



Winter Gardens, Blackpool
28, 29, 30 April and 1 May 2024

Final Agenda

**containing propositions
and amendments**

Note: *Your attention is drawn to the Guidelines for Conduct and Behaviour at the ADM printed overleaf.*

Delegates are called upon not to be absent from the business of the ADM except for valid reasons.

Guidelines for Conduct and Behaviour at ADM

Introduction

As a delegate, official or visitor to the Annual Delegate Meeting (ADM) you are here to participate both in the event itself and those events based in and around our ADM.

We are committed to the fullest possible participation in and around the ADM and no-one should be made to feel unwelcome or put off participating because of the actions, attitudes or language of others, whether in conference itself or at other social events.

Large print copies of this Final Agenda Paper are available on request.

In and Around the Conference

To encourage participation and maximise involvement and enjoyment of the proceedings, the National Executive Council are urging all delegates, officials and visitors to maintain basic minimum standards of behaviour at all times and to:

- Listen to what others have to say and respect their contribution.
- Aim to make reasoned points. We may differ but never quarrel.
- Make our own contributions as clear and concise as possible, thereby allowing time for as many people to speak as possible.
- Encourage and support delegates who want to speak, particularly those who are doing so for the first time.
- Avoid standing and/or talking at the back of the Conference Hall as this is distracting and makes it difficult for others to follow the conference debate.
- Please ensure your mobile phone and any electronic devices are set to silent. Outside conference, if you use social media like Facebook and Twitter, please do so in a respectful and responsible manner.

Language

Avoid the use of language or so-called 'jokes' that could be considered foul, sexist, racist, ageist or homophobic.

This type of language can cause offence, division and disunity and will not be tolerated at any Union event, including our ADM.

Do not be surprised if you are challenged should you make sweeping generalisations about any group of people.

Harassment

It is important that we are aware of our actions as well as our words. Harassment of any kind is unacceptable. By harassment we mean unwanted or unwelcome comments, looks, actions, suggestions or physical contact that result in an unpleasant or intimidating environment.

It can take many forms including bullying and sexual, racial, religious, disability, lesbian/gay or age-related harassment.

Action

The Union's National Executive Council is absolutely committed to confronting prejudice and discrimination in all its forms wherever it occurs.

If you witness any inappropriate use of language or behaviour, offer support and solidarity to the individual who has to deal with the problem.

If you have been subject to any form of harassment or inappropriate use of language, you are encouraged to raise the matter with either your Area Organiser, your Regional Secretary or any of the stewards who are in attendance around the ADM.

The Standing Orders Committee is empowered to investigate any alleged incident concerning harassment or inappropriate use of language.

The Standing Orders Committee can and will make appropriate recommendations to the ADM whenever allegations are upheld.

Delegates present then have the power under Rule to exclude any delegate who improperly conducts themselves.

All members should also be aware that every Usdaw branch under Rule has the power to expel any member who deliberately acts in a discriminatory manner.

These guidelines and any penalties which may result from a breach are applicable to all who attend the ADM in whatever capacity, whether they are a delegate, visitor, employee of the Union or a member of the Union's constitutional structures, eg Regional Councillors or National Executive Councillors.

Important Advice from the Standing Orders Committee for Delegates, Officials and Visitors

Speakers

It is essential that delegates who are to move or second propositions and amendments anticipate being called to the rostrum and make their way to the front of the hall where reserved seating has been allocated for this purpose.

Security and Safety

In the interests of security, delegates, officials and visitors are asked:

- Not to bring holdalls, suitcases or parcels into conference.
- Not to leave document cases or personal possessions unattended in the Winter Gardens during lunchtime.
- To leave the premises in an orderly manner in the event of an emergency.

Delegates are requested to ensure that personal belongings and documents subject to data protection legislation are not left in the Conference Hall at lunch and the close of conference. Enquiries regarding lost property and other general matters should be made to the General Office located in the Conference and Exhibition Centre (CEC) concourse.

First aid facilities are available next to the General Office during conference.

Standing Orders

Standing Orders Committee is located in Circle 1, which is on level 1 of the CEC.

Stands and Displays

The National Executive Council has endorsed the arrangements for a number of display units and exhibition stands and these are situated in the Exhibition Area on Level 0.

Photographs

Photographs and video footage will be taken during the ADM by persons authorised by the Union which may be used in future Union publications and video presentations. Your image is your personal data and Usdaw will endeavour to process your image in accordance with the Data Protection Act 2018. These images will be securely stored and will only be used in furtherance of the legitimate activities of the Union.

If you have any objection to your individual image being used in group or individual photographs then you will need to sign a form available from the Standing Orders Committee that will record your objection and ensure that your wishes are complied with. If you are approached as an individual or as part of a small group and object to the use of your image then please advise the photographer that this is the case and/or remove yourself from the group whose photograph is being taken. Any queries regarding the use of these images should be forwarded to DPO@usdaw.org.uk

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Annual Delegate Meeting

Note: The number shown in brackets against each Proposition denotes the original number of that Proposition in the Interim Agenda Paper (Circular GC 13/24)

Section 1

Propositions Concerning Union Administration

Induction Presentation

1. (1) By Tesco Livingston Distribution

This ADM calls upon the National Executive Council to produce a generic induction media presentation and make it available to all branches. Once produced, this presentation presents an opportunity to professionally recruit members and share success stories from across the nation to every induction. There are reps who are not as confident about speaking in front of a group of people, and this presentation would aid confidence building whilst ensuring every benefit of membership is included and shared.

Timetable of Events

2. (2) By North Essex Retail

This ADM calls upon the National Executive Council to check that conferences do not clash with key union events and religious festivals/events to stop putting barriers in place to stop activists or reps participating in key events.

Union Literature

3. Propositions 3 and 4 on Interim Agenda withdrawn in favour of the following composite proposition.

To be moved by NW Bookers, seconded by East Midlands Tesco.

