOLDS

“That this Conference knows the previous Conservative Government announced in December 2023 oppressive changes to minimum salary thresholds for visa applicants. Changes included the minimum salary requirements increasing from £26,000 to £38,400 placing young workers in a dangerous position.

“Since the Labour Government took office last year, the Home Secretary Yvette Cooper has said they would not reverse the changes.

“This Conference condemns the decision to continue with this discriminatory policy which primarily affects young workers.

“In PCS Union, the DWP Group supported many members facing the prospects of losing their right to stay in the UK. Our members pay taxes, deliver vital public services and should be celebrated. 2000 members are affected in DWP and hundreds more across the Civil Service.

Conference resolves to:

- celebrate and campaign for migrant workers in our workplaces.
- support a campaign for a change in legislation so that international workers are not discriminated against, removing the unfair salary threshold.
- oppose the offensive racist rhetoric against refugees, asylum seekers and migrant workers.

Conference calls on the STUC Youth Committee to:

- encourage all trade unions to hold members meetings supporting those affected.
- work within the trade union movement to highlight this injustice and bigoted policy.”

Mover: Public & Commercial Services Union (PCS)

Amendment:

Replace first bullet point with: “campaign for migrant workers in our workplaces ensuring that they are not discriminated against for pursuing trade union activity or industrial action.”

Add final bullet point: “further promote STUC equalities bodies such as Black Workers to Young Workers.”

Mover: GMB Scotland

5. AN APPRENTICESHIP CHARTER FOR YOUNG WORKERS

“That this Conference is concerned that in far too many cases young workers apprenticeships are treated as low-paid, insecure, and substandard roles with poor training and outcomes.

“Conference believes apprenticeships should instead be be a gateway to highly skilled, secure jobs.

“Conference notes the launch of the RMT’s Apprentice Charter which details demands for better apprenticeships, including:

- fair pay & conditions – Apprentices must be paid above the National Living Wage and covered by collective bargaining agreements.
- secure jobs – An end to fixed-term contracts and a guarantee of permanent employment for apprentices who complete training.
- high-quality training – Apprenticeships must be brought back in-house, ending low-quality outsourced training.
- more skilled apprenticeships – For example at least 5,000 new railway apprentices per year are needed to fill the UK’s transport skills gap.
- Government action – a fully funded national apprenticeship strategy must be introduced for the railways and other sectors to ensure apprentices receive proper training and career progression opportunities.

“As part of its ongoing Apprenticeship work conference agrees to support these demands but also calls on the STUC Youth Committee, in consultation with affiliates, to develop an STUC apprenticeship charter in line with the above and other principles, determined as necessary.”

Mover: National Union of Railway, Maritime & Transport Workers (RMT)

SECTION 3: PAY, CONDITIONS & WORKPLACE RIGHTS

6. AGE-RELATED REDUNDANCY PAY

“That this Conference welcomes the commitments of the Westminster Employment Rights Bill to eliminate the wage disparity for young people in the National Minimum Wage. This, alongside tackling issues such as one-sided flexibility will have a significant and positive impact on the working lives of young workers.

“Following the success in changing the remit for the Low Pay Commission, it is time to look at other employment provisions based on age in an attempt to remove all age-related discrimination from the workplace. Conference

further welcomes the fact that, as part of the consultation on collective redundancy provisions and tackling fire and rehire, the Government has committed to gathering further views on strengthening the collective redundancy framework in 2025. It is clear that any further review of redundancy provisions cannot ignore the ingrained age discrimination in the Statutory Redundancy Pay framework.

“Whilst redundancy rates across Scotland have been falling, at the end of 2024, redundancy rates for those aged 16-24 were above pre-pandemic levels.

“As we have a government committed to helping working people, there is a clear case to continue to push for equity in all areas of employment legislation.

“Therefore, this Conference calls on the STUC Young Worker’s Committee to work with affiliates to:

- continue to push for action on the issues affecting young workers.
- make the case for equitable redundancy pay in government consultation responses, specifically when the Government comes to gather views on strengthening the collective redundancy framework in 2025.”

Mover: Union of Shop, Distributive & Allied Workers (USDAW)

Amendment:

Delete last sentence of paragraph 1

Para 5, replace “As we have a government committed to helping working people,” with “In light of the recent Employment Rights Bill”.

Add final bullet point: “continue the campaign for zero hours/casual contracts to be fully abolished which the Employment Rights Bill does not do.”

Mover: GMB Scotland

SECTION 4: INTERNATIONAL

7. SOLIDARITY WITH PALESTINE

“That this Conference notes the decision by Israel to ban the United Nations Relief and Works Agency (UNRWA) that provides vital aid to Palestinians impacted by Israeli aggression. This year, over 200 UNRWA workers have been murdered by the IDF, and UN member states have attempted to cut funding to the organisation.

“During this conflict, we have seen the repeated targeting of aid workers by Israel. UNRWA provides essential services to 1.7 million refugees in Gaza. The UN’s World Food Programme said without UNRWA’s presence in Gaza, aid agencies will be unable to distribute food and medicine. With no aid being allowed into northern Gaza during the first two weeks of October, Israel continues to

use starvation as a weapon.

The International Court of Justice has determined that Palestinians have rights under the Genocide Convention that are at risk of irreparable damage.

“Conference instructs the STUC Youth Committee to:

- promote affiliation from STUC unions to the Palestine Solidarity Campaign.
- lobby MPs, the Foreign Secretary and MSPs demanding that the respective Governments work to ensure UNRWA can continue to provide aid without fear of Israeli attacks.
- support demonstrations and solidarity actions - promoting them to Young Members in affiliate unions.”

Mover: Public & Commercial Services Union (PCS)

SECTION 5: COMBATTING THE FAR RIGHT

8. FIGHTING THE RISE OF REFORM UK

“That this Conference notes with alarm the ongoing electoral success of Reform UK, a populist right-wing project based on racist, anti-immigration, anti-boats, and ‘anti-establishment’ rhetoric. With five MPs Reform now has access to public funds and a right-wing media amplifying their political messages. Recent local government elections show that it is gaining a foothold in Scotland with the likelihood that trade union members are voting for Reform UK due to the failure of mainstream parties to enthuse a large part of the working-class electorate leaving a political vacuum which is allowing the far-right to influence young peoples’ political views as they become politically aware.

