



Winter Gardens, Blackpool  
4, 5, 6 and 7 May 2025

# Preliminary Agenda

containing propositions received

**Important** – any amendment submitted must be forwarded to reach the Administration Office, Head Office **no later than Friday, 28 February 2025.**

Amendments received after this date, or not properly authenticated, will **not** be included in the Interim Agenda Paper.



# The Agenda at a Glance

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# Section 1

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## Propositions Concerning the Union's Annual Delegate Meeting

### Conference Facilities

1. **By East Midlands Food Retail**

This ADM calls upon the National Executive Council, in order to improve the inclusivity of our Annual Meeting, to have a British Sign Language Signer on stage to interpret speeches for the benefit of our deaf and hard of hearing delegates.

2. **By South East London General**

This ADM calls upon Usdaw to have a screen with subtitles at conference for those with hearing difficulties.

### Delegate Bags

3. **By Barnsley General**

This ADM calls upon the National Executive Council to stop the waste of providing delegate bags to all delegates every year and reserve them for new delegates attending ADM for the first time. Saving resources can allow us to put those savings to other uses within our Union.

# Section 2

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## Propositions Concerning Union Administration

### Health Awareness Campaign

**4. By West Yorkshire Tesco**

This ADM calls upon the National Executive Council to incorporate kidney disease awareness as an official Usdaw campaign. As many of our members are getting older it is important to make members aware of health conditions like kidney failure. As part of this campaign resources like charities that people can be signposted to would be included. Conference requests that the National Executive Council adds health awareness issues to the official Usdaw campaign list.

### Legal Plus

**5. By NW AO.Com**

This ADM calls upon the National Executive Council to explore offering support through the Union's Legal Plus Service, to support members who require immigration advice. In conjunction with this producing literature that can signpost and advise members through the immigration process.

**6. By NW Tesco Retail No.7**

This ADM calls upon the National Executive Council to investigate the possibility of adding immigration advice to the services offered by Legal Plus.

### Member Benefits

**7. By Dundee City**

This ADM calls upon the National Executive Council to provide as a member benefit, the use of a chartered accountant service, similar to the legal services Usdaw provide. Amongst other financial reasons, many of our members have pensions or shares via our companies that require self-assessment tax returns to be submitted each year.

Ushaw already provide financial advisors that can guide members with investments, but a chartered accountant can actually assist. This benefit could help our members make a financial saving but also take away the stress of filling out documents themselves.

# Section 3

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## Propositions Concerning Wages and Conditions of Work

### Bereavement Leave

**8. By Tesco Retail**

This ADM calls upon the National Executive Council to lobby the Government of the day to introduce legislation that supports bereavement leave, allowing reasonable time off for those travelling abroad to attend funerals.

Travelling abroad takes time, which leaves little time to organise a funeral and spend time with loved ones, not all funerals are conducted in small time frames due to different religious beliefs.

**9. By Barnsley General**

This ADM calls upon the National Executive Council to lobby the Government to change how bereavement leave is actioned in workplaces with larger companies being able to offer extra leave if needed.

### Boxing Day Closing

**10. By North Midlands Area Tesco**

This ADM calls upon the National Officers to engage with retail employers with Usdaw recognition, to seek compulsory Boxing Day closures in all large retail stores.

This would ensure staff can spend quality time with their families and loved ones, whilst having a well earned break. Shopworkers deserve a Christmas too.

### Company Sick Pay

**11. By East Midlands Co-operative Group No.2**

This ADM calls upon the Government of the day to legislate that a person's sick pay should be based on their P60, reflecting their average hours worked rather than contracted hours. This will ensure a fairer system where workers are not penalised for sickness and prevent unscrupulous employers from making massive savings from sickness. It would also discourage employment on low contracted hours where significant additional hours are needed to meet productivity.

### Customer Assistant Roles

**12. By Gloucester General**

This ADM calls upon the National Executive Council and National Officers to work with all retail companies to stop the practices of expecting colleagues behind tills to be filling and completing online deliveries at the same time as operating a till.

The small convenience store is being staffed one-on-one much more now. The colleague behind the till is expected to complete more and more, to fill shelves, operate a till, man self-scan and complete online orders. This is causing more and more abuse from the customer as they expect to be served. It's not fair on the customer or the colleague and it's just the retail industry being greedy by cutting colleague hours.