This ADM calls upon the National Executive Council to produce essential media and campaign materials to raise awareness of baby loss and child bereavement. This would be a good step in breaking the taboo of speaking about and dealing with the loss of a child. This matter has resounding effects within our membership and we have a lack of tools and understanding.

ADM also calls upon the National Executive Council to commission the publication of a new resource information leaflet about Post Traumatic Stress Disorder (PTSD).

This would assist our reps and members in identifying some of the causes, symptoms and side effects of PTSD, as this will help to increase the knowledge and understanding of those we work with.

This will help to empower colleagues to feel safe discussing the difficult and some feel taboo subject. It can be used to signpost support to those who need it the most.

Usdaw's Sustainability Road Map

4. (5) By Midland Dairies

This ADM calls upon the National Executive Council to develop and implement Usdaw's Sustainability Road Map, aligning with science-based targets and pathways and how their aspects align with the United Nations SDGs (Sustainable Development Goals).

Section 2

Propositions Concerning Wages and Conditions of Work

Christmas Eve Closing

5. *Proposition 6 on Interim Agenda now incorporates amendment by Pembrokeshire to read as follows:*

This ADM calls upon the National Executive Council to lobby companies to implement mandatory reasonable finishing times on Christmas Eve for all staff. Christmas is a time to be spent with family and retail workers should not be exempt from this. For this reason, Conference asks for a blanket curfew of 5 pm to allow workers to be home at an appropriate time on Christmas Eve.

To be moved by Glasgow City South, seconded by East Cornwall.

Amendment by East Cornwall falls.

Delivery App Ordering

6. **(7) By Glasgow City South**

This ADM calls upon the National Officers to liaise with and encourage companies to review their policies on delivery operations, namely Deliveroo, Just Eat, Uber Eats and Amazon Grocery. A lack of training on fulfilling these orders and a lack of accountability has put undue stress onto staff. It is imperative that training be provided for all tasks and clear job roles identified for those fulfilling delivery orders across the industry.

Pay Ballots

7. **(8) By Glasgow (SB)**

This ADM calls upon the National Executive Council and National Officers to work with all companies to be allowed to do one member one vote in all workplaces to get a better response from members when it comes to voting for their pay rise, terms and conditions that are under discussion so as to improve negotiations to get better deals for our members.

Premium Payments

8. *Propositions 9, 10 and 11 on Interim Agenda withdrawn in favour of the following composite proposition.*

To be moved by NW Morrisons Retail No.4, seconded by Dundee City.

This ADM calls upon the National Officers to work with employers to ensure that premium payments and skills payments rise in line with any core payment increase when negotiating pay rises and to try to negotiate for staff to be paid time and a half or more for working Sundays or Bank Holidays. For example, if a company awards a 5% pay rise, the premium should also rise. In some companies the premium payments are set amounts, meaning they are gradually becoming almost worthless. Increasing them in line with base pay would help motivate the workforce.

Tesco Colleague Apps

9. (12) By NW Tesco Retail No.4

This ADM calls upon the National Executive Council to negotiate with Tesco to provide a device for staff to use instead of staff using personal phones for the Tesco Apps.

Tesco Apps takes up room/data space, which the staff pay for, this can slow down the speed of the phone and some staff find it hard to find their personal information ie bank details/insurance/appointments. Some staff are concerned that Tesco may be able to access their personal information. Tesco will not pay if the phone gets broken when being used for work.

Tesco Colleague Shop

10. (13) By NW Tesco Retail No.3

This ADM calls upon Tesco National Officers to seek improvements to Colleague Shop in order to make sure surplus food is distributed fairly.

Due to the recent changes to the process of donating food to charity it has become almost impossible for staff to utilise this facility, so effectively Colleague Shop no longer exists. The cost of living crisis has had a significant impact on our members and a recent survey found 81.5% of members worse off than 12 months ago, four in ten cutting down on food. Many can no longer afford to buy some items and one in six can't afford to feed themselves or their families properly, or are skipping meals to pay bills. The majority of people who completed this survey are Tesco members, some of whom are falling foul of the current policy, putting themselves at risk of disciplinary action out of desperation to provide for their families. Tesco have commented at a recent forum that they are in no hurry to make any improvements. It is for this reason Conference is seeking to update this policy and ensure it is fit for purpose.

Workplace Policy Debate

Birthing Partner Policy

11. (14) By Glasgow South West

This ADM calls upon the National Officers to negotiate with all recognised employers to introduce a birthing partner policy.

Carer's Leave Policy

12. *Propositions 15 and 16 on Interim Agenda withdrawn in favour of the following composite proposition.*

To be moved by Sussex No.1, seconded by West Sussex PT.

This ADM calls upon our National Officers to speak to companies to negotiate policies or improvements to existing policies regarding pay for carers which go further than the statutory legislation.

At the moment there is a policy in place for time off but it's unpaid. Although welcomed, the Carer's Leave Act 2023 does not go far enough to help the millions of working carers, who struggle day in and day out trying to balance work and look after their loved ones.

Conference feels allowing carers paid leave if they need to take time off to care for family would help employees with caring responsibilities who are struggling to make ends meet, especially due to the cost of living.

Five days per year unpaid leave is a start, but carers need paid leave. Conference believes this should be high on the National Officers' agenda when negotiating caring policies.

Morrisons Absence Policy

13. (17) By Ipswich & South Suffolk Retail

This ADM calls upon the National Officer for Morrisons to review the Absence Policy for Morrisons. Conference believes that the policy is unfair to those who have genuine illnesses, which when returning to work, they have an absence review meeting if they have gone over the 3% absence trigger, causing the member more stress and anxiety.

Stoma Support Policy

14. (18) By Cambridgeshire General

This ADM calls upon the National Officers to open up talks or negotiations with the relevant companies regarding introducing a policy for employees and members who have had ileostomy or colostomy surgery, resulting in a stoma being fitted as this can cause specific difficulties whilst at work.