“Conference unequivocally opposes the politics of division and recognises the solution is complex. Simply condemning all Reform voters as unintelligent, ignorant, racists is a serious misstep. While Reform espouses a regressive political position, at core many voters have legitimate grievances such as cuts to services, a lack of affordable housing, and wage stagnation to name a few.

“Conference notes that Reform’s programme has not sought to tackle these issues coherently. It fails to confront the major problems facing our economy and young people: under-investment, profiteering, denial of workers’ rights, under-funding job creation, apprenticeships. Instead, it represents the interests of big business, promoting further privatisation of health, care, and welfare services, and cuts corporation tax.

“Conference calls on the STUC Youth Committee to:

- produce specific campaign materials (short leaflets, podcasts, vlogs) aimed at trade unions and young

people to expose that Reform UK are not the friends of the working-class.

- arrange for the development of a training module for workplace representatives on how to speak to members on how right-wing populist parties are not the solution to problems common to the whole working class.
- develop these materials as part of the ‘in-house’ political education project.”

Mover: GMB Scotland

9. TACKLING THE FAR RIGHT

“That this Conference is alarmed by the racist legacy left by the Tory Government that has emboldened and legitimised far right groups, increased levels of hate crime and fuelled racist, anti-migrant, transphobic, homophobic and misogynistic narratives in the media.

“Conference further notes political parties with a far right agenda are gaining traction and young people are actively being targeted by far right groups with extremist content and misinformation online. Recent polling has suggested a rise in support for Reform after it won 7% of the vote in last year’s Westminster elections.

“Conference is clear that it is austerity and neglect, not asylum seekers or migrant workers, that are responsible for the decline in public services and wage stagnation.

We cannot allow the far right to sow division in our workplaces and communities. Unions must continue to stand against prejudice, hatred, and discrimination and we call on STUC Youth Committee to:

- put tackling the far right at the top of the agenda, working alongside the STUC General Council and the STUC equality committees to highlight and counter the impact of far right narratives.
- support the campaign work of unions and anti-racist organisations to build a bold, unified movement against the far right.
- continue to explore new ways to reach out to young workers online and at work to promote unions as a collective force for progressive change.”

Mover: Union of Shop, Distributive & Allied Workers (USDAW)

SECTION 6: ORGANISING

10. YOUNG TRADE UNIONIST COOPERATION ACROSS THE UK & IRELAND

“That this Conference knows that with the combination of the 2008 financial crash, a global pandemic, the threat of war and ongoing crises across sectors of the economy has led to the worst mental health crisis on record and vasty declining living standards.

“The evidence shows that young people are disproportionately affected by these events. Austerity

has marked the entire lives of the current generation of young people who are now entering the world of work. The advantages offered to previous generations by the social democratic consensus after 1945 are now a myth for today’s young workers.

“The best hope for young people to build a better future for themselves and their families is by organising in the trade union movement and developing the skills, resources and resilience to fight collectively for a better future.

“Conference instructs the STUC Youth Committee to work with the STUC General Council to establish the ‘Youth Council of the Isles’ to bring together young trade unionists from across England, Scotland, Wales and Ireland to promote collective working, campaigning and cooperation. This Council should meet regularly and be formatted similarly to the Council of the Isles structures which already exist in other areas.”

Mover: Communication Workers Union (CWU)

11. BUILDING SOLIDARITY WITH YOUNG FREELANCE WORKERS

“That this Conference notes the findings of the Musicians’ Census 2023:

- 72 per cent of musicians are freelance.
- the average income from music is £20,700.
- 29 per cent of musicians earn less than £7000 a year.

“Conference further notes findings that freelancers, particularly freelancers aged 18-24, face specific challenges because of their employment status. These include precarity, lack of regular hours, lack of sick pay, lack of paid holiday, and increasing debt.

“Young freelance musicians have also reported to the Musicians’ Union (MU) a lack of access to workplace facilities such as toilets and staff rooms, workplace events, and training.

“Conference therefore calls on the STUC Youth Committee to:

- lobby the Scottish Government to ensure Fair Work First adequately covers creative workers and other freelancers.
- create specific materials on improving workplace cultures and building solidarity for employed union members engaging with freelance colleagues.
- foster solidarity between employed and freelance workers via a dedicated and accessible solidarity event bringing together young freelance and employed workers.
- ensure that music used in STUC content is sourced from reputable sources that pay musicians and music creators fairly.”

Mover: Musicians’ Union (MU)

12. FORMATION OF UK TU WORKS COUNCILS

“That this Conference notes:

- the importance of worker representation and participation in decision-making processes within companies, especially in a changing economic landscape.
- young workers are often at the forefront of precarious employment and insecure contracts, making their voices critical in shaping workplace policies.
- the increase in employers attempting to split workforces, utilising divide and conquer tactics to prevent workers across organisations from uniting against unfair employment practices.
- the erosion of workers’ rights and the rise of precarious employment highlight the need for stronger mechanisms for union representation.
- the potential benefits of UK TU Works Councils, including enhanced communication, stronger worker voices, and improved workplace conditions.

“Conference believes:

- establishing UK TU Works Councils would provide a structured framework for unionised workers to engage more effectively company management on important issues such as job security, working conditions, and corporate strategies.
- TU representatives are best positioned to represent the interests of employees and should be the sole members of these councils to ensure that the collective voice of workers is central to discussions.
- cross-site collaboration regardless of recognised union would better inform decision making and negotiations.
- promoting the establishment of UK TU Works Councils aligns with STUC’s commitment to advancing workers’ rights and protections

“Conference therefore calls on the STUC Youth Committee to:

- work alongside the General Council to promote and support the formation of UK TU Works Councils for all companies with unionised sites across Scotland & UK.
- advocate for young workers to participate meaningfully in these councils, ensuring their voices contribute to the shaping of company policies affecting their futures.
- to encourage all STUC-affiliated trade unions to engage with their members and advocate for the establishment of these councils.
- to call on relevant government bodies to recognise/ support the establishment of UK TU Works Councils as a vital part of Scotland/UK’s industrial relations framework.”

Mover: Unite Scotland

Amendment:

Bullet point 8, delete the words, “regardless of recognised union”

Insert new ninth bullet point, “Building union membership, through existing structures and utilising improved statutory recognition rights is key to delivering better outcomes for workers.”

In current tenth bullet point delete the words, “for all companies with unionised sites” and replace with “following consultation with unions.”