## **Customer Complaints**

### **13. By Glasgow South West**

This ADM calls upon the National Executive Council to instruct the relevant officers of the Union to negotiate improved policies on how employers deal with customer complaints. Too often these days customers make anonymous and often spurious complaints which lead to disciplinary action being taken against members often for trivial reasons. This action is often based on 'a customer is always right' attitude. More care must be taken by employers around complaints and new policies should be negotiated and written to ensure there is more protection for members when these complaints are made.

## **Joint Consultative Committees**

### **14. By NW Argos Sainsbury's No.2**

This ADM calls upon the National Executive Council to instruct all National Officers that have joint consultative committee agreements with companies to ensure that all reps that sit on these committees are democratically elected through a fair, clear and transparent process whereupon all reps are totally clear on how to get to sit on these committees if they so desire.

## **Paid Release for Reps**

### **15. By Tesco Livingston Distribution**

This ADM calls upon our National Officers to renegotiate with companies that we have partnerships and agreements with, for all union activities for reps to be on a paid release basis. We know we are never out of pocket for taking part in union activities as we can claim for loss of earnings, which is paid from branch funds, however, loss of earnings does not protect our P60 rate, pension contributions or tax and national insurance deductions. Securing this agreement would protect these deductions and rates and would encourage more reps to be active within our Union.

## **Partnership Agreements**

### **16. By NI Tesco Retail No.2**

This ADM calls upon the Union to conduct a member led review of the 'social partnership' model, to give members a voice when it comes to changes to terms and conditions, wages and other significant changes to the way our members work.

## **Personnel Managers**

### **17. By Oxford General**

This ADM calls upon the National Officers to speak to retailers and request that the role of Personnel or HR Manager is reintroduced into stores. Conference believes that the removal of these roles has resulted in undue pressure being put on store management teams to understand and implement policies with the potential consequence of inconsistent outcomes for our members.

### **18. By NW Tesco Retail No.4**

This ADM calls for National Officers to encourage our retail/distribution businesses to reintroduce personnel roles into the workplace. Remote hubs do not work and allow managers to make wrong decisions based on their own interpretations of policies and procedures. There is no effective coaching or support mechanisms left for our managers to turn to for development of interpersonal skills. These skills cannot be learnt online.

## **Right to Disconnect**

### **19. By Yorkshire Next**

This ADM calls upon the National Officers to ensure that the right to disconnect is put into all agreements where we have recognition.

This is to ensure our members have the rights to enjoy their free time away from work without being interrupted or disturbed by work-related communications during non-working hours.

## **Staff Surveys**

### **20. By NW Tesco Retail No.3**

This ADM calls upon the National Officers to speak with employers who conduct staff surveys and make sure they are reflective of working for the company and not individual managers. This will allow employees to give a more accurate account of how they really feel at work, give the company opportunities to improve and prevent malicious or coercive responses.

## **Workplace Crèche Facilities**

### **21. By Tesco Livingston Distribution**

This ADM calls upon our National Officers to negotiate with relevant companies to provide crèche facilities in industrial workplaces as there are members with young children who are refused flexible working requests.

## **Workplace Training**

### **22. By Stroud, Cotswold and District**

This ADM calls upon the National Executive Council to instruct the National Officers to negotiate with all companies to ensure that all workplace training is accessible to all employees in a fashion that meets their needs and learning styles. This would help employees be safer, more skilled and more productive in the workplace. Currently, it is too often the case that training is delivered through pre-recorded, online learning modules, which are not effective and do not guarantee that workers have properly understood what they are supposed to have learned. Training records sometimes feel like 'tick box' exercises which are more about procedures than they are about meaningful learning.



# Section 4

## Propositions Concerning General Industrial and Political Policy

Including those propositions grouped together as part of a structured debate

### Biometric Identification

**23. By Glasgow (SB)**

This ADM calls upon the National Executive Council to lobby the Government to introduce iris recognition as a form of identification. Traditional forms of ID can be easily forged, however, your eyes are unique. This could have many uses from customs operations at airports, preventing benefit fraud and even for age-restricted sales in shops.

## Crime and Justice Debate

### Employment Tribunal Funding

**24. By Sussex No.1**

This ADM calls upon the Government of the day to provide the much needed extra funding necessary to enable the Tribunal Service to put in place the appropriate resource to reduce the backlog of cases. This would reduce the waiting time and allow claimants who feel they have been wronged in the workplace, quicker access to justice. It must be reiterated this is not to be done by the introduction of Tribunal Fees, but funded by the Government.

### Family Law

**25. By Croydon Metropolitan**

This ADM calls upon the National Executive Council to lobby the Government of the day to improve the UK legal framework to ensure that single parents are treated equally regardless if the parent is the mother or the father.