End of Workplace Policy Debate

Section 3

Propositions Concerning General Industrial and Political Policy

Including those propositions grouped together
as part of a structured debate

Crime and Justice Debate

Alcohol Licensing Laws

15. *Propositions 19 and 20 on Interim Agenda withdrawn in favour of the following composite proposition.*

To be moved by Tesco Banking Glasgow, seconded by Oxford General.

This ADM calls upon the National Executive Council to lobby the Government to introduce a new mandatory condition into alcohol licensing, stipulating that all premises that sell alcohol must provide low alcohol and zero alcohol options. This allows people to socialise whilst remaining healthy, sober and safe.

ADM calls upon the National Officers to bring to the attention of petrol retailers our concerns around alcohol licensing in petrol stations and motorway service stations. Conference believes that this encourages drink driving.

Assisted Suicide

16. **(21) By Angus**

This ADM calls upon the National Executive Council to lobby the Government of the day to introduce a law that enables adults who are terminally ill to be provided, at their request, with specified assistance to end their own life.

Drink Driving

17. **(22) By Swansea General**

This ADM calls upon the Government of the day to introduce law for anyone who has been drinking then gets into a car ie vehicle and drives, if they hit a person with their vehicle, to have a minimum of three years in prison. Conference feels this will be a deterrent to drivers who drink and drive and could help save lives.

End of Crime and Justice Debate

Dog Licences

18. (23) By North Midlands Area Tesco

This ADM calls upon the Government of the day for the re-introduction of the dog licence. There has been a recent surge of tragic dog attacks. With a licencing system and dog laws to back it up, we can stop this awful trade of dogs and interbreeding and ensure people are responsible for their dog's behaviour, reducing irresponsible owners who do not have the best interest of the dog at heart.

Economy and Finance Debate

Cashless Society

19. (24) By East Cornwall

This ADM calls upon the National Executive Council to lobby the Government of the day, and any successive Government, to ask them to re-affirm that the Bank of England and all high street banks will not be permitted to phase out the use of cash within our economy. Many people rely on cash for their everyday purposes and are also worried that if their finances are controlled by credit cards or by a digital banking system, there will be no personal privacy left within society.

Credit Ratings

20. (25) By Croydon Metropolitan

This ADM calls upon the National Executive Council to lobby the Government of the day and the Financial Conduct Authority to ensure that people who developed a bad credit history during the pandemic and the Bank of England increases in interest rates during the cost of living crisis, are forgiven their poor credit history, giving a fresh start on their credit report with the ability to apply for credit on favourable terms.

Food Pricing

21. (26) By Somerset General

This ADM calls upon the National Executive Council to lobby the Government of the day to cap the price of essential food. This would ensure that families can provide basic meals even when other food prices increase.

Foreign Aid

22. (27) By City and East London Retail

This ADM calls upon the National Executive Council to lobby the Government to ensure the UK sticks to the UN's target for donor countries to spend 0.7% of GNI on aid.

Free From Products

23. (28) By NW Tesco Retail No.1

This ADM calls upon the Government of the day to bring in legislation regarding the selling of free from products in stores. For far too long now people who require free from products have been severely penalised financially, the prices that are charged for such products are highly over inflated compared to products that contain gluten or lactose. People who require these products medically have no choice to pay the over inflated prices. Conference asks that the Government bring in legislation to cap the prices that can be charged for these products to support those who need to purchase them.

Social Energy Tariff

24. *Proposition 29 on Interim Agenda now incorporates amendment by Tesco Livingston Distribution to read as follows:*

This ADM calls upon the National Executive Council to campaign for a social tariff that would ensure cheaper energy bills for everyone.

The price of energy remains shockingly high and, without last year's £400 energy support payment, households could end up paying more despite the energy cap reducing. Even though typical bills fell to £1,923 per year, from last October, that is still nearly double the price paid in February 2020.

Too many are struggling with energy costs, as demonstrated by the Usdaw Cost of Living Survey of over 6,000 members, mainly key workers, which found that:

- Nearly 70% have struggled to pay energy bills in the past year, with 30% struggling to pay them every single month.
- Around a third no longer use their household heating.
- Over four in ten have cut down on other essentials such as food.

Therefore, Conference calls for action to tackle energy costs for the low income households alongside a new deal for workers that will improve pay and employment rights.

To be moved by Salford Quays, seconded by Tesco Livingston Distribution.

Tax Relief

25. **(30) By Southampton and Wessex**

This ADM calls upon the National Executive Council to lobby the Government of the day to include the use of mobile phones in calculating tax relief for workers. Employers are putting an increasing demand on employees to use their own smart devices to download an array of apps to be able to carry out their duties. Many of the work-related apps use a large amount of memory as well as large amounts of data usage with regular updates, at a significant cost to our members.

Veterinary Fees

26. *Propositions 31 and 32 on Interim Agenda withdrawn in favour of the following composite proposition.*

To be moved by Pembrokeshire, seconded by Dundee City.

This ADM calls upon the Government of the day to regulate veterinary fees and to remove VAT on vet bills.

The cost of owning a pet is rising and many people rely on their animals for company and mental health support. Removing VAT from vet bills would make pet ownership a little more affordable.

All vets charge different prices for the same procedures, this should all be the same. At this time of economic difficulties, pet owners are struggling to pay their pet bills, animals are either being neglected or a loving pet owner has to give up a treasured pet as they can't afford to pay. This also leads to poor health of people who struggle this way with the stress and can also cause mental health problems.

Windfall Tax

27. (33) By Mid Sussex

This ADM calls upon the National Executive Council to lobby the Government of the day calling for an urgent reform to close loopholes currently in place that allow companies to avoid paying windfall tax.

World Economic Forum

28. (34) By East Cornwall

This ADM calls upon the National Executive Council to lobby the Government to ask that they use all possible measures to make aware to members of the public, the potential threat posed by the policies and aims, of the leaders of the World Economic Forum, which meets every year in Davos, Switzerland. The agenda of this organisation is titled 'The Great Reset' and has set a target for implementation of some of their policies, by which time they want major business operations around the globe to be heading towards a new economic paradigm, sometimes referred to as 'The Fourth Industrial Revolution'.

