



Winter Gardens, Blackpool  
26, 27, 28 and 29 April 2026

# 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 clear and concise, 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 X, please do so in a respectful and responsible manner.

## Language

Avoid the use of language which is bullying, offensive, intimidating or discriminatory. The use of discriminatory or offensive language causes division and disunity and will not be tolerated. It conflicts with the Union's commitment to organising activities and events at which everyone is welcome and encouraged to participate. Expect to be challenged or reported if you use derogatory or discriminatory language or make sweeping generalisations about any group or groups of people.

## Harassment

Usdaw is committed to promoting equality and ending all forms of harassment, including sexual harassment. Harassment is any form of unwanted conduct that violates a person's dignity or creates an intimidating, offensive, humiliating, degrading or hostile environment. Any behaviour that is perceived to discriminate against or harass another has no place within Usdaw.

## 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. All other speakers should only come to the front when invited to do so by the President.

### 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 conference centre 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, Video Footage and Social Media

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. Video footage may also be used on social media while conference is in progress. 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 or video footage being used on social media 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 or videographer 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](mailto:DPO@usdaw.org.uk)

# The Agenda at a Glance

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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 14/26)*

## Section 1

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### Propositions Concerning Union Administration

#### Careers Service

**1. (1) By Mid Sussex**

This ADM calls on the National Executive Council to consider offering a careers service as a member benefit, which would be aimed towards young workers so they can be better informed when considering career options.

*Amendments by East Midlands Sata and Yorkshire Next withdrawn.*

#### Digital Communications

**2. (2) By East Midlands Non Foods**

This ADM calls on the General Secretary and the National Executive Council to make Usdaw's existing digital marketing materials already produced for ADMs, conferences and online platforms available for use in workplaces. With many employers replacing traditional noticeboards with digital screens, it is essential that our Union adapts to this modern form of communication. Providing branches and reps with access to these materials would allow us to display union content on company equipment such as TVs and digital noticeboards, ensuring members remain informed even where no representative is present. To maximise their effectiveness, these materials should be easily adaptable to different sizes, formats and workplace requirements, allowing branches and reps to tailor content to the specific information that needs to be displayed.

Digital communication would enable instant updates on surgeries, campaigns, and union initiatives across multiple sites, saving time otherwise spent updating physical boards and reducing costs on printed merchandise. It would also extend the Union's reach to non-members in workplaces where visibility is currently limited. By embracing this approach, Usdaw can raise its profile, modernise its communication, and ensure members are consistently engaged and supported in line with contemporary workplace practices.

#### Drug Awareness Literature

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

*To be moved by Sunderland PT, seconded by West Yorkshire Tesco.*

- 3.** This ADM calls on the National Executive Council to produce a leaflet on drug related issues which will aid our reps and members giving them a better understanding of what help is available out there.

## **Usdaw Organising Awards**

### **4. (5) By Eastern Distribution No.1**

This ADM would like to ask the National Executive Council, if they would consider changing one of the categories in the annual Usdaw awards. The category being Health and Safety. Conference wishes to include groups of reps as well as individuals. Presently, it is only for individuals, this seems unfair because in other categories you can select groups as well as individuals. It is hard to pick one rep from around 10 or more reps, like for example; distribution, customer fulfilment centres and other large workplaces. So the change is needed for these groups to be recognised.

## **Usdaw Website**

### **5. (6) By NW Co-op Group Retail**

This ADM calls on the National Executive Council to introduce business specific webpages to the website to inform members of the unique rights they receive due to their Recognition Agreements, and the systems by which they receive them.

The Union works hard to get these agreements in place and ensure our members receive extra benefits such as wage negotiation and voting rights, joint consultations on working practices and policies between the business and Union, and access to representatives who are knowledgeable of the policies and processes of their place of work. Yet there is little to no information available on the website highlighting these benefits or answering any questions a member may have, resulting in them having to phone or email offices if a rep is not available. By placing this information on the website and regularly updating we will not only keep our members fully informed of their benefits but also reduce some of the work for our admin teams and Area Organisers.

# Section 2

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## Propositions Concerning Wages and Conditions of Work

### Dot.com Delivery Schedules

**6. (7) By Fenland Tesco**

This ADM calls on the National Executive Council to instruct National Officers to negotiate with employers, to review working practices surrounding grocery deliveries to flats without lifts. To provide a solution for single manned vans, delivering multiple 15 kg trays, often containing age restricted products, with only the same time allowance as if delivering to a ground floor front door. UFC trays are flexible – compounding the carrying difficulty. Drivers do not know which trays contain age restricted products, so leaving a sack barrow loaded at the ground floor opens up both issues around theft of products and age restricted items falling into the wrong hands.

