

Support Composite B: Palestine – End the Detention of Children



This morning we will be debating Composite B on Palestine. It's not unusual for conference to be having a debate on Palestine as Palestine rightly continues to be at the top of our International agenda. However, this is the first time that we have debated a motion specifically about Palestinian children. The issue is so important though, that certainly it is warranted.

As a parent, the ability to raise your children in a safe and secure environment, free from intimidation and violence is not just desirable, but is one of your most overriding instincts. But for many Palestinians this is just not possible, as children as young as 12, are routinely subjected to night time raids, and arrested by Israeli forces.

In a clear breach of the UN Convention on the Rights of the Child, these children are often blindfolded, bound and shackled, held in solitary confinement, interrogated with no responsible adult present (either a parent or a legal representative) and then forced to sign a confession in a language they don't understand.

The composite rightly calls on UNISON at all levels to put pressure on politicians to hold the Israeli state to account on their actions and act within International law.

Please support Composite B as well as continuing to support and campaign for the rights of all Palestinian people.



Josie Bird, NEC International Committee

Vice President



Palestine – End the Detention of Children



PALESTINE SOLIDARITY CAMPAIGN

Israel is the only country in the world that systematically prosecutes children in military courts – between 500 and 700 each year. Since 2012, Israel has held an average of 204 Palestinian children in custody every month according to data from the Israeli Prison Service. Ill treatment of children in the Israeli military detention system remains “widespread, systematic and institutionalised throughout the process” according to the 2013 UNICEF report, ‘Children in Israeli Military Detention.’

Under Israeli military detention, Palestinian children as young as 12 are routinely taken from their houses at gunpoint in night time raids by soldiers; blindfolded, bound and shackled; interrogated with no relative or lawyer present; put in solitary confinement and forced to sign confessions – they usually face a trumped up charge of throwing stones which can carry a maximum sentence of up to 20 years. Around 60% of child prisoners end up in prisons in Israel, outside of the West Bank and East Jerusalem (where it is extremely difficult for their families to visit) and this is in violation of the Fourth Geneva Convention. Israeli’s treatment of Palestinian children is a clear breach of children’s rights under the UN Convention on the Rights of the Child to which Israel is a signatory.

Children comprise nearly half the population in Palestine and for the majority throughout the West Bank, East Jerusalem and Gaza, life is far from normal. For children in the West Bank and East Jerusalem they are constantly under threat from soldiers and illegal settlers, exposed to abuse, arrest and detention. For children in Gaza, their situation is even more critical as whilst they are not subject to arrest and detention, they have been living in a situation of humanitarian crisis since Israeli’s illegal blockade of Gaza began in 2017. Their very lives are under threat due to attacks on Gaza by the Israeli military: In 2014, over 500 children were killed during the Israeli attack and this year, since the Great March of return began at the end of March, many children have been killed and seriously injured by the Israeli military – in one day alone (14th May) 8 children were shot dead and a further 200 seriously injured.

To help bring an end to Israeli’s gross abuse of Palestinian children, please support Composite B “Palestine – End the Detention of Children” and also get you branch to become part of the movement for justice for Palestine by joining PSC.



Mick Bowman, Northumberland LG

Thursday afternoon is always reserved for rule changes and should you get through all of them we will return to debating policy motions from the main agenda. The amendment to the Schedule needs a simple majority whereas the rule changes themselves need a two-thirds majority to make it into the Rule Book. We've indicated the Region position



13. Rule J The Political Fund

This is the meat of the afternoon. The anti-union laws have been ramped up yet again by the Tories. Whatever they say the new law is designed to cut off donations and financial support from trade unions to the Labour Party. But the law is the law and this lengthy motion sets out how we are going to deal with the new legislation. Essentially it creates a two-tier membership where new members after 1 March 2018 have to pay additional contributions to the political funds - rather than have the payments included in their subscription as now - unless you opt out of course. Our job is to convince people to join the funds - at an extra 6.5%. No multinational company board of directors needs to mither about such niceties when donating millions to the Tory Party of course. It's wrong, it's shocking, but it must be done. **Support**

1. Schedule E Political Fund Ballot: Political Fund Ballot. 2
This is uncontentious and is about a change of address of the Certification Officer. He has moved from the wasteland of a NW1 flyover by Great Portland Street tube station to the rather pleasanter surrounds of EC4Y which is just off Fleet Street and rather too handy for lunches at Ye Olde Cheshire Cheese. **Support**