End of Economy and Finance Debate

Education Debate

Accessible Training Materials

29. (35) By Dundee City

This ADM calls upon the National Executive Council to work with employers to make training materials more accessible for those with learning difficulties. This could include using coloured paper, voice software or simply allowing extra time. This would ensure that all our members are fully trained and confident in their roles.

BSL on School Curriculum

30. (36) By Hereford PT

This ADM calls upon the National Executive Council to lobby the Government of the day to introduce sign language into the curriculum from Key Stage One. This would break down the barriers within our early years population.

Education Programme

31. *Propositions 37 and 38 on Interim Agenda withdrawn in favour of the following composite proposition.*

To be moved by NW Tesco Retail No.6, seconded by Glasgow South West.

This ADM calls upon the National Executive Council to lobby the National Officers to introduce a programme for retail workers to hold seminars in high schools, colleges and universities to discuss the physical and verbal abuse of retail workers and inspire the next generation of union activists.

Lifelong Learning Agreements

32. (39) By Glasgow South West

This ADM calls upon the National Officers when carrying out wage negotiations or recognition agreements that they include Lifelong Learning Agreements and the Union Learning Rep role.

Manual Handling on National Curriculum

33. (40) By Bedfordshire General

This ADM calls upon the National Executive Council to lobby the Government of the day to make manual handling training part of the National Curriculum to ensure that everyone has the knowledge to reduce manual handling injuries throughout their lifetime.

Neurodiversity Training

34. (41) By Bedfordshire General

This ADM calls upon the National Executive Council to lobby the Government of the day for mandatory training on learning disability and autism within the workplace. There needs to be an awareness of the difficulties autistic people experience and recognise potential causes of anxiety for autistic colleagues. Managers, trade union representatives and colleagues need to understand the complexities of workers who are on the spectrum and the challenges that they face daily whilst at work. Training will support neurodiversity in the workplace by helping remove stereotypes and tapping into the strengths of the individual and protect workers from discrimination or prejudice. It is important that all workers are valued and can reach their full potential, and this can be done by having a clear educational programme of learning for all workers.

Religious Celebrations

35. (42) By Cardiff Central

This ADM calls upon the National Executive Council to lobby the Government of the day to introduce legislation that supports religious celebrations within the education environment, by allowing reasonable time off to participate in celebrations relevant to their religion without being penalised.

School Meals

36. *Propositions 43, 44, 45 and 46 on Interim Agenda withdrawn in favour of the following composite proposition.*

To be moved by Leeds PT, seconded by Reading General.

This ADM calls upon the Government of the day to introduce free school meals for all children in the UK education system and to make better investments into schools, especially for better food. This would ensure those in need have proper nutritional food to start the day.

Conference calls upon the Labour Party to introduce this as a matter of priority when forming a government.

Special Educational Needs

37. (47) By Midcounties Co-op

This ADM calls upon the Government of the day to consider training more teachers to have the ability to cope, look after and teach more children in secondary who are on the spectrum ie Autism, ADHD etc as many schools are failing in education and the needs of our children.

End of Education Debate

Employing the Homeless

38. (48) By Weetabix

This ADM calls upon the National Executive Council to lobby the Government of the day to ensure that homeless people are given another chance to start a new life by making it compulsory that every company has to employ a certain percentage of homeless people by liaising with local charities.

Environment Debate

Fly Tipping

39. (49) By West Midlands Sainsbury's

This ADM calls upon the National Executive Council to lobby the Government of the day to visit again the problem of fly tipping which is steadily getting worse. The current laws and penalties do not appear to be a deterrent.

Net Zero Policies

40. (50) By NW Recognition

This ADM calls upon the National Executive Council to lobby a future Labour Government to continue to invest in the green industrial revolution. Any roll back on the United Kingdom's pledges made by the Conservative Party on net zero policies could prevent further investments in a low carbon future, that could lead to lower costs for our members and British families.

Public Phone Boxes

41. (51) By South West London

This ADM calls upon the National Executive Council to urge all the local authorities and phone companies responsible for public phone boxes, to remove unused derelict phone boxes from our pavements. Conference recognises that there is a need for essential phone boxes, as outlined by OFCOM, however, there are numerous derelict phone boxes that are a public hazard, as they block the pavements, attract anti-social behaviour, such as graffiti, fly tipping, drug dealing and public urination.

Reducing Food Waste

42. (52) By South Yorkshire Tesco

This ADM calls upon the National Executive Council to lobby the Government of the day to make it compulsory for restaurants to offer doggy bags to all customers to encourage the taking home of leftovers and reducing food waste.

Sustainability Reps

43. (53) By Midland Dairies

This ADM calls upon the National Executive Council to introduce Sustainability Reps within our workplaces.

Climate change is a major concern for our workers and environment. It is already having a devastating impact on our communities around the world, and workers are disproportionately affected by climate change. In addition, many workplaces have unsustainable practices that pollute the environment and harm workers' health. By having trained representatives, we can work closer with businesses and our members' concerns.

End of Environment Debate

Health and Safety Debate

First Aiders

44. (54) By Barnsley General

This ADM calls upon the National Executive Council to lobby the Government to change the 1981 Regulation Act to make it law that all companies, regardless of size, should have a first aider in store from the first employee entering to the last employee leaving.

Prevention of Abuse

45. *Propositions 55 and 56 on Interim Agenda withdrawn in favour of the following composite proposition.*

To be moved by Dundee Tesco Call Centre Sata, seconded by West Lothian.

This ADM calls upon the National Officers to engage with employers of smaller stores in communities to address the spiralling instances of abuse and violence in these stores, especially looking at preventative measures.

ADM calls upon the National Executive Council to lobby the Government of the day to introduce legislation that makes it compulsory for all workplace settings operating a telephony Interactive Voice Response (IVR) system to include a message advising callers that any form of verbal abuse will not be tolerated.

With members working within telephony roles facing an increasing level of abuse and threats, we need to protect them from verbal abuse within the workplace.