In the current twelfth bullet point, delete the words, “advocate for the establishment of these councils.” and replace with, “consider how these councils could work in their sectors.”

Mover: Union of Shop, Distributive & Allied Workers (USDAW)

SECTION 7: SOCIAL & ECONOMIC

13. CAMPAIGN FOR THE RE-ESTABLISHMENT OF A FAIR AND REASONABLE RENT CAP

“That this Conference knows that 31st March 2025 marks the end of the temporary 12% rent increase cap in Scotland, which allowed private renters to appeal any rent increases implemented by their landlord above 12% through Rent Service Scotland (RSS).

“Surveys conducted by Living Rent show that out of the cases formally logged with RSS between April 2024 and February 2025 average proposed rent increases by the landlord were halved by the RSS.

“However, further data showed that out of the respondents to the survey, nearly 80% of private tenants did not challenge their rent increases at all, resulting in worsening financial strain, a decline in living standards and poorer mental health.

“It is well known that the current housing and cost of living crisis is disproportionately affecting young people, with many unable to cope with the burden of the rising costs and having to remain living with family, working second jobs and unable to save to purchase property.

“Conference instructs the STUC Youth Committee to work with organisations such as Living Rent to further lobby the Scottish Government to extend and/or re-establish the rent increase cap. In addition, the STUC Youth Committee should work to raise awareness of private renters’ rights on appealing any proposed rent increases.”

Mover: Communication Workers’ Union (CWU)

14. DECENT & AFFORDABLE HOUSING

“That this Conference notes that:

- decent and affordable housing is a right that should be available to all.
- rents in Scottish private rented sector between 2010 and 2023 have gone up by an average of 57.6%, which is 11.9% above the UK CPI rate of inflation for that period. This is pushing young people into more desperate and precarious circumstances. Rents in the public sector have also increased above the rate of inflation.
- the Scottish government found in 2021 that 23% of privately rented dwellings and 15% in the social sector had ‘urgent disrepair to one or more critical elements. The figure for critical disrepair in Glasgow has been reported to be 60%.
- Living Rent fight for rent controls, quality homes, and greater security and flexibility of tenure, and support tenants to resist evictions, secure vital repairs, recover illegal fees and stolen deposits, and ensure that tenants have a voice in Scotland.
- Living Rent’s mission is to “build a mass member-led tenant and community union in Scotland’s mainland and island communities that builds and wins power block by block, street by street, and glen by glen”, with detailed demands laid out in its Programme for Community Power.

“Conference believes that that:

- workers’ rights and housing rights are intimately linked; increasingly young workers’ incomes are swallowed up by rent, leaving little to live on. Organising for more affordable housing advances young workers’ interests.
- a collective and democratic organisation of tenants and community members is the only way to achieve a fairer and more democratic housing system, which works for all.

“Conference calls on the STUC Youth Committee to:

- encourage trade unions to affiliate to Living Rent.
- support and mobilise for Living Rent events to sustain an independent, political and effective democratic tenant and community union.”

Mover: Public & Commercial Services Union (PCS)

15. WELFARE NOT WARFARE

“That this Conference notes that the Labour Government has made the political choice to fund war at the same time as stripping welfare from those in need. While the benefit cuts, other than the winter fuel allowance, are largely on devolved areas, the Scottish Finance Minister has indicated that there could be an impact on the Scottish budget. At the same time, the First Minister has welcomed the UK Government’s increase in military spending, a worrying departure from the SNP’s historic anti-militarism. Increases in military spending will not

benefit Scottish young workers when it comes at the expense of welfare and public services. The Westminster Government’s own analysis suggests that these cuts will lead to 250,000 people being forced into poverty. The Westminster Government should pursue an alternative economic strategy instead of cutting vital services for those in need, learning lessons from the STUC’s paper Raising Taxes to Deliver for Scotland and looking at how to implement the principles from this on a UK wide basis.

“Conference calls on the STUC Youth Committee to-

- promote the work of anti-austerity groups such as Disabled People Against Cuts to campaign against cuts to welfare and public services.
- make the link between anti-war activism and campaigns against austerity.
- work with affiliates to promote the STUC’s paper Raising Taxes to Deliver for Scotland as a basis to tie issues such as pay and public sector cuts into a shared economic vision for Scotland, elucidating an alternative economic strategy.”

Mover: STUC Youth Committee

16. RADICAL, YEAR-ROUND POLITICAL ECONOMY EDUCATION PROGRAMME

“That this conference notes that:

- this generation of Young Workers has endured more economic challenges than generations before – from growing up in the aftermath of the 2008 global financial crisis to facing the Eurozone debt crisis, austerity measures, the disruptive impact of Covid-19 and the subsequent inflation crisis.
- in addition, Young Workers are faced with rapid advances in technology and AI that are reshaping the nature of work and the global economy.

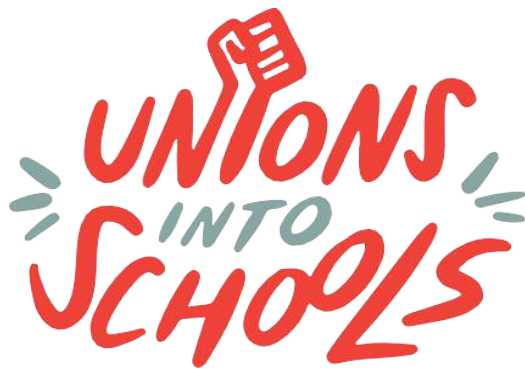
“Conference believes that in light of these challenges, it is imperative that young workers are equipped with robust, politically informed analytical tools to understand and counteract the forces shaping our economy.

“Conference resolves to:

- develop and implement a robust, long-lasting political economy education programme designed to critically analyse and respond to economic crisis.
- collaborate with organisations such as Trademark, Economists and talent within our own movement to ensure that the course reflects the contemporary struggles of Young Workers.
- deliver an in-person course that fosters dynamic debate and engagement that will run continuously throughout the year to provide ongoing learning and adaptability in response to emerging economic challenges.
- ensure a comprehensive curriculum that covers:
 - a historical overview of capitalism.
 - a historical overview of economic crises since 2008.