8. Rule G Branch Officers

The National Women's Committee wants to explicitly add the role of "Women's Officer" to the list of branch officers that branches elect each year. This would be in addition to the Equalities Co-ordinator(s) and could be held only by a woman. **Support**

5. Rule D National Executive Council

At the moment the seats on the NEC are elected as "male", "women's" and "low-paid women's" seats. The National Women's Committee wants to change the seats specifically set-aside for men to be open to anyone. **Leave to branches**



9. Rule G Branch Officers

At the moment a single person can't be both Branch Secretary and Treasurer at the same time. This rule change from the NEC would mean a single person couldn't be Secretary, Treasurer or Chair at the same time. It seems a sensible protection. Checks and balances. **Support**

10. Rule G Branch Officers

This puts into rule that what is written already in the Code of Good Branch Practice - branch officers cannot also be employed by the branch. This is a sensible move to avoid conflicts of interest. **Support**

7. Rule G Branches

This would allow branches to decide to elect stewards, branch officers, health and safety reps and equality reps every two years instead of annually. **Oppose.**

14. Rule P Standing Orders for Conferences

This is tempting but it is not always possible when setting complex policies.

4. Rule D Structure of the Union at National Level
Manchester is moving a rule change to do away with the three members of the NEC who sit on the Standing Orders Committee. The NEC is outnumbered by the Regions by 12-3 on the SOC so this is not necessary. **Oppose**

11. Rule I Disciplinary Action

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Two rule changes from Bolton branch would see the maximum time a member can be debarred from office or suspended from membership benefits reduced from the existing three years to two years. When this was debated in the past, it was pointed out that the reduction could in fact lead to more expulsions where the 24 month penalty was not seen as serious enough for the offence. **Oppose**



Prioritise Motion 87 – Colombia

This motion resonates with all in the Northern Region – our Region retains a strong solidarity record in working with trade unions, human rights organisations and social movement organisations in South West Colombia and delivering practical solidarity by supporting defence of education and public services making a positive difference.

Justice for Colombia was created by the British and Irish trade union movements and it was recognised for its expertise by the United Nations when it became an advisory group to the peace negotiations.

Eighteen months ago a peace agreement was signed between the Colombian government and the FARC guerrilla's. That agreement ended more than 50 years of armed conflict.

However the Colombian government hasn't complied with many of the commitments they signed up to and Colombia remains one of the most dangerous countries in which to be a trade unionist and social movement leader with increased attacks on peasant leaders and rural communities as right wing paramilitaries move into territory previously controlled by FARC and recently one of our comrades leading pro-Colombian groups in Buenaventura was murdered.

The work of the Northern Region with comrades in Colombia also covers work on with Human Rights atrocities, supporting Women Projects and political and education organisations and that is something we should be proud of.

I ask that your branch prioritises Motion 87 as it is critical that the Northern Region, and the union as a whole, continue to priorities our international solidarity work.

Edwin Jeffries, NEC

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Motion 81 – Workers Rights in Turkey

Democracy in Turkey has been systematically eroded, as has human rights and the rule of law – all since President Erdogan imposed a state of emergency in 2016 following the attempted coup.

Those targeted by the Government are, as you would expect, those who dare to challenge and criticise the Government – these include politicians, academics, journalists and of course trade unionists.

150,000 public sector workers have been dismissed or suspended – many having little or no right of appeal and have lost their passports, their pensions, their income and their rights to work.

The impact of the conflict between the Turkish Government and Kurdistan Workers Party on the Kurdish community has been devastating. The continued violence, curfews and the security forces – families facing eviction, denied access to education and health – their basic human rights. UNISON has a strong record of solidarity with the people of Turkey whilst our Government standby and do nothing.

This motion calls for the end of the state of emergency. Reinstate dismissed and suspended public service workers and the immediate release of all trade unionists, human rights defenders, journalists and political prisoners.

Linda Hobson, Regional Delegate



NHS SubCos - The New Wave of Outsourcing



This informative lunchtime fringe was led by our own George Barron and Clare Williams, as well as UNISON's Had of Health, Sara Gorton. SubCos or Wholly Owned Subsidiaries are the new wave of outsourcing used by our local Trusts to tap into VAT tax loops open to them.

George opened the session by providing a personal example of working within his local SubCo in Northumbria Healthcare Trust. He later went on to explain how negotiations through their Branch with the local Trust ensured that terms & conditions were maintained.