Conference requests a review to see if a solution can be found that doesn't place drivers in this predicament and that they are not penalised for taking longer to deliver to flats.

### Minimum Staffing Levels

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

*To be moved by Bristol, seconded by Fenland Tesco.*

**7.** This ADM calls on the National Officers to negotiate with employers regarding the ongoing reduction of staff numbers in retail.

Conference is seeing an increase in the number of stores running with one or two staff. This is putting our members at risk from violent theft and attacks, impacting on staff wellbeing and union reps' ability to organise the workplace.

Staff algorithms in place are acting as a 'one size fits all' for two or three models. This really doesn't work and is causing detriment to our members when faced persistently with angry customers.

This policy of profits before people is leading to high levels of stress for shopworkers who are becoming increasingly asked to achieve unsustainable workloads. This leads to increased absence, which in turn puts further pressure on those continuing to work.

Conference asks all retailers to reverse these staffing reductions and establish a sufficient minimum level of contracted members of staff in stores to be present during all operating hours to enhance worker safety, health and wellbeing, ensure emergency response activity and to abolish lone working. This is to include all employers.

### Occupational Health Adjustments

**8. (12) By NW Tesco Retail No.1**

This ADM calls on the National Officers to negotiate with employers to ensure that any additional breaks required under an occupational health passport are treated as paid working time, and that no detriment is suffered by colleagues in receipt of these adjustments.

Conference reaffirms the Union's commitment to protecting the rights of members requiring adjustments, ensuring that their conditions are respected, contributions valued, and that they are treated fairly at all times.

## Recording in Stores

### 9. (13) By Sainsbury's Yorkshire

This ADM calls on the National Executive Council to instruct the National Officers of all the relevant companies to request that all videoing and recording in stores by the general public be prohibited unless direct consent has been given by the store concerned.

## Salary Advance Schemes

### 10. (14) By NI Tesco Retail No.2

This ADM recognises the harm caused by salary advance schemes by creating a cycle of financial dependency on the service.

Conference calls on the National Officers to advocate for better financial wellbeing services promoting financial resilience and for their respective company to stop offering salary advance schemes.

## Self-Service Checkouts

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

*To be moved by Norfolk Area Tesco, seconded by East Cornwall.*

11. This ADM calls on the National Executive Council to lobby the Government asking them to impose a legal minimum staffing level in the self-serve area. The increased workload to colleagues during busy times on self-service tills causes unsafe working conditions, added security issues/breaches which contribute to staff stress.

The risks associated with age-related sales, theft and abuse, are in the ascendancy in this area, and the current normal policy of having one colleague to cover all self-checkout machines is simply not enough.

This ADM also calls on the National Officers to negotiate with employers to agree fair limits on the number of self-service tills that are within our supermarkets and convenience stores and reduce the ratio of self-service checkouts per colleague. Conference is seeing more of these tills being deployed in our stores which reduces the number of jobs available. This will also negatively impact the number of potential members available to join Usdaw.

## Skills Payments

### 12. (17) By South East London General

This ADM calls on the National Officers for the introduction of a skills payment for colleagues working in the petrol station.

This area of the business requires a higher level of responsibility, attention to detail and compliance with strict legal and safety standards. Colleagues are required to handle a variety of critical tasks including customer service, fuel management, safety procedures and legal compliance, all of which are essential to the safe and smooth operation of the site.

## Statutory Holiday Entitlement

*Proposition 18 on Interim Agenda withdrawn.*

### 13. (19) By Dundee City

This ADM calls on the National Executive Council to lobby the Government to increase the legal paid annual leave entitlement and where company leave is more generous than statutory entitlement, the difference be maintained.

With the current financial climate our members are taking on more workload, therefore with more paid annual leave, they can decrease stress levels by taking more time to help them relax. This will result in better work-life balance, improved mental health and increased productivity.

# Workplace Policy Debate

## Absence Management Policies

### 14. (20) By Bath (S)

This ADM calls on the National Executive Council to lobby the Government of the day to mandate that any period of absence directly related to an inpatient or outpatient hospital procedure, whether planned or emergency, be formally exempted from triggering any formal disciplinary processes concerning absence management.