- an analysis of current and emerging economic challenges.
- practical strategies for union organising and worker empowerment; and
- a dedicated focus on the impact of technological advancements AI on the workplace and wider society - examining both opportunities and challenges in the context of a changing economic landscape.
- ensure implementation and accountability of the course and ensure that it is both accessible and responsive to the needs of Young Workers.
- allocate sufficient resources - including funding, materials and time to ensure the success and sustainability of this initiative.”

Mover: Unite Scotland



STUC UNIONS INTO SCHOOLS

STUC Unions Into Schools was originally launched as part of the Enterprise in Education, Determined to Succeed Agenda in 2005/6 and is now supported via Scottish Government.

The programme of school visits from 2005 to 2025 has been coordinated and managed by the STUC with support from Scottish Union Learning. Unions into Schools is supported by a learning programme delivered by the STUC with regular update sessions, there are varied options of support for delivering a classroom session available - depending on representative's experience and confidence. With the assistance of trade union representatives, Unions into Schools has delivered over 2,500 classroom and virtual online sessions to school pupils throughout Scotland, as well as a range of pupil events at Congress and other union conferences. Visit www.stuc.org.uk/fair-unions-schools/

Supporting Young Workers

Being a member of Usdaw means...

- You will be protected at work.
- You'll have access to all the information you need on your rights at work.
- You'll get **free** legal advice if you have an accident - wherever that happens.
- You'll also get access to a range of professional services and member offers.



For more information about your rights at work, speak to your Usdaw rep or contact your local Usdaw office on **0800 030 80 30** or visit: www.usdaw.org.uk/youngworkers

To join Usdaw speak to your Usdaw rep or visit www.usdaw.org.uk/JoinUs

General Secretary: Paddy Lillis **President:** Jane Jones
Regional Secretary: Tony Doonan
Usdaw: 2 Rutherglen Links, Glasgow, G73 1DF

www.usdaw.org.uk



UsdawUnion



REPORT TO YOUTH CONFERENCE

The 84th Annual STUC Youth Conference was held in the Golden Jubilee Conference Hotel, over the weekend of Saturday 13th and Sunday 14th July 2024.

The theme of the Conference was 'Young Workers United: Solidarity at Home & Abroad'.

The Conference was chaired by Josh Morris, GMB Scotland. 29 delegates and visitors, representing 8 trade unions and 1 trades union council, were appointed to attend the Conference, with 26 delegates registered and in attendance throughout the weekend.

Throughout the weekend, 19 motions were debated under the following sections: Industry; Skills, Development, and Education; Pay, Conditions, and Workplace Rights; Public Services; International; Combatting the Far Right; and Organising. Two emergency motions were submitted. 21 motions, including the emergency motions, were successfully carried. Two motions were withdrawn prior to Conference due to the submitting union's only delegate being unable to attend. A copy of the Decisions document is available on the STUC website.

Charlotte Barclay-Smith, USDAW, and Will Tillotson, Unite, were elected as Tellers. No Scrutineers were appointed as there was no ballot required.

On the Saturday Conference began with a welcome information session given by Sean McLaughlin, STUC Campaigns & Communications Officer, before the debating of motions began. Rozanne Foyer, STUC General Secretary, addressed Conference on the Saturday via a pre-recorded speech.

In the afternoon a workshop session titled 'Climate Change and Just Transition Political Education' was held. The session was facilitated by Tam Wilson, STUC Just Transition Officer. The session looked at the climate emergency, how it impacts locally, and what action young workers can do in their workplaces and communities.

On the Sunday Cheral Govind, STUC Black Workers' Committee Vice-Chair, and Richard Hardy, National Secretary for Scotland and Ireland for Prospect and STUC Vice President, addressed Conference.

Conference proceedings were also regularly promoted through social media using the hashtag #STUCyouth24.

The following were elected by Conference:

STUC Youth Committee

- Charlotte Barclay-Smith, USDAW
- Stewart Duncan, RMT
- Coll McCail, Unite
- Rhianna Ross, USDAW

Following Conference, Soh Xi Ken (PDA), Josh Morris (Unison), Laura Smith (PCS), and Niamh Stolvoort (Unison) were co-opted onto the committee in the vacant seats.

Stewart Duncan, RMT, and Rhianna Ross, USDAW, were nominated to contest the election at the STUC Congress 2025 for the General Council seats reserved for Youth Workers, and were elected.

The Youth Conference delegation to STUC Congress 2025 was as follows:

- Niamh Stoolvort, Unison
- Col McCail, Unison
- Rhianna Ross, USDAW
- Soh Xi Ken, PDA
- Stewart Duncan, RMT

Richard Hardy (Prospect) and Ben Lunn (Musicians' Union) were appointed by the STUC General Council as representatives to the Youth Committee 2024/25.

STUC Youth Committee 2024/25

Following the STUC Youth Conference in July 2024, the Youth Committee developed a Workplan which was presented to, and endorsed by, the General Council in August 2024

Niamh Stolvoort, UNISON Scotland, Chaired the Committee for the period with Laura Smith, PCS, serving as Vice-Chair.

The Workplan incorporated a number of priority areas and themes, several of which are ongoing, including:

- Apprenticeships and Upskilling of Young Workers
- Wage Parity for Young Workers
- Local Authority Cuts
- Support Palestine Solidarity Campaigns
- Support the Keep Grangemouth Working Campaign
- Fair Work, Leadership, and Equalities Funding Bid

Wage Parity for Young Workers

In November 2024 Josh Morris drafted a letter on behalf of the committee to Justin Madders MP, Parliamentary Under-Secretary of State (Minister for Employment Rights, Competition and Markets), calling on minimum wage parity for young workers. A response was received noting the Labour Government's manifesto commitment to create a single National Minimum Wage rate.

The Youth Committee and STUC developed and launched a survey on minimum wage discrimination in May 2025, gathering experiences of young workers. The results will inform campaigning on the issue.

Support the Keep Grangemouth Working Campaign

In November 2024 Coll McCail drafted a letter on behalf of the committee to Cabinet Secretary for Deputy FM and Cabinet Secretary for Economy and Gaelic, Kate Forbes MSP and to Acting Cabinet Secretary for Net Zero and Energy, Shirley-Anne Somerville MSP.

Fair Work, Leadership, and Equalities Funding Bid

Subsequent to Conference the Committee was successful in a Fair Work, Equalities, and Leadership funding bid. The committee hosted a weekend school of leadership and learning on 8th and 9th February 2025 at the Golden Jubilee Conference Hotel.