Security Outsourcing

Proposition 57 on Interim Agenda withdrawn.

Amendment by Leeds PT falls.

End of Health and Safety Debate

Health and Social Care Debate

Blood Sugar Testing Kits

46. (58) By Norwich and Mid Norfolk

This ADM calls upon all National Officers to negotiate with companies to provide blood sugar testing kits in first aid kits and for these to be used by adequately trained first aiders.

Cancer Screening

47. Propositions 59 and amendments, 60 and 61 on Interim Agenda withdrawn in favour of the following composite proposition.

To be moved by Gloucester General, seconded by West Sussex PT.

This ADM calls upon the National Executive Council to lobby the Government of the day to bring in automatic invitation to a prostate cancer test for all men over 50 years of age on an annual basis and to increase the length of cancer screenings, especially as the population is living longer.

This would give peace of mind to people that the screenings will continue to be by invitation. This would also help the NHS by catching cancers early so long-term treatments wouldn't put a burden on the already struggling NHS, the survival rates for patients would be better too.

Care Home Visiting Rights

48. (62) By West Lothian

This ADM calls upon the National Executive Council to lobby the Government of the day to support relatives by having a nominated person with a right to visit loved ones inside a care home in the event of a future pandemic.

Care Sector Pay

49. Proposition 63 on Interim Agenda now incorporates amendment by Leeds PT to read as follows:

This ADM calls upon the National Executive Council to lobby the Government of the day to make care homes pay their workers at least the same as NHS care workers.

To be moved by Weetabix, seconded by Leeds PT.

Cyclic Vomiting Syndrome

50. (64) By Oxford General

This ADM calls upon the National Executive Council to lobby the Government of the day to support greater research into the causes of Cyclic Vomiting Syndrome (CVS). CVS is a severely debilitating condition that is little recognised despite potentially affecting up to 2% of the population.

Defibrillators

51. (65) By Sainsbury's Yorkshire

This ADM calls upon the Government of the day to legislate that all large supermarkets have a defibrillator available for use in case of medical emergencies.

Diabetes Education

52. (66) By Northern Morrisons

This ADM calls upon the Government of the day to introduce legislation for employees with insulin-controlled diabetes to be able to recover loss of earnings from their workplace to attend carb counting classes such as DAFNE (Dose Adjustment for Normal Eating) and BERTIE (Bournemouth Type 1 Diabetes Education Programme). Under the 2010 Equality Act, insulin-controlled diabetes is considered as a disability. If members were able to attend classes which educate them on how to measure insulin dosage against carbohydrate intake and other lifestyle factors without taking holidays or unpaid leave, they would be at far less of a risk of severe diabetic complications. In turn, this could greatly improve workplace attendance in the long run and would be a good investment for employers who have to accommodate for sickness absence in the event of members having diabetic complications.

GP Appointments

53. (67) By Mid Sussex

This ADM calls upon the National Executive Council to lobby the Government of the day calling for an urgent reform to the way in which GP appointments are granted and to put an end to the '8 am scramble' by allowing patients to book more consultations in advance.

Key Worker Vaccinations

54. (68) By Weston-Super-Mare

This ADM calls upon the National Executive Council to lobby the Government to make flu vaccinations and going forward Covid vaccinations accessible (if they are desired) and free of charge to all members of the British workforce that were considered key worker roles in the 2020 Covid pandemic.

Miscarriages

55. (69) By Tesco Banking Glasgow

This ADM calls upon the National Executive Council to lobby the Government to introduce new protocol when dealing with anyone who has suffered the pain of a miscarriage, and who have been asked to seek medical treatment within an existing maternity ward.

NHS Payment Facilities

56. (70) By Gloucester General

This ADM calls upon the Government of the day to look at payment facilities within NHS facilities.

Conference is seeing more and more movement to payment for parking being card only. This can restrict and stress out our population. Therefore Conference is asking that there are options for both card and cash payments.

Vitamin B12 Deficiency

57. (71) By Swansea General

This ADM calls upon the Government of the day to introduce law with regards to Vitamin B12. Conference believes there should be more awareness regarding B12 deficiency. It is a very important vitamin for everyone. Conference calls for leaflets about this in all surgeries and other places where the public can see this information. This can affect memory, cause fatigue and be dangerous if not detected early.

End of Health and Social Care Debate

New Housing Developments

58. (72) By Humberside Tesco

This ADM calls upon the Government of the day for the safety of our members and their children that all property developers when building new estates should be required by law to build these with adequate parking spaces for the size of the property. Also pavements throughout the estate to allow access to emergency vehicles and for children to walk to school safely.

Renters' Charter

59. (73) By Salford Quays

This ADM notes that Labour's 2023 National Policy Forum committed to introducing a Renters' Charter if the party win the next election. Measures are clearly needed to address the imbalance of power between landlords and tenants. The process of securing a rental tenancy is often dehumanising, expensive, and stressful. Tenants currently suffer from a lack of rights, leaving them vulnerable to rent increases, unfair contractual terms, and eviction.

Conference calls upon the National Executive Council to lobby the Labour Party to include the following measures in their Renters' Charter:

1. A ban on landlords requesting more than a month's rent upfront at the start of tenancies.
2. A ban on the worrying trend of landlords requesting 'bids' from prospective tenants instead of renting the property out at a pre-advertised price.
3. The introduction of a standardised regulated process for tenants' background financial checks and referencing.
4. The right to demand a tenant activated break clause is included in tenancy agreements.
5. The right for tenants to have pets in all cases other than where it would be clearly unreasonable.
6. The abolition of Section 21 'no fault' evictions and a review into the rules governing Section 13 rent increase notices.
7. A strengthening of the rules and time constraints on landlords in relation to the carrying out of urgent repairs on their properties.

Pensions Debate

State Pension Age

60. (74) By South Yorkshire Tesco

This ADM calls upon the National Executive Council to lobby the Government of the day to commit to stop any future rises of the current state pension age.