### Policing in Scotland

**26. By Retired Members Scotland**

This ADM calls upon the Government to reassess the structure of having one Police Force in Scotland. Police Scotland has too far an area and different policing areas to be covered by a Glasgow based force. Conference feels that it should go back to area policing, more community policing and police stations re-opened.

### Social Media Sites

**27. By Warwickshire Area Tesco**

This ADM calls upon the National Executive Council to lobby the Government of the day to restrict access to social media sites such as Snapchat, Facebook, Twitter and TikTok to children under the age of 16 so that children do not become victims of abuse, grooming and cyber-bullying which can have a severe negative impact on their lives and could result in loss of life.

## End of Crime and Justice Debate

## Cash Withdrawal Fees

### 28. **By Tesco Banking Glasgow**

This ADM calls upon the National Executive Council to lobby the Government of the day and the Financial Conduct Authority to ensure all people in the UK have access to fee-free cash machines at the point of use, especially in rural areas.

## Energy Costs

### 29. **By Gloucester General**

This ADM calls upon the National Executive Council to lobby the Government of the day to reverse the decision to stop the Winter Fuel Allowance. Conference also requests a stop to any further plans to cut help for pensioners such as free bus tickets.

### 30. **By Leeds PT**

This ADM calls upon the Government of the day to reintroduce the Winter Fuel Allowance for all pensioners. Rather than squeezing the incomes of pensioners, the profits of the energy companies should be targets instead. This could be best done by bringing the big six energy companies into public ownership under democratic workers' control.

### 31. **By Retired Members Scotland**

This ADM calls on the Government to reinstate the Winter Fuel Allowance for all pensioners at least until a proper impact assessment has been carried out which includes factors like income, living costs and geographical location. A standard 'one size fits all' approach cannot be used as an adequate measure of entitlement for this benefit.

### 32. **By West Sussex PT**

This ADM requests the National Executive Council to lobby the Government of the day to reinstate the Winter Fuel Allowance to those pensioners on low pensions and scrap either VAT or the standing charge on domestic fuel and power. This would not only help our pensioners who are on a low pension, but with getting rid of one of the extra charges on fuel it would also help lower income families.

### 33. **By NW Recognition**

This ADM calls upon the Government to have meaningful discussions with the energy providers to remove the daily standing charges they have in place, as these charges have a further impact on the high energy costs we are all subjected to.

With the profits these energy providers are making it's a simple measure that can have a significant effect on their customers.

## Holiday Pricing

### 34. **By North Essex Retail**

This ADM calls upon the National Executive Council to lobby the Government of the day to put a maximum percentage increase on what holiday companies can charge over their low season rates in peak season, so low income families can go on holiday in the school holidays.

### 35. **By North Midlands Area Tesco**

This ADM calls upon the National Executive Council to lobby the Government of the day to cap the price hike that holiday companies offer during school holidays. This would ensure many more families could enjoy an affordable holiday taking financial pressure off parents and teachers.

## Personal Tax Allowances

### 36. By Tesco West Herts

This ADM calls upon the National Executive Council to lobby the Government of the day to change the rate people pay income tax to over £25,000. Over time the personal allowance has remained at £12,570, wages have not increased in line with inflation, people's overheads have gone up and for people not to claim benefits, they need to be paid a living wage.

## Retail Pricing

### 37. By Dundee City

This ADM calls upon the National Executive Council to work with retailers to ensure that the recent dynamic pricing situation we have seen with concert tickets does not spill over into everyday shopping. With the progression of electronic shelf edge pricing, it could be a slippery slope to seeing grocery prices change on a daily basis, which would be highly detrimental to our low paid members.

## Sale of Baby Formula

### 38. By South Yorkshire Tesco

This ADM calls on the National Executive Council to lobby the Government of the day to change the regulations on the sale of baby formula to let retailers sell, advertise promotions and discounts, accept loyalty points, store gift cards and foodbank vouchers as payment for formula.

## Student Loans

### 39. By Fenland Tesco

This ADM calls upon the National Executive Council to lobby the Government of the day regarding student maintenance loans. Conference asks for a review of how these are assessed and granted. Currently they take the income of the student's parents into account, irrespective of whether or not said parents can actually afford to support their adult child or if they are willing to do so.

Conference asks that students are granted a maintenance loan that covers their rent with a further figure to cover their food and, if not included in their rental figure, to cover WiFi and utilities. If a student does not want to take the full grant available then lesser amounts should be available to them, but only at their request – not imposed.