The weekend school included a Leadership session with Charlotte Miller; a Fair Work session from Sean Baillie, STUC Fair Work Officer; a Campaigning session from Linda Somerville, STUC Deputy General Secretary; and a guest panel session with Chris Hamilton, Unite Convenor at Grangemouth; Ruairaidh Dempster, National Committee for Living Rent; and Dave Moxham, STUC Deputy General Secretary.



REPORT OF THE YOUTH CONFERENCE

DELEGATION TO STUC CONGRESS

STUC Youth Conference Delegation:

- Stewart Duncan, RMT
- Coll McCail, Unite
- Rhianna Ross, USDAW
- Soh Xi Ken, PDA
- Niamh Stolvoort, Unison

The 128th STUC Annual Congress took place in the Caird Hall, Dundee over the period Monday 28th to Wednesday 30th April 2025.

The theme of Congress for 2025 was 'Building on the New Deal for Workers' and was chaired by Lilian Macer (UNISON) President of the STUC for the year 2024/2025. The Civic welcome was given by Councillor Bill Campbell, Lord Provost of Dundee City Council; and Stuart Fairweather, of Dundee Trades Union Council provided the Trades welcome.

Just under 350 delegates representing Trade Unions, Trades Union Councils and the Black Workers', LGBT+ Workers', Youth and Disabled Workers' Conferences attended Congress.

STUC Congress Speakers

Several guest speakers contributed to Congress over the three days providing fraternal greetings and keynote addresses.

These included:

- Councillor Bill Campbell, Lord Provost, Dundee City Council
- Stuart Fairweather, Chair, Dundee Trade Union Council
- John Swinney MSP, First Minister of Scotland
- Anas Sarwar MSP, Leader of the Scottish Labour Party
- Tara Lillis, Vice-Chair of the STUC Women's Committee
- Shavanah Taj, General Secretary, TUC Cymru
- Ismara Mercedes Vargas Walter, Cuban Ambassador to the UK (video)
- Satwat Rehman, Co-Chair of the Just Transition Commission

A session on Social Care took place on the Tuesday afternoon. The session was chaired by Rozanne Foyer, STUC General Secretary with contributions from Danny Cullin (Unite), Robyn Martin (Unison), and Tamara Beattie (GMB). Peter Hunter (Unison) also provided an update on sectorial bargaining in the care sector.

Delegates were shown various videos during Congress including 'Scotland Deserves Better Campaign' and an exclusive clip from the upcoming documentary by Debasers Films Ltd on the 2021 Kenmure Street protest 'Everybody to Kenmure Street'.

A ceremony to mark International Workers' Memorial Day took place in Dundee City Square on Monday 28th April.

Congress Reflections

The STUC Youth Conference delegation was honoured to attend Congress this year. There was a varied discussion and debate on a variety of topics, key to the labour movement across the country, and even the world.

Ismara Mercedes Vargas Walter, Cuban Ambassador to the UK, gave an inspiring speech of solidarity, despite the economic sanctions unfairly placed on Cuba by the USA. There was also a plethora of motions in support of a ceasefire in Gaza, stop selling arms to Israel and to a Free Palestine, highlighting the unwavering support of the trade union movement for people across the globe.

A recurring theme this year is the rise of AI and how it threatens the labour movement when used as a tool to cut cost and further exploits our labour, across sectors, but especially in the culture industry. Young workers stand with artists, especially young ones, to campaign against the industrial commodification and stealing of art.

The STUC Youth Conference also submitted motions on 'Defend the Right to Protest', 'Wage Parity for Young Members' and 'Extreme Weather', which were all well received. Defending the Right to Protest is increasingly important against successive UK governments that are keen to criminalise protests and suppress civil and democratic rights. Wage parity for young workers is a clear and obvious wrong that needs to be righted, and the age differential pay can only be argued as exploitation of young workers, which the STUC Youth Conference have moved forward with a survey to quantify this issue.

We were unfortunately disappointed in the words of Scottish Politicians in attendance across the board who failed to show real action in a variety of areas but particularly with the Grangemouth closure. It is at events like these where we expect our representatives to showcase real actions and change for workers and not simply using the space to fire insults at their counterparts.

All in all, it was an inspiring Congress with lots of opportunity to socialise, meet and most importantly, learn from other trade unionists and movements to strengthen our own unions and movements.

STUC Congress Awards

The STUC Union Rep Awards were presented by John Swinney, First Minister of Scotland, on Monday 28 April, to: Gwen Gwenffrewi, UCU, with the STUC Equality Award; Mark Vincent, GMB, with the STUC Organising Award; Jean Pickering and Fiona Macdonald, Unison, with the STUC Frank Maguire Award for Health and Safety; Steven Black, Unite, with the Helen Dowie Award for Lifelong Learning; and Paul Gracie, Community, with the Learner of the Year Award.

Following presentation of the awards, the First Minister addressed Congress.

General Council Nominees for 2025/2026:

The new General Council for 2025/2026 was elected at Annual Congress and Rhianna Ross was elected to serve as the Young Workers' representative on the General Council until Congress 2026.

STUC Motions to Congress

116 motions were put forward to the 2025 STUC Congress on a wide range of subject matters. The STUC Youth Conference submitted 3 motions on 'Defend the Right to Protest', 'Wage Parity for Young Members' and 'Extreme Weather'.

The motion on Extreme Weather was included in Composite L.

The first Youth Conference motion, 'Defend the Right to Protest', called on the General Council to submit a Freedom of Information Request to Police Scotland, the Scottish Police Authority and the Scottish Justice Minister to establish their strategy towards policing pro-Palestine demonstrations in Scotland and publish the response and also to express solidarity with those facing prolonged prison sentences for peaceful protest now and in future.

The motion 'Wage Parity for Young Members' called on the General Council to produce a report into wage discrimination faced by young workers across Scotland and lead a political campaign on the basis of equal pay for equal work, demanding that young people should not be forced into poverty at the start of their working lives.

The third composited motion, 'Extreme Weather' called on the General Council to work with affiliated unions and trades councils to organise a political campaign to pressure the UK Government into legislating to protect workers during life threatening red weather warnings with non-essential workers having the right not to attend the workplace and receive pay for that day and essential workers to be given protection and there be procedures in place for travel and work during such conditions; work alongside affiliates to deliver education programmes regarding employment rights during extreme weather to those most likely to enter precarious work, such as senior phase high school children and migrant workers; and continue to popularise the fair work charter for severe weather events; and promote the work of affiliates who engage in organising around keeping workers safe during extreme weather events.