State Pension Increases

61. (75) By NW Recognition

This ADM calls upon the Government of the day to ensure that going forward the pension service maintains 'the triple lock' that is used to set the general increase in benefits for the state pension.

End of Pensions Debate

Public Toilet Closures

62. (76) By Bournemouth and South Dorset

This ADM calls upon the National Executive Council to lobby the Government of the day to keep public toilets open and maintained.

The BBC found that while in 2010, major councils ran 5,159 public toilets, in 2018 they ran only 4,486. Over the last two decades, the number of public facilities in the UK has dropped by 39%, while the population has increased by more than eight million.

At least 673 public toilets across the UK have stopped being maintained by major councils according to figures obtained under the Freedom of Information Law. In that time, the UK's population has been increasing.

Public toilets are in crisis and rapidly vanishing and the COVID-19 pandemic hasn't helped. The BTA has been lobbying for action since the pandemic began asking questions from Government.

People that are suffering with an accessibility issue or those caring for someone who has a medical condition are finding it very difficult. The lack of toilets affects young mums with young children, the elderly and drivers that are out there all day.

It is time this Government made sanitation and hygiene a major priority and supported the local authorities to stop the closures of public toilets, restore standards and tackle this pandemic in our public buildings and spaces.

Sale of Vapes

63. *Proposition 77 on Interim Agenda now incorporates amendment by Ipswich & South Suffolk Retail to read as follows:*

This ADM calls upon the National Officers to work alongside retail companies to ban vape stands on shop floors and where appropriate place those products behind the tills or designated area, with the tobacco items, so that they may be regulated and safeguarded in accordance with legislation.

To be moved by West Yorkshire Morrisons, seconded by Ipswich & South Suffolk Retail.

Cycle Insurance

64. (78) By North Midlands Area Tesco

This ADM calls upon the Government of the day to introduce an insurance policy for pedal cyclists on public roads. Currently, when pedal cyclists are involved in accidents, drivers and pedestrians are unable to claim for damage to vehicles or personal injury.

Discounted Railcard

65. (79) By Stroud, Cotswold and District

This ADM calls upon the National Executive Council to talk to all train operators to agree a discount railcard for Usdaw reps travelling for union business.

Discounts for HGV and PCV Drivers

66. (80) By Cardiff Central

This ADM calls upon the National Officers to negotiate discounted rates for HGV and PCV drivers at motorway service stations and/or the concessions therein, on production of an in date and valid CPC drivers card.

Electric Vehicle Charging Points

67. (81) By NW Co-op Group Retail

This ADM calls upon the National Executive Council to lobby the Government of the day to legislate the compulsory use of contactless card payment on all new electric vehicle public charger installations, as well as the retrofitting of this technology onto existing public chargers. The requirement for electric vehicle owners to download and register for multiple apps in order to access charging is a barrier to adoption to those who are less technologically literate.

Mandatory Driving Tests

68. (82) By Tesco West Herts

This ADM calls upon the National Executive Council to lobby the Government of the day to make it mandatory for all over 65 in age to sit a driving test. There has been an increase in incidents of elderly people having accidents, for example, driving the wrong way on the motorway. Conference feels it's important for everyone to be safe on the roads. It can be 45+ years between passing your test and reaching 65 and in that time road laws change and people pick up bad habits.

Newly Qualified Drivers

69. (83) By Midcounties Co-op

This ADM calls upon the Government of the day to limit the engine size to a 1000/1100cc for all new drivers who have recently passed their test, for a period of time set by the Government, similar to how the motorbike training is run. At the moment anyone who passes their test can drive a high performance car. All too often, new drivers are killed or injured in cars they were not trained to drive effectively.

Speed Limits

70. (84) By Pembrokeshire

This ADM calls upon the National Executive Council to lobby the Government of the day to request the Welsh Assembly to reconsider or re-visit the new speed laws impacting tourism, the economy and residents of rural Wales.

Ticket Office Closures

71. *Propositions 85 and 86 on Interim Agenda withdrawn in favour of the following composite proposition.*

To be moved by Reading General, seconded by Leeds PT.

This ADM condemns the 2023 Government proposals to close the vast majority of ticket offices on the railway network and believes that ticket offices play a vital role in making railway transport accessible to many vulnerable people.

Conference calls upon an incoming Labour Government to make sure that rail companies across the country keep ticket offices open.

72. **(87) By Sussex No.1**

This ADM calls upon our National Officers to make serious representations against the sale of rail tickets in convenience stores. Currently this is being trialed in South Wales with a view to rolling it out nationally.

The selling of rail tickets in stores will add extra pressure on staff within these stores, on top of all the other jobs they are expected to do, for no extra pay, causing more stress and anxiety in the workplace. Also, with ticket offices under threat of closure the selling of rail tickets away from ticket offices could be another contributory factor towards fellow trade union members having their jobs under threat, namely RMT members.

Conference feels we should be strongly making objections to these proposals with a view to stopping the rollout nationally.

Ultra Low Emission Zones (ULEZ)

73. **(88) By Croydon Metropolitan**

This ADM calls upon the National Executive Council to lobby the Labour Party and ask them to request that the Labour elected city mayors like Sadiq Khan and Andy Burnham reconsider or provide greater support to low income families and key workers who may be adversely affected by ULEZ fees and fines.

End of Transport Debate

Welfare and Benefits Debate

Benefit Claim Cap

74. (89) By Plymouth and District General

This ADM calls upon the Government of the day to scrap the two child cap on claiming Child Tax Credit and Universal Credit. Estimates suggest over 1.5 million children are affected by the cap. Conference calls upon the Labour Party to pledge to commit to make scrapping the cap an immediate priority.

Bereavement Support Payments

75. (90) By West Midlands Sainsbury's

This ADM calls upon the National Executive Council to lobby the Government of the day to re-examine the current level and duration of the Bereavement Support Payments (BSP) with a view to increasing the duration, particularly where children are involved.

Carer's Allowance

76. (91) By Dundee Tesco Call Centre Sata

This ADM calls upon the National Executive Council to lobby the Government of the day to uplift Carer's Allowance payments to reflect the real financial impact that caring responsibilities of 35 hours+ each week has on individuals and to help eradicate poverty.