Leaving adult students dependent on parents to pay for their food, bus/rail fares and other expenses when the maintenance loans fall woefully short is unacceptable. Unless the current situation concerning loans is addressed, lower income families and students whose families do not support their choice of education will be priced out of university.

## End of Economy and Finance Debate

## Education Debate

## ARFID Disorder

### 40. By West Yorkshire Morrisons

This ADM calls upon the National Executive Council to lobby the Government of the day to ask that ARFID is recognised within the education system and that regardless of diagnosis, schools support children around meal times.

## **Diabetes Education**

### **41. By West Yorkshire Morrisons**

This ADM calls upon the National Executive Council to lobby the Government of the day to ask that diabetes is taught in the early years within the education system.

## **Educational Support**

### **42. By Tesco West Herts**

This ADM calls upon the National Executive Council to lobby the Government of the day to proactively provide extra help/support for underprivileged and working class children in core key subjects (English, Maths and Science). Also to bring legislation to compel education establishments to provide support. People from underprivileged backgrounds are less likely to complete their studies and gain a first or upper second class degree.

## **Handwriting**

### **43. By North West Kent**

This ADM calls upon the National Executive Council to lobby the Government of the day to ensure that school age children are not made to write in cursive handwriting in schools.

## **Holidays in Term Time**

### **44. By East Cornwall**

This ADM notes parents are liable to receive a fine if they take their children out of school during term time to go on holiday. In many areas around the UK which are deemed to be holiday resorts, people who work in the tourist industry, either directly or indirectly, are unable to take time off during the normal school holiday periods because of pressure of work.

Conference requests that the National Executive Council lobby the Government to make it a legal right for parents to be allowed to take their children out of school during term time, subject to certain conditions, such as registering with the school in advance that they work within the tourist industry, or other closely associated areas.

### **45. By North Essex Retail**

This ADM calls upon the National Executive Council to lobby the Government of the day so parents should be allowed one week off during school term time with their children and have a grace period so they are not fined for doing this, to be able to spend quality time with their family that is more pocket friendly.

## **Investment in Schools**

### **46. By Midcounties Co-op**

This ADM calls on our Labour Government to address the massive under investment in school buildings. Over the past few years reports show 38% of schools are past their design life with one in six being built in the 1940s.

## **Trade Union Education**

### **47. By Mid Sussex**

This ADM calls upon the National Executive Council to lobby the Government of the day to introduce a subject or module around the trade union from Year 9 upwards.

**End of Education Debate**

# Environment Debate

## Local Infrastructure

### 48. By West Sussex PT

This ADM requests the National Executive Council to lobby the Government of the day to start reinvesting in local government regarding potholes, flooding and secure and safe water systems and to avoid building on flood plains. With the extreme weather conditions this country has seen over the last 20 years plus, Conference feels this issue needs to be addressed. Not only would this help with the environment but also homes and businesses that are affected. With major reinvestment, flood defences can be addressed, potholes fixed and sewage not entering the water table.

## Solar Panels

### 49. By Northern Morrisons

This ADM calls upon the National Executive Council to press the Government and Ofgem to increase the rate people get from their solar panels. At the present moment it can take in the region of seven years before they pay back the cost of having them installed.

At this moment in time when we have a climate emergency, surely we need more people to get solar panels and to encourage more people to do this, we need to increase the rate people are receiving for the electricity they generate.

# End of Environment Debate

# Health and Safety Debate

## Free Sight Tests

### 50. By Lincoln Co-op

This ADM calls upon the National Officers to advocate for free sight tests for all colleagues utilising Display Screen Equipment (DSE), not just those in desk-based roles.

As technology evolves, colleagues in both retail and warehousing increasingly use various devices that should be classified as DSE. With more DSE available, employees are spending more time in front of screens, which raises concerns about eye health.

Currently, the requirement for employers to provide free sight tests is largely contingent on the duration of DSE use. The existing regulations tend to exclude those who use DSE infrequently or for short periods. Some employers are defining eligibility based on time spent on devices, but many employees are switching between multiple types of devices, complicating this issue.

It is essential that all colleagues, regardless of their role or the frequency of DSE use, have access to free sight tests to ensure their eye health and well-being.

## Security in Stores

### 51. **By Sainsbury's Yorkshire**

This ADM calls upon the National Executive Council to instruct all National Officers to negotiate with the major supermarkets to insist that all security guards should have the option to wear a stab vest as part of their uniform.