The Young Workers' representatives spoke in support of the other STUC Equality Conference motions and participated in activity throughout the duration of Congress.

All motions, composites, and decisions at Congress can be found on the STUC website.



LABOUR'S



NEW DEAL FOR WORKING PEOPLE



**A PAY RISE FOR 200,000 SCOTS
PARENTAL LEAVE FROM DAY ONE
EXPLOITATIVE ZERO-HOUR CONTRACTS BANNED
FIRE-AND-REHIRE ENDED**

BIGGEST UPGRADE TO WORKERS' RIGHTS IN A GENERATION

Promoted by Kate Watson, Scottish General Secretary, on behalf of the Scottish Labour Party, both at Donald Dewar House, 139 Norfolk St, Glasgow, G5 9EA.



EXHIBITORS

FAIR WORK CONVENTION

Fair Work Convention brings together employers, trade unions, and academic expertise to promote and advocate for fair work across the economy and to advise Scottish Ministers on fair work.

SCOTTISH LABOUR PARTY

Whether it's campaigning for action on the cost of living crisis, a jobs-first green transition, or reform to our NHS, Scottish Labour are focused on the issues that matter. Find out about what campaigns they are working on and their plans to deliver the change Scotland needs.

SCOTTISH YOUNG GREENS

A radical youth-led organisation campaigning for social and environmental justice.

SCOTTISH UNION LEARNING

Scottish Union Learning supports trade unions in developing, organising, and delivering work-related learning and skills programmes for their members that contribute to collective prosperity, fairness, and equality for workers across Scotland. Scottish Union Learning is part of the STUC.

Facebook: /scottishunionlearning

X: @unionlearning

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Thompsons Scotland are a trade union law firm. We stand up against injustice, mistreatment, and injury in the workplace. We are at the forefront of cases involving discrimination, unfair dismissal, industrial disease and health and safety breaches. Unlike other lawyers we do not see the courts as the only means of achieving a goal for our clients. If the courts cannot assist we campaign for change and we are proud to have secured many important legal reforms over the years.

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UNIONS INTO SCHOOLS

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With the assistance of trade union representatives, Unions into Schools has delivered over 2,000 classroom and virtual online sessions to school pupils throughout Scotland. For more information on Unions Into Schools, including how to become a rep delivering sessions in schools, visit www.stuc.org.uk/fair-unions-schools/

Contact: schools@stuc.org.uk

X: @ScottishTUC

CONSTITUTION OF THE STUC YOUTH CONFERENCE

1. TITLE OF CONFERENCE

The Annual Conference of Youth representatives of Trades Unions and Trades Union Councils shall be known as the “Scottish TUC Youth Conference”.

2. DATE OF CONFERENCE

The Conference shall meet annually in the month of June/ July.

3. BASIS OF REPRESENTATION

Each organisation affiliated to the Scottish TUC shall be invited to appoint delegates who must be 26 years or under, except in the cases when union officials are appointed to attend. The basis of representation shall be as follows:

Trades Unions with 3,000:

- 6 delegates or less members

Trades Unions with more than 3,000 members:

- 1 delegate per 500 members or part thereof

Trades Union Councils:

- 3 delegates

4. YOUTH COMMITTEE

- a) General Council Representation: The General Council shall appoint representatives to the Youth Committee. In addition, those elected to the Young Workers’ Seats on the General Council shall automatically become members of the Youth Committee. The General Secretary shall appoint the Secretary to the Youth Committee.
- b) Elected members: There shall be nine elected members of the Committee. Each affiliated Trades Union shall be invited to nominate one member for the General Seats on the Youth Committee and one member for the Women’s Seats. Trades Union Councils will be invited to nominate one member for the Trades Union Council Seat. (The nominees must be delegates to the Annual Youth Conference).

The Seats on the Youth Committee shall be allocated as follows:

- General Seats - 4 representatives
- Women’s Seats - 4 representatives
- Trades Union Councils - 1 representative

The General Council members elected to the Young Workers’ Seats on the STUC General Council and nominees from the STUC Youth Conference to the STUC General Council - if they have not been elected to the Committee in any of the above categories - shall be additional members of the Committee, with equal rights to all other members.

Voting shall be by ballot. Each delegation shall be entitled to cast the same number of votes as there are places in the respective Sections, but no delegation can vote more than once for any candidate. The nominees in each Section obtaining the highest vote shall be elected. In the event of a tied vote, there will be a re-ballot of those tied.

In the event of a tie on this basis, the Chairperson shall have the casting vote.

- i) Those elected by the Youth Conference for the Young Workers’ Seats on the General Council shall be co-opted onto the Youth Committee. The period of co-option will be from Youth Conference to Youth Conference.
- ii) Election of Chairperson: The Youth Committee shall elect from amongst themselves a Chairperson.
- iii) On the death or resignation of a Youth Committee member, the vacancy shall be filled by the co-option of the highest unsuccessful candidate.
- iv) In the event that vacant seats exist on the Youth Committee following the Annual STUC Youth Conference in the General Seats; Women’s Seats; and Trades Union Council Seats, the Secretary to the Committee shall write to affiliated Trades Unions and Trades Union Councils that have no elected members serving on the Committee to advise of the vacancies and the categories in which they exist, and to invite the nomination of one member for each of the vacancies.

Trades Unions with no elected members on the Youth Committee shall be invited to nominate one member for any vacancy in the General Seats and Women’s Seats. Trades Union Councils with no elected members on the Youth Committee will be invited to nominate one member for any vacancy in the Trades Union Council Seat.

Where there are more nominations received than there are vacancies existing in any of the above three categories, the successful nomination will be decided by the Youth Committee on a ballot.

Co-opted members shall have full voting rights.

Conduct of Elected Youth Committee Members

If at any time there appears to the General Council to be justification for an investigation into the conduct of an elected member of the Committee on the grounds that the activities of that member may be contrary to the objects of the STUC, or to Trade Union principles, or to the declared policy of the STUC, or on the grounds that the member has contravened or failed to obey any requirement of these rules, or on the grounds of the member's standing with his or her affiliated organisation, the STUC President may appoint a Sub-Committee consisting of three other members from the General Council to carry out such an investigation.