Disability Application Timescales

77. (92) By Dundee Tesco Call Centre Sata

This ADM calls upon the National Executive Council to lobby the Government of the day to introduce a maximum timescale for new applicants and reviews of all disability benefits to six weeks, similar to Universal Credit, for both child and adult applicants. This would reduce unnecessary hardship, both emotionally and financially, if these applications were managed in an adequate, fair and timely manner for all applicants.

Maternity/Paternity Leave

78. *Proposition 93 on Interim Agenda now incorporates amendment by Leeds PT to read as follows:*

This ADM calls upon the Government of the day to improve neo-natal leave provisions passed in 2023 and scheduled to be implemented in April 2025.

Preparing for the arrival of a baby is meant to be exciting, full of planning and preparation. However, when that is cut short due to a premature delivery, everything changes.

On average 1 in 13 babies are born prematurely every year in the UK. Depending on the gestation, babies can spend on average 44 days in the NICU. That's 44 days of not being at home bonding and making memories with the baby, 44 days earlier to return to work.

Maternity leave automatically kicks in once a baby has been born. Paternity leave is only two weeks. The neo-natal leave provisions passed into law in 2023 will last up to twelve weeks, with a one week waiting period at a statutory rate of pay. Conference believes that neo-natal leave should last as long as babies are in NICU without a waiting period and at the normal rate of pay, with regular maternity/paternity leave in addition to this.

To be moved by East Midlands Food Retail, seconded by Leeds PT.

Support for Over 60s

79. (94) By Sainsbury's Yorkshire

This ADM calls upon the National Executive Council to lobby the Government of the day to fund free bus passes and free TV licences to all over 60s to help with the cost of living crisis.

Universal Credit Payments

80. *Propositions 95, 96 and 97 on Interim Agenda withdrawn in favour of the following composite proposition.*

To be moved by NW Co-op Group Retail, seconded by Solent.

This ADM calls upon the Government of the day to rationalise the way Universal Credit is calculated, to accommodate claimants that are paid weekly, two-weekly and four-weekly and calls upon the National Officers to align the pay cycle to coincide with the Universal Credit System.

Penalising people who are paid on a weekly or four-weekly schedule because they can receive five or two pay packets within a calendar month undermines the Government's declaration that Universal Credit benefits working families.

End of Welfare and Benefits Debate

Timetabled Debates

Sunday

2 pm – Equalities Debate

Video Presentation

National Executive Council Statement

Labour for Equality

Disabled Access

81. (98) By Reading General

This ADM calls upon the National Executive Council to lobby the Government of the day to make better access for people in wheelchairs to include shops with blocked aisles making it difficult for wheelchair users to shop.

Diversity Awareness

82. (99) By West Lothian

This ADM calls upon the National Officers for all the companies they have responsibility for, to increase education and awareness, through improvement of pre-existing mandatory diversity and inclusion training surrounding transgender and other LGBTQ+ identities and the implications of 'outing' them. Some companies already have a zero tolerance policy to bullying and harassment on the grounds of LGBTQ+ identity, however, clearly this is not well enforced to protect the privacy and dignity of transgender people.

Equality Act 2010

83. (100) By Malton Bacon Factory

This ADM calls upon the National Executive Council to lobby the Government of the day to make care experience a legally protected characteristic in equality legislation.

This would mean care-experienced people, who often face discrimination in health care, housing and employment, would be protected from certain types of discrimination under the Equality Act 2010.

Equality Reps

84. (101) By Sheffield and District PT

This ADM calls upon the National Executive Council to designate Equality Representatives in our stores, working collaboratively with Shop Stewards and Health and Safety Representatives. This initiative aims to establish a visible presence among shop workers, creating a safe space and trusted resource for discussing matters related to equalities and inclusion.

Gay Conversion Therapy

85. (102) By Ipswich & South Suffolk Retail

This ADM calls upon the National Executive Council and the General Secretary to strongly lobby the Labour Party National Executive and policy making bodies and a future Labour Government, to outlaw all forms of gay conversion therapy throughout the United Kingdom and Northern Ireland.

Gender Recording

86. (103) By Stroud, Cotswold and District

This ADM calls upon the National Executive Council to lobby the Government of the day to change the law which requires the recording of your gender on all HMRC records, for example, payroll and passport. Currently it only requires the recording of male or female. Conference requests an addition of an 'X' gender marker. This change would ensure non-binary people are recognised by every Government department and better reflects all genders in today's growing and evolving society.

Prayer Rooms

87. (104) By NW Tesco Retail No.5

This ADM calls upon the National Executive Council to lobby the Government of the day to make facilities for a prayer room in every company across the UK.

Many members spend most of their time in workplaces and it is important that they can carry out their religious beliefs in a private and safe environment.

Conference is aware that there is already this facility in some workplaces, but this needs to be available across the UK in every company.

Single Sex Provisions

88. (105) By Sheffield and District PT

This ADM calls upon the National Executive Council to confirm that the Union fully supports single sex provisions for all its members as set out in the Equality Act 2010 and to undertake a review of the Union's published materials to ensure the distinctions between sex and gender are properly used and unambiguous.

End of Equalities Debate

Monday

**10 am – Special Delegate Meeting
Final Agenda**

*To be read in conjunction with the Special Delegate Meeting Interim Agenda
(Circular GC 12/24)*

2 pm – New Deal Debate

Video Presentation

Guest Speaker

***Paul Nowak
TUC General Secretary***

**National Executive Council Statement
*Labour for a New Deal***

End of New Deal Debate

Tuesday

2 pm – Politics Debate

Video Presentation

Political Guest Speaker

National Executive Council Statement

Winning the General Election

Political Campaign Materials

89. (106) By Southampton and Wessex

This ADM calls upon the National Executive Council to cease the use of plastic carrier bags in political campaigning. This is namely the plastic bags which the Union donates to the Labour Party.