### 52. **By NW Tesco Retail No.1**

This ADM calls upon the National Officers to negotiate with companies to end the outsourcing of security services within stores. Over the past few years we have seen a worrying increase in shoplifting and both verbal and physical abuse towards colleagues. Companies have moved towards a model of outsourcing security within their stores to security agencies. This often leaves stores with no coverage and is causing great concern among colleagues.

Conference asks that this is reversed and companies revert to employing their own security staff within stores.

## End of Health and Safety Debate

## Health and Social Care Debate

### Alcohol Pricing

#### 53. **By Tesco Banking Glasgow**

This ADM calls upon the National Executive Council to lobby the Scottish Government to amend the Scottish Government's minimum unit pricing policy on alcohol to be utilised to fund alcohol prevention and support programmes, rather than allowing alcohol providers to profit from these revenues. This approach would redirect resources to vital public health initiatives aimed at reducing alcohol-related harm.

### Baby Boxes

#### 54. **By South Yorkshire Tesco**

This ADM calls on the National Executive Council to lobby the Government of the day to roll out baby boxes for every newborn baby in the UK to give them the best start in life.

### Dispose with Dignity Campaign

#### 55. **By West Midlands Sainsbury's**

This ADM calls on the Government of the day to ensure that incontinence waste bins are provided in male toilets. Requiring the Government to legislate for the provision of incontinence bins in male toilets will allow men to dispose of their pads and any associated products safely, hygienically and with dignity.

### Foetal Alcohol Spectrum Disorder

#### 56. **By Southampton and Wessex**

This ADM calls upon the National Executive Council to lobby the Health Secretary to increase funding into early diagnosis of Foetal Alcohol Spectrum Disorder (FASD). Research by the University of Salford in 2021, found that 1.8% – 3.6% of school children tested may have FASD. Children of lower socioeconomic status and children from unplanned pregnancies are more likely to screen positive for FASD. An early diagnosis and support can make a huge difference, health care professionals can assess that child's needs, and offer appropriate educational and behavioural strategies.

## Food Allergen Labelling

### 57. **By Plymouth and District General**

This ADM calls upon the National Executive Council to lobby the Government of the day to insist that all hidden potential trace allergens are to be treated the same as highlighted ingredients on packaging.

## Long Covid

### 58. **By Newport and District**

This ADM calls upon the Government of the day in each of the devolved nations to recognise Long Covid as a disability.

## Mammograms

### 59. **By Swansea General**

This ADM asks the Government of the day to introduce law that men get regular calls for mammograms, like women. Conference feels this would help save the lives of men who may not be aware they have any problems with their breasts.

## End of Health and Social Care Debate

## Health Services Debate

### IVF Facilities

#### 60. **By Stroud, Cotswold and District**

This ADM calls upon the Government of the day to seek a review of the criteria for In Vitro Fertilisation used by the NHS. Currently, the criteria is standardised for all applicants and not considered on a case-by-case basis.

#### 61. **By Weetabix**

This ADM calls upon the National Executive Council to lobby the Government of the day to look into the inequalities surrounding the antiquated criteria that has been in place for a number of years, but is vastly different in all local constituencies, for people suffering from a range of issues leading to infertility.

These inequalities in the criteria to get an appointment with the infertility clinic through the NHS mean that women suffering from minor to major or unknown issues with conceiving are refused treatment for having relationships such as being a step parent, having a slightly larger BMI (when a BMI is known to be a flawed test of weight not health) and because the lack of funding means that within highly populated areas of our country there are only one or two available treatment slots per year.

The Fertility Index Survey also showed that more men than women have been impacted by fertility issues with 11% of all men admitting to issues compared to only 9% of women. This means on average 1 in 10 couples are affected by fertility conceiving across all age groups, with 18-24 year olds being impacted most.

Due to the gravity of this situation, this issue is not only going to affect our members, friends and family but our future generations both mentally and physically if changes aren't made.

## Medical Reviews

### 62. By Newport and District

This ADM calls upon the Government of the day in each of the devolved nations to make it mandatory for GPs to have face to face reviews with patients who require long term medication.

## Mobile Dental Units

### 63. By Reading General

This ADM calls upon the National Executive Council to lobby the Government to introduce ways of putting in place mobile dental units, wherever they can install them. This would bring down dental waiting lists as the only way you can get a dentist appointment is to ring 111 who will then give you an emergency dentist. They have mobile screening units for cancer and MRI scans.