In the event that the member, whose conduct is the subject of this Rule is the President, the Vice President may appoint the Sub-Committee. The Committee shall thereafter investigate the alleged conduct. If, after such investigation, the Sub-Committee considers that there is a case to answer in respect of said conduct, it shall give notification to the President, or Vice President if the member concerned is the President, and to the member concerned of the conduct complained of and of the ground or grounds of complaint.

Upon receiving such notification from the Sub-Committee, the President, or Vice President if the member concerned is the President, shall, within a reasonable period, summon the member concerned to a hearing. At the hearing, the President, or Vice President if the member concerned is the President, shall hear, in the presence of the member concerned, any evidence, information, or explanation presented by the Sub-Committee in respect of the alleged conduct.

Thereafter, the President, or Vice President if the member concerned is the President, shall give the member concerned an opportunity of presenting such evidence, information and explanation, if any, as it wishes to present. Upon conclusion of the hearing, the President, or Vice President if the member concerned is the President, shall have the power to decide whether the member has been guilty of the alleged conduct. In the event of the member having been found guilty of the said conduct, the President, or Vice President if the member concerned is the President, shall afford to the member an opportunity to present such further evidence, information and explanation as he or she wishes in relation to imposition of penalty, and shall thereafter have power to reprimand, and/or suspend the member or to recommend the removal of the member from the Committee. The President, or Vice President if the member concerned is the President, shall notify the member concerned of his or her decision including the penalty to be imposed. The member, if dissatisfied with the decision of the President, or Vice President if the member concerned is the President, or the penalty imposed, shall have the right of appeal to the General Council. The member's intention to appeal shall be communicated in writing to the General Secretary within seven days of the initial decision. The General Council shall hold a meeting to hear an appeal within one month of the notification to appeal having been received. The President, or Vice President if the member concerned

is the President, shall submit a report to the General Council setting out the reasons for the decision taken. The report shall also be made available to the member at the same time. The member shall have the right to be heard by the General Council. The General Council may decide to affirm or revoke or otherwise amend the decision of the President, or Vice President if the member concerned is the President, or to affirm or revoke the penalty and may, if a recommendation to that effect has been made, remove the member from the Committee.

The decision of the General Council shall be final and conclusive. Members of the Sub-Committee appointed to investigate any case against the member and the President, or Vice President if the member concerned is the President, shall not be entitled to be present at any stage during, or to vote, or take any other part in the deliberation of the General Council as to its findings in respect of the alleged conduct, or in respect of penalty.

Duties of the Youth Committee

It shall be the duty of the Committee to implement the policies agreed by the Conference, in line with the requirements of these rules. At all times, in undertaking this duty, the Committee shall recognise the sovereignty of the policies determined by the Annual Congress.

The Committee shall prepare a Report of its work for submission to the Conference and shall include in it a record of attendance of members at Committee meetings.

5. DELEGATION TO ANNUAL CONGRESS

The Youth Conference shall send a delegation of no more than six representatives to attend the Annual Congress of the STUC. Two delegation places will be automatically reserved for the Youth Conference nominees for the Young Workers' Seats on the General Council. Of the remaining four places on the Delegation, two of the nominees must be female. Each affiliated Trade Union and Trades Union Council shall be invited to nominate one member for a General place and one woman for a place reserved for Young Women Workers. Nominees must be delegates to the Annual Youth Conference and must be 26 years of age or under at the opening of the Annual Congress which they are being nominated to attend.

Voting shall be by ballot. Each delegation shall be entitled to cast the same number of votes as there are places in the respective Sections, but no delegation can vote more than once for any one candidate. The nominees in each Section obtaining the highest vote shall be elected. In the event of a tied vote, there will be a re-ballot of those tied. In the event of a tie on this basis, the Chairperson shall have the casting vote.

6. NOMINEES FOR YOUNG WORKERS' SEATS ON THE STUC GENERAL COUNCIL

The Youth Conference shall elect nominees to stand for election at the Annual Congress for the Young Workers' Seats on the General Council. Each affiliated Trades Union and Trades Union Council shall be invited to nominate one member for the General Seat and one for the Seat reserved for Young Women Workers. Nominees must be delegates to the Annual Youth Conference and nominees

for the Youth Conference Delegation to Annual Congress. Nominees must be 26 years of age or under at the opening of the Annual Congress at which the elections for the General Council Seats for which they are being nominated will take place.

Voting will be by ballot. Each delegation shall be entitled to cast its votes for one candidate in each Section. The nominees in each Section obtaining the highest vote shall be elected. In the event of a tied vote, there will be a re-ballot of those tied. In the event of a tie on this basis, the Chairperson shall have the casting vote.

7. VOTING

Each delegation shall be entitled to vote according to the numerical participation of its delegation that is registered and in attendance at 12.00 noon on the first day of Conference.

The Scrutineers appointed at Conference will verify and witness the votes allocated to each affiliated Trades Union or Trades Union Council. Ballot papers will be circulated to delegation leaders at the afternoon break on the first day of Conference and completed ballot papers will be placed in the ballot box(es) located in the Conference Hall by 10.00 am on the second day of Conference.

Except for the election of the Youth Committee, the Youth Conference Delegation to Annual Congress and the nominees for the Young Workers' Seats on the STUC General Council, the method of voting shall be by show of hands.

8. MOTIONS

- a) Motions for the Annual Conference Agenda (not exceeding three from each affiliated body and not exceeding 300 words) must be signed by the Secretary of the organisation submitting them and must reach the Scottish TUC at least ten weeks before the time fixed for the Annual Conference.
- b) Such motions shall be sent to the affiliated Trades Unions and Trades Union Councils entitled to be represented at the Conference as soon as possible after the closing date for their submission. The order in which subjects shall be discussed will be decided by the Youth Committee.
- c) All amendments to the motions submitted by affiliated organisations (not exceeding three from each affiliated body and not exceeding 50 words) must reach the Scottish TUC by a date to be decided by the Youth Committee. Such amendments must be signed by the Secretary of the organisation submitting them.
- d) Notwithstanding the aforementioned provisions, the Youth Committee, or any affiliated organisations, shall be permitted to submit an emergency motion for consideration by the delegates to Annual Conference. Any emergency motions submitted for the Conference will require to be signed by an appropriate official (Secretary, Chairperson or Delegation Leader) of the originating organisation, designated for the purpose prior to the Conference. Such motions must be submitted no later than 3.00 pm on the first day of the Conference.