Sarah Gorton followed to introduce UNISON's 'NHS wholly owned subsidiaries' Briefing, June 2018, which outlines what wholly owned subsidiaries are, the reasons why Trusts may look to create these companies:

- i) Tax savings:** Trusts are spending huge amounts of money paying for specialists who can tell them how they can save taxes by creating SubCos, money that could be better spent directly providing services through the NHS.
- ii) NHS pay terms and conditions:** Trusts are using SubCos to undermine nationally agreed pay terms & conditions including access to NHS pension schemes.
- iii) New business:** Some Trusts are also claiming that by establishing SubCos then they will be able to sell services to other NHS organisations in order to generate income that can be ploughed back into Trusts to reduce costs.

Sarah went on to explain that although these Wholly Owned Subsidiaries may not be direct privatisation but it is still outsourcing!

Clare encouraged Branches and Regions to have clear bargaining strategies. Direct reference was made to Carillion within our Region and the huge financial losses, as well as the turmoil to the staff involved.

The debate was then opened up to the floor where Maria Alberts (Branch Secretary, Gateshead Health) spoke about the difficulties faced by QEF staff who now work within Gateshead Health Trust's Wholly Owned Subsidiary. She explained about the difficulties trying to mobilise members and ongoing discussions around the pay rise, which is currently being agreed under different terms for this group of employees.

There were further discussions from the North West region where Wigan Wrightson Leigh NHS FT have just undertaken 4 days of strike action and are awaiting a response, but ready to strike for a further 5 days if required. Support was offered by other local Branches and encouragement was made to Branches to seek support from others within their Regions, where support would always be offered but communication needs to be free to ensure both local, Regional and national offices know what is happening and where.

Finally, we were pointed to the UNISON Wholly Owned Subsidiaries website where a wealth of useful information can be found.

The fringe Meeting was very well attended with some passionate discussion. Unfortunately, in the Northern Region we have lots of personal experience of SubCos, some experiences better than others. But with the numbers of these companies increasing every year (currently 39 nationally) we need to stand together to give support to other regions now battling with their employers.

Philippa Ellison-Rothwell, Gateshead Health Branch.



First Timer

I'm Kelly Anderson , and I'm an apprentice in the Training Academy within Northumberland Tyne & Wear NHS Trust.

I became a UNISON member during the first year of my apprenticeship and I recently completed my union learning training.

My local branch has recently begun working in partnership with the Trust to lead some training to support and work with apprentices. I am really looking forward to supporting this partnership and gaining further knowledge, experience and training.

This is my first National Delegate conference and I am very excited to attend, meet new people and enjoy this year's conference.

Kelly Anderson NTW Branch

Show Racism the Red Card

Racism is alive and well, it just looks different today.

But it's our duty to address racism and inequality and not just the big campaigns, such as the World Cup in Qatar or the threat on the families of the players in Russia right now, but the issues which are occurring every day in our establishments. - In the NHS where healthcare workers are told "do not put your hands on me" and in schools where children use unacceptable terminology and behaviour seen in the press and used by their parents.

We need to build alliances to gain the knowledge, strength and confidence to tackle these issues and to completely erase racism and inequality.

In our Region we have established an Ambassador Programme and continue to work closely with Show Racism the Red Card and are very proud of our successes, but we need this to be countrywide and ensure that all Regions see the need to work together with such organisations to educate, address behaviour and encourage respect to others. What happens in our communities is reflected in our workplaces. That is why the work Show Racism the Red Card do in schools and the Ambassador Programme is paramount. Working with the wider society we will education and encourage respect for all. Brexit has turned into a racist campaign. If we lose the fight against racism we end up with a country of hate.

Debbie Lydon, North Tyneside LG

Just a quick message from Linda, Debbie and Clare.

We've made it to Thursday and what a massive impact our Region have had on conference already. We're immensely proud of the interventions made from Northern Regional delegates from the floor, the level of debate has been fantastic. For a little Region we certainly make our presence felt. Your speeches have been full of the hard work and commitment of your branches and the Region, alongside some quite personal experiences. You highlight the value and importance of Trade Unions, the cross branch, cross sector and partnership working there is within the Region, and the positive impact you have on members within the workplace in such difficult times.

The support you have shown each other highlights the level of inclusivity there is within our Region and this is recognised and commented upon by others around conference.

We're looking forward to having a little bit of time out tonight at the social and hope to see you all there. You all deserve a pat on the back and here's to watching more of you up at that rostrum today and Friday.



Motion 106 - Race Equality Act – How far have we come since 1968

It's hard to believe that prior to 1968 it was legal to discriminate against people because of the colour of their skin.

As I said in my speech yesterday, I came to the UK from Zimbabwe in 1999 – I have made Newcastle my home and I am embedded within my community.