## NHS Parking Charges

### 64. By Midcounties Co-op

This ADM calls upon the Government of the day for doctors, nurses and midwives to not have to pay for car parking at their place of work, and for midwives to stop having to cover their own fuel costs when doing work-related journeys.

## NHS Staffing

### 65. By Mid Sussex

This ADM calls upon the National Executive Council to lobby the Government of the day calling for an urgent review of the NHS practice of employing PAs (Physician Associates) and AAs (Anaesthesia Associates) which is putting patients' lives at risk. They are not doctors, but are being treated as such by many Health Authorities throughout the country. This is a terrible tragedy waiting to happen.

## Private GP Services

### 66. By Edinburgh West

This ADM calls upon the National Officers to stop companies encouraging staff to use the 24/7 virtual GP services. This is a privatised service that can have a financial detrimental impact on our members and also impacts our NHS services.

## End of Health Services Debate

## Housing Debate

## Building Regulations

### 67. By North Essex Retail

This ADM calls upon the National Executive Council to lobby the Government of the day to make all new build flats of more than two stories equipped with lifts by law to make it safer for delivery drivers.



## Social Housing

### 68. By Barnstaple and District

This ADM calls upon the National Executive Council to lobby the Government of the day to instruct that planning restrictions are changed to ensure that developers build the correct percentage of social housing first before constructing any properties for the open market. This will ensure developers don't go back to planning to reduce the amount of social housing due to the cost element.

## End of Housing Debate

## International Debate

### Gaza Military Assault

#### 69. By Reading General

This ADM calls upon the National Executive Council to lobby the Government to call a ceasefire on the military assault on Gaza as over 35,000 Palestinians have been injured, which is 75% of Gaza's population, destroying homes, hospitals, schools, and universities. This needs to stop.

### Global Software Updates

#### 70. By East Cornwall

This ADM notes on 18 and 19 July 2024, the Boston, Massachusetts based company, Crowdstrike, attempted to carry out a global update of all Microsoft systems within thousands of businesses and organisations as part of its contract, and because of an error, these systems immediately crashed causing chaos and disruption to millions of people.

Conference requests that the National Executive Council lobby the Government to ask that it liaises with other governments around the world, to make it mandatory that any such contractor must carry out full and detailed in-house checks on the validity and safety of their proposed updates, to ensure that there are no failures within their systems before attempting to implement updates on a global basis.

## End of International Debate

### NI Hunting Ban

#### 71. By NI Tesco Retail No.2

This ADM calls upon the Government of the day to lobby the Assembly at Stormont to bring Northern Ireland in line with the rest of the UK and ban hunting with dogs.

# Pensions Debate

## Retirement Age

### 72. By East Midlands Co-operative Group No.2

This ADM calls upon the Government to reduce the retirement age back to 65. Increased life expectancy should be a benefit to us, not a sentence to fill these years with manual labour. With the job market unlikely to increase, the only result is that older workers displace younger workers leaving us with an increasingly large welfare bill for younger people whilst leaving them without work experience. There would also be lower demand for health and social care services, as working to an older age will likely result in more frequent use of these services, putting a strain on the budget for this and leading to higher taxes.

## State Pension Cap

### 73. By Glasgow (SB)

This ADM calls on the National Executive Council to speak with the Government of the day to allow people who work to continue to contribute to their State Pension pot after they have reached the 35 year cap. This would give the individual person a larger pension when they reach pension age.

## Taxation

### 74. By Plymouth and District General

This ADM calls upon the National Executive Council to lobby the Government of the day to re-evaluate the taxation of our elderly. Our elderly pensioners are suffering from deprivation, financial suffering, deprivation of general health and well-being to include the suffering of mental health.

# End of Pensions Debate

## Sunday Trading

### 75. By NI Tesco Retail No.2

This ADM reconfirms the Union's commitment to keep Sunday special. Conference commands that the Union takes a leading and active role in resisting the changes brought forward to Belfast City Council and any other attempts to extend Sunday opening hours.

# Transport Debate

## Blue Badge Scheme

### 76. By Tesco Retail

This ADM calls upon the National Executive Council to lobby the Government of the day to introduce pick up and drop off bays for Blue Badge holders who don't have a vehicle registered at the residing address. The bay will help in transporting the Blue Badge holder to and from journeys and prevent traffic build up by blocking roads.