## Adverse Weather Policy

*Proposition 21 on Interim Agenda now incorporates amendment by Next Doncaster to read as follows:*

15. This ADM calls on the National Officers to consult with employers to have a clear process in place to protect their employees when severe weather conditions cause workplaces to close.

*To be moved by NW Tesco Retail No.3, seconded by Next Doncaster.*

## Cancer Support Policy

*Proposition 22 on Interim Agenda deleted. Branch not represented before Standing Orders Committee.*

### 16. (23) By West Sussex PT

This ADM calls on the National Executive Council to lobby the Government of the day to make it mandatory, that all employers give paid leave to cancer patients in their employ for their hospital treatments.

At the moment, the majority of retail procedures and policies state that to have the day off for their hospital treatment is to take a day off or holiday day or unpaid.

Conference feels that someone suffering from cancer should not have to use up their precious holiday when they have their treatments.

## Critical Illness Policy

### 17. (24) By Glasgow South West

This ADM calls on the National Executive Council to enter into negotiations with employers to implement a critical/terminal illness policy to allow colleagues in this situation time to deal with appointments without experiencing a financial and mental burden, allowing time to heal both mentally and physically at this difficult and stressful time.

## Domestic Abuse Policy

### 18. (25) By North Midlands Area Tesco

This ADM calls on the National Officers to work with retailers to adopt comprehensive domestic abuse support policies. These policies to ensure colleagues affected by domestic abuse have access to paid leave, safety planning and confidential advice and clear signposting to specialist services. Employers should also provide training for managers to respond appropriately and sensitively, safeguarding staff wellbeing and workplace safety.

## **Night Shift Workers**

**19. (26) By North Midlands Area Tesco**

This ADM calls on the National Officers to work with retailers to introduce comprehensive policies that recognise and protect night workers, requiring employers to publish annual data on night work and health outcomes, implement night work health and wellbeing plans and support and ensure equal access to training, development and recognition. Night workers deserve fairness, visibility and protection equal to all employees.

## **Pet Bereavement Leave**

**20. (27) By NW Argos Sainsbury's No.2**

This ADM requests that the National Officers speak to their relevant companies to look at introducing bereavement leave for employees on the passing of their family pet.

This is now recognised as a very emotionally upsetting time for employees, some of whom treat their pets as if they were their children and over the years have formed such a strong bond with their beloved pets.

## **Workplace Uniforms**

**21. (28) By Oxford General**

This ADM notes and applauds Tesco's policy on providing uniform items for women affected by menopause. Conference calls on our National Officers to negotiate with other employers to provide similar menopause friendly uniform items.

**End of Workplace Policy Debate**

# Section 3

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## Propositions Concerning General Industrial and Political Policy

Including those propositions grouped together  
as part of a structured debate

### Crime and Justice Debate

#### Decriminalisation of Sex Workers

**22. (29) By Yorkshire Next**

This ADM calls on our Union to join a growing list of other trade unions and organisations to support the full decriminalisation of sex workers. The current law of partial criminalisation is dangerous. Decriminalisation would go a long way to making the industry safer for the workers within it.

#### Domestic Violence Services

*Proposition 30 on Interim Agenda withdrawn.*

#### Jury Service

**23. (31) By Dundee City**

This ADM calls on the National Executive Council to lobby the Government to change the way that jury service participation is reimbursed. Currently there is a flat rate for attendance, which does not always cover the loss of earnings incurred, and not every company will make up the difference.

As jury service is in most cases compulsory, the current method is potentially leaving our members at a financial disadvantage through no fault of their own. An overhaul of the system can only benefit both our members and the judicial process as a whole.

#### Restraining Orders

*Proposition 32 on Interim Agenda now incorporates amendment by Newport and District to read as follows:*

- 24.** This ADM calls on the National Executive Council to lobby the Government of the day for a change in the law on restraining orders for domestic and violent abuse running its time when the perpetrator is incarcerated in prison. This needs to be changed so that the order is paused when the perpetrator is incarcerated and restarts once the perpetrator is released from prison.

*To be moved by Sunderland PT, seconded by Newport and District.*

## Right to Protest

### 25. (33) By Leeds PT

This ADM condemns the proposal by the Government to further restrict the right to protest by banning or restricting protests based on the cumulative impact of protests.

Conference is in particular concerned that this could be used to ban legitimate peaceful protests in key locations such as outside Parliament and other prominent locations of national and local government.