This is a crucial motion for our union as the climate across our country is becoming increasingly divisive and since Brexit and the election of Donald Trump we have seen the mainstreaming of racism and hate.

Our union has been instrumental in supporting and promoting our Black members and our self-organisation ensures Black members like me have a voice within our union.

Due to the support of my Branch and the Region, I am not only active within UNISON, I have also joined the Labour Party and become active within my local CLP. This is something I never imagined I would be able to do.

Our Region has a very clear and competent political organising strategy that includes supporting our activists to stand for election and this is something I am keen to do. It is important that our elected representatives reflect the communities they serve – it is important that people like me see more people like me holding these positions. However, I am unable to stand as a local Councillor as I don't have British citizenship. In order to apply for citizenship it will cost me over £2000 – money I don't have. I hope one day this will change but as a single parent in Tory Britain, I can't see it changing anytime soon. But I know my union will keep fighting to improve rights for people like me and I will be very vocal in that fight.

Miriam Mafemba, Newcastle Hospitals

Rule J—The Political Fund

UNISON's links with the Labour Party are deep rooted so it is no surprise that since 2010 unions have faced an onslaught of attacks from the Tory government to harm trade unions and to strengthen their grip on power. This attack was ideologically driven and further cemented their desire to attack unions.

Labour have promised that on day one of a Labour Government they would scrap the trade union act.

In the Northern Region we have a very clear Regional political organising strategy and have worked hard to strengthen our relationship with our Labour MP's, MEP's, Police and Crime Commissioners and local councillors. These relationships are vital to our members.

Throughout this conference we have heard many accounts of the devastation that Tory policy has had on our members and public services. We need to continue to strengthen these ties to help ensure that we have a Labour Government in 10 Downing Street at the earliest opportunity.

The Political Fund and the Labour Link is one of the key ways in which we deliver for our members. Passing Rule J is vital to ensuring that our ties with the Labour Party continue.

That's why we need you to back the rule change today.

Callum Bell, NTW

On The Fringe...

Lunchtime:

After Carillion—Public Services and public ownership
Room 1 A/B

Tackling hate crime and hate incidents—a workplace issue
Room 1 C/D

What is next EU-UK (exiting the EU) deal for public sector workers
Auditorium 2

Organising hard to reach members in your branch
Syndicate 1

Evening:

Film Screening—Nae Pasaran
Auditorium 2

YOUR CHANCE TO WIN



A 43" 4K Smart TV worth £349!

Give yourself a chance of winning a fantastic 43" 4K Ultra HD Smart TV. Simply visit UIA Mutual at stand 8 and complete a Home Insurance quote before 5pm on 20th June 2018 and you'll be entered into our free prize draw.



Visit **UIA Mutual** at **STAND 8** or go to unisoninsurance.co.uk/UNDC

TWICE

One year's FREE Home Insurance!
If you get a quote from the UIA Mutual stand and purchase your Home Insurance policy before midnight on 21st June 2018 then you'll be in with a chance of winning FREE UIA Mutual Home Insurance for 1 year.* We'll even pay your cancellation fees if you decide to switch!†

* One entry per person. 1 winner will be selected at random on 20th June 2018. Full terms and conditions can be found at www.unison.co.uk/terms-conditions.
† Cancellation must still be a policyholder on 21st September 2018. 1 winner will be selected at random on Monday 26th September 2018. Full terms and conditions can be found at www.unison.co.uk/terms-conditions.
‡ Should your Mortgage Company or current home insurance provider charge you for switching to UIA, we will reimburse any reasonable costs up to £50. Full terms and conditions can be found at www.unison.co.uk/terms-conditions.



Who is going to be crowned "Fastest UNISON Branch"?

The Prize: Win £200 gift voucher for your Branch

The Place: UNISON National Conference in Brighton

The Date: 17th – 21st June 2018

The Competition: Fastest lap around the Scalextric Track

So who will you be sending to represent your branch? Make sure they visit UNISONProtect (stand 14).



This year's Regional Social will be happening

TONIGHT

From 7.30 pm

At THE WALRUS

Ship Street BN1 1AB

It's an opportunity for Northern Delegates to get together informally for a drink and a bite to eat from the buffet. With a DJ playing some tunes it will be a relaxing and enjoyable evening and we hope you can join us.

Your Newsheet Needs You!!

You're here at Conference! Is it your first time? Are you speaking in a debate? Got something to say about your time in Brighton? Let us know your thoughts, opinions and views through our Regional newsletter.

See Allison in the Newsheet Room (3rd Floor) or e-mail her a.jackson2@unison.co.uk