Use of these plastic bags undermines the green agenda, which the Labour Party should be committing to. Whether or not the bag is degradable, it displays the image of a party and politicians who welcome the use of plastic bags. Furthermore, the bags are bad for the environment, despite degradability, as they use fossil fuels in their manufacture and deposit microplastics into the soil and water systems at end of life.

There are many more useful campaign materials which Usdaw could lend its logo to and donate to Labour, such as clipboards, pens and smart smaller fold-out paper bags.

Voter ID Laws

90. (107) By NW Morrisons Retail No.4

This ADM calls upon the National Executive Council and the General Secretary to lobby the Government of the day to repeal the voter ID laws brought in by the Tory Government in the Elections Act 2022. Rather than tackle voter fraud, these laws impact disabled voters, young voters, working class voters, migrant voters, Black voters and disenfranchises these voters who are less likely to own or afford the required identification.

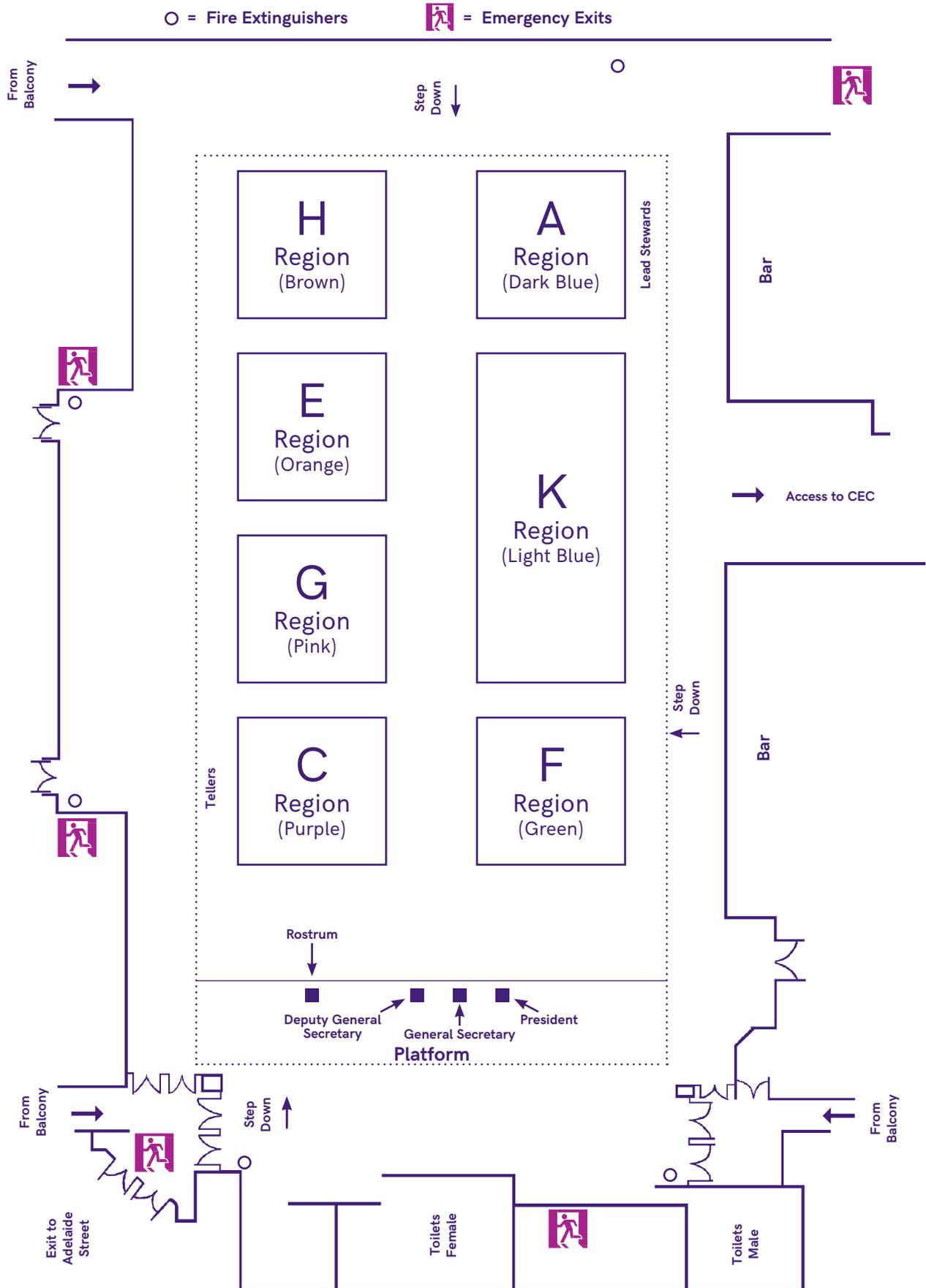
Voting Age

91. (108) By Tesco West Herts

This ADM calls upon the National Executive Council to lobby the Government of the day to change the voting age in the UK from 18 to 16. Young people need to be involved in politics. They can leave school, work full-time, you get a passport without parental consent and you can even consent to have sex. How can you do all these things but not be entitled to vote on the important matters that will shape your future?

End of Politics Debate

Empress Ballroom Ground Floor



First aid is located on the main CEC concourse next to the General Office

Conference Exhibition

Visit all the exhibition stands which are situated in the Exhibition Area on level 0 of the Conference and Exhibition Centre.

- Check out the Union's merchandise at the Publications Stand
- Keep up-to-date with Usdaw's campaigns and services
 - *Education and Training*
 - *Equalities*
 - *Legal Plus*
 - *Membership Services/Affinity Partners*
 - *Ushaw's Campaigns*
 - *Ushaw Politics*
 - *Ushaw Retired Members*
 - *Ushaw Road Transport*
 - *Ushaw Young Workers*
- Find out more about some of the Union's Affinity Partners and discounts and offers

Badges/Tie Pins

Blackpool Rock

Keyrings

Leaflets

Pens

Posters

Mugs/Water Bottles

T-Shirts

Bags