## **Cycling Safety**

### **77. By West Sussex PT**

This ADM requests the National Executive Council to lobby the Government of the day to make it mandatory for either manufacturers or sellers of bikes to provide a free hi vis vest to each bike sold as standard. This would help other vehicle users to not only see the lights on the bike but the cyclist as well. This would also help in rural areas where street lights are virtually non-existent down country lanes.

## **E-Bike and Scooter Deliveries**

### **78. By Tesco Banking Glasgow**

This ADM calls upon the National Executive Council to lobby the Government of the day to introduce legislation requiring companies using E-bikes and scooters for deliveries to protect both workers and the public. This should include mandatory provision of PPE, appropriate insurance and liability coverage, as well as comprehensive training on the highway code. Companies failing to comply with these regulations should face enforceable penalties.

## **EV Charging Leads**

### **79. By Sainsbury's Yorkshire**

This ADM calls upon the National Executive Council to lobby the Government to make all electric vehicle charging leads made of luminous materials as standard.

## **Probationary Driving Plates**

### **80. By NW Co-op Group Retail**

This ADM calls upon the National Executive Council to lobby the Government of the day to make the use of probationary driver 'P' plates mandatory for 24 months after passing their driving test. This will advise other road users to take extra care around the new driver as they may lack driving experience and lines up with the length of probation for a new full licence holder.

## **Young Driver Restrictions**

### **81. By NW Co-op Group Retail**

This ADM calls upon the National Executive Council to lobby the Government of the day to restrict the number of passengers a driver below the age of 21 is allowed in their vehicle between the hours of 12 am and 5 am. This will limit the chance the driver gets distracted and reduce the opportunity for anti-social behaviour without having a negative impact on work or family commitments.

# **End of Transport Debate**

## **Unisex Public Toilets**

### **82. By Sainsbury's Yorkshire**

This ADM calls upon the National Executive Council to lobby the Government to legislate that all public toilets should be unisex thus avoiding confusion over which toilets transgender people should use.

# Welfare and Benefits Debate

## Bedroom Tax

### 83. By East Coastal Retail

This ADM calls upon National Executive Council to lobby the Government of the day to repeal the bedroom tax due to the detrimental financial impact this is having on our members.

## Benefit Payments

### 84. By Salford Quays

This ADM calls on the National Executive Council to campaign for action to tackle the issue of the 'cliff edge' withdrawal of Social Security payments, whereby an entire benefit is taken away once an income threshold has been reached.

## Child Benefit Threshold

### 85. By Guildford

This ADM calls upon the National Executive Council to lobby the Labour Government to reduce the threshold of £120,000 to £90,000 for couples claiming Child Benefit. At the moment joint households with high incomes can claim for this support.

## Pension Credit

### 86. By Retired Members Scotland

This ADM calls upon the Government to correct the pension credits top up. Currently the pension credit for a couple takes them to £332.95, which is a loss of £103.35 compared to 2x single persons. Why should this be allowed?

## Pension Credit Payments

### 87. By Swindon General

This ADM calls upon the National Executive Council to lobby the Government of the day to revise and simplify the system of applying for pension credits and consider making automatic payments to those who are eligible in the same way as the Winter Fuel Allowance was paid previously.

## Personal Independence Payment

### 88. By NW Co-op Group Retail

This ADM calls upon the National Executive Council to lobby the Government of the day to adjust the process of applying to and evaluating the eligibility for Personal Independence Payment (PIP) Benefit.

PIP can be claimed by people with a large variety of physical and mental disabilities, as a result of this the form is bulky and not fit for purpose. The assessment interviews for both the application and ongoing receipt of the benefit also do not take into consideration the unique needs of the claimant leading to undue distress.

## Statutory Paternity Leave

### 89. By East Coastal Retail

This ADM calls upon the National Executive Council to lobby the Government of the day to increase paternity leave from two weeks to six weeks fully paid. This would allow fathers to give support to the mother and enable fathers to bond with their baby.

## **Tell Us Once Service**

### **90. By South Yorkshire Tesco**

This ADM calls on the National Executive Council to lobby the Government of the day to extend the 'Tell Us Once' service to include TV licensing, utility companies, banks and building societies to ease the burden and pressure of grieving families after losing a loved one.

## **Universal Credit**

### **91. By NW Tesco Retail No.2**

This ADM calls upon the National Executive Council to lobby the Government of the day to simplify and expedite the processing of applications for Universal Credit for claimants with long term illnesses such as cancer. Many claimants suffer stress, anxiety and financial hardship due to the length of the current process that is in place at present.