9. CHILDCARE FACILITIES

Appropriate childcare facilities for the children of delegates shall be available, if requested. Any such request shall be made in writing at least eight weeks in advance of the opening of Conference.

10. HOURS OF MEETING

The Annual Youth Conference shall be of a duration of two days and shall assemble at a time to be decided by the Youth Committee and shall complete business on both days not later than 6.00pm.

11. CONFERENCE CHAIRPERSON

The Chairperson of the Youth Committee shall be the Chairperson of the Scottish TUC Youth Conference.

In the absence of the Chairperson, the Committee shall appoint another member of the Committee to take the Chair at the Conference.

12. BUSINESS OF THE ANNUAL CONFERENCE

Included in the business of the Annual Conference shall be consideration of the Annual Report of the Youth Committee and the motions and amendments. The Report and Agenda for the Conference shall be sent to the delegates not later than two weeks prior to the Conference.

The Order of Business of the Youth Conference shall be decided by the Youth Committee.

13. APPOINTMENT OF SCRUTINEERS AND TELLERS

The appointment of two ballot scrutineers and two tellers shall be made by delegates at the start of the Annual Conference.

14. LIMITATION OF SPEAKERS

Not more than eight minutes shall be allowed for the mover of a motion and not more than four minutes for each subsequent speaker. Speeches on behalf of the Youth Committee shall be limited to not more than eight minutes, unless otherwise agreed by the Annual Conference. A delegate shall not speak more than once on any question unless permission to do so on a point of order or explanation is given by the Chairperson. The mover shall be allowed five minutes to reply to a discussion on the motion concerned, but no new matter may be introduced into such a reply.

Delegates shall vote on a motion immediately the mover has replied.

15. SUSPENSION OF STANDING ORDERS

Standing Orders may be suspended only if agreed to by at least two-thirds of the delegates to the Annual Conference who are present and voting.

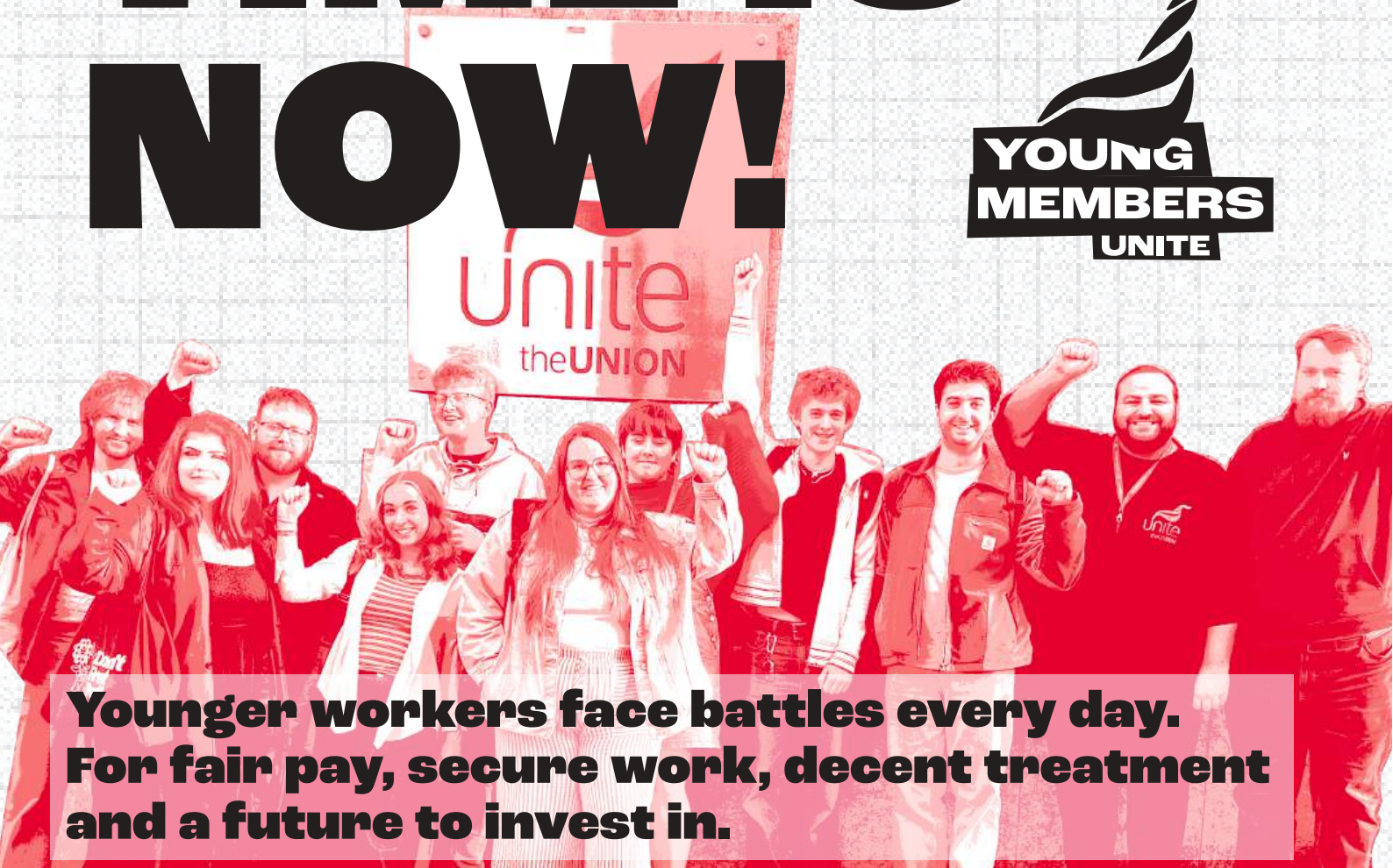
16. CHAIRPERSON'S RULING

The Chairperson's ruling may only be overturned by a vote of at least two-thirds of delegates to the Annual Conference who are present and voting.

[illegible]

**Solidarity to those attending the STUC Youth Conference
from Unite Scotland Youth Committee**

OUR TIME IS NOW!



**Younger workers face battles every day.
For fair pay, secure work, decent treatment
and a future to invest in.**

**If you're under 30, join Unite Young Members
in the fight for better JOBS, PAY
& CONDITIONS.**



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