## **End of Welfare and Benefits Debate**

# Timetabled Debates

## Equalities Debate – Stop the Far Right: Together Against Hate

### Hate Crimes

**92. By Dundee Tesco Call Centre Sata**

This ADM calls upon the National Executive Council to lobby the Government of the day to review the reporting of hate crimes and allow businesses to report hate crimes on behalf of colleagues who may be affected.

### Opposing Far Right Violence

**93. By Leeds PT**

This ADM condemns the far right riots that took place in July and August 2024, which included targeting retail stores in a number of cities. ADM believes that the trade unions should take the lead in combatting the divisive policies of the far right along the lines of the 'Jobs and Homes, not Racism' campaign agreed by the TUC Congress in 2018. ADM believes that where the far right call protests in localities, trade unions should take the lead in organising counter-protests, linking up with any targeted communities as well as anti-racist and anti-fascist groups, including ensuring that such demonstrations are well stewarded by trade union representatives. Conference calls on the National Executive Council to encourage all Usdaw branches to play a full role in any such mobilisations.

## End of Equalities Debate

## Organising Debate – Young Workers: Organising the Future

### Young Worker Literature

**94. By Glasgow West End**

This ADM calls upon the National Executive Council to produce additional recruitment material aimed specifically at young people to increase engagement with young workers. The new material will contain information about what trade unions are, the offers most beneficial to young people, and more prominently feature the successes of the Union like the Young Worker Committees and weekends.

## End of Organising Debate

## House of Lords Reform

### 95. By Angus

This ADM believes that a reform of the House of Lords is long overdue. The UK has the twenty-third largest population in the world but the second largest upper house in the world. Hereditary peers, Church of England bishops and the mates/family members of former PMs have no place in a modern parliament.

## Minimum Contracted Hours

### 96. By NW Tesco Retail No.2

This ADM calls upon the National Executive Council to lobby the Government of the day to raise the minimum contracted hours to 20 hours a week, to any employee who wants them, to allow people to qualify for Universal Credit. People who do not have enough contracted hours will not meet the threshold.

## MPs' Expenses

### 97. By Swindon General

This ADM calls upon the National Executive Council to lobby the Government of the day to consider a more cost effective model for MPs to claim expenses when required to stay in London for parliamentary business.

Conference believes that tax payers are facing an unnecessary burden which could be addressed by considering other forms of accommodation.

## Rights for Trade Union Reps

### 98. By East Midlands Co-operative Group No.2

This ADM calls upon the National Executive Council to lobby the Government of the day to introduce legislation that gives Union Reps legal rights that are akin to the rights of Health and Safety Reps. This would strengthen the role of workplace reps, help reduce the hurdles they face, and is likely to increase membership as the role appears more robust.

These rights should include (but not limited to):

- The right to investigate members' complaints.
- A right to meet with members privately.
- A right to time to prepare for grievance hearings, disciplinary hearings etc.
- A right to view member's employment records with the express consent of the member.
- A right to consultation in any workplace changes, practices or policies.
- A right to attend union courses without loss of pay.
- A right to access a telephone, office equipment for union duties.
- A right to paid time off to carry out union duties.
- A right to liaise with Health and Safety Reps and paid time to carry out any work that is requested by them.

### 99. By Croydon Metropolitan

This ADM calls upon the National Executive Council to work more closely with the Government of the day to update the current legal framework protecting reps, to give reps better support and stronger protection when reps are exercising their rights to trade union duties and activities.

## **Standards in Public Office**

### **100. By Angus**

This ADM calls upon the Government of the day to conduct a root and branch reform of the acceptance of gifts/hospitality for those in public office so there cannot be any accusation of impropriety. Conference acknowledges there are perks to being an elected MP, however we cannot go back to a time when sleaze was inextricably linked to being in Government.

## **Unpaid Work**

### **101. By Glasgow South West**

This ADM calls upon the National Executive Council to lobby the UK Government to ensure that unpaid trial shifts and unpaid work experience are outlawed. Currently the New Deal for Workers is set to outlaw unpaid internships except in circumstances where they are for education purposes. Conference believes this proposed legislation should go further and make it illegal for any employer to use unpaid trial shifts or work experience as part of their recruitment process.

## **Usdaw Parliamentary Group**

### **102. By Plymouth and District General**

This ADM calls upon the National Executive Council to better inform members about the work of the Usdaw group of MPs in pursuing policies agreed by ADM and/or the National Executive Council. This should include opportunities for members to ask questions to MPs within the group, which would be fed back as part of Usdaw's Annual Report to ADM.

**End of Politics Debate**







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