Conference therefore calls on the National Executive Council to liaise with fellow trade unions through the TUC to oppose these proposals.

## Shop Theft

### 26. (34) By Gloucester General

This ADM calls on the National Officers to hold discussions with all retailers where Usdaw has recognition asking for the terminology of shoplifting to be changed to shop theft.

Conference notes over recent years shoplifting has grown to ridiculous levels with little severity being put on this action.

Conference believes by changing this terminology it coincides with legal terminology. This is deemed unacceptable to most, therefore theft will be deemed unacceptable and not just white noise that we believe it to currently be.

## Victims and Courts Bill

### 27. (35) By Guildford

This ADM calls on the National Executive Council to lobby the Government of the day to amend the Victims and Courts Bill to:

1. Remove so called 'bad character' evidence for those reporting a rape. One in two survivors have been assaulted more than once. Reliving this is not only often more traumatic than the rape itself, unrelated to the case and it also calls into question their character and breaches their right to privacy. Phone contacts and messages are also accessed. If refused the case is often closed. Medical, social services and even educational reports are obtained. This is part of the reason five in six women and four in five men do not report rape due to their previous sexual history being used against them leading to humiliation, embarrassment and not being believed.
2. Make a statutory minimum sentence for rape a starting point of nine years' imprisonment. There is no minimum term and some offenders still only receive community service or a suspended sentence. In 2024, 71,224 allegations of rape were reported in the UK. At the end of the year, 2.7% of those had been charged – conviction was much less. What deterrent is this – what message does it send.

## End of Crime and Justice Debate

## Digital ID

*Proposition 36 on Interim Agenda withdrawn.*

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

*To be moved by North London General.*

28. This ADM calls on the Union to lobby the Government to reconsider their Digital ID legislation.

## Disability Rights Debate

### Accessible Menus

29. **(39) By Sainsbury's Yorkshire**

This ADM calls on the Government of the day to legislate that all public bars and restaurants have both braille and large print menus available for those who require them.

### Air Travel – Provision for Disabled Passengers

30. **(40) By Cambridgeshire General**

This ADM notes that:

- Disabled passengers, particularly wheelchair users, continue to face significant barriers to accessing air travel.
- Mobility aids, including powered wheelchairs, are frequently damaged, lost or mishandled by airlines.
- Current systems for boarding, seating, and in-flight access are inadequate, often unsafe, and undermine the dignity of passengers.
- While surface transport has seen major improvements in accessibility, air travel lags far behind.

Conference believes that:

- Wheelchair users should have the right to remain in their own chairs throughout the flight where safety permits.
- Access to air travel is a matter of equality, not luxury, and should be guaranteed as a civil right.
- Airlines and airports have the financial resources to implement meaningful accessibility improvements but lack the sufficient legal pressure to act.

Conference resolves to instruct the National Executive Council to formally lobby Parliament to introduce legislation requiring airlines and airports operating in the UK to guarantee:

- Safe boarding and disembarkation for all wheelchair users.
- Secure in-cabin wheelchair seating options.
- Proper handling, protection and accountability for mobility equipment.
- To build alliances with disability rights organisations, trade unions and passenger advocacy groups to strengthen the campaign.
- To highlight this issue through public awareness campaigns, media engagement and co-ordinated action days.
- To ensure the voices of wheelchair users are central to all lobbying efforts and consultations.

## **Assistance Animals**

### **31. (41) By Lincoln Co-op**

This ADM calls on the National Executive Council to lobby the Government of the day to introduce a mandatory permit or certification scheme for assistance animals, allowing for clear identification and verification in public settings – particularly in food stores and other premises where animals are generally prohibited under environmental health regulations.

This system should be developed in consultation with disability rights organisations, health professionals, animal behaviour experts and food safety authorities to ensure it is inclusive, respectful and enforceable.

## **Disabled Person's Bus Pass**

### **32. (42) By Salford Quays**

This ADM urges the Government to provide the necessary support to fulfil its aim of increasing the numbers of disabled people who are able to enter the workforce.

Whilst a very small number of local authorities provide funding to allow the Disabled Person's Bus Pass to be used free of charge before 9.30 am, the vast majority do not. For disabled people to have to pay full bus fare before 9.30 am is a disincentive to work and makes no logical sense when bus travel is free in all parts of the country for disabled people at peak times in the late afternoon/early evening. The Government should provide the necessary funding to allow the Disabled Person's Bus Pass to be used free of charge at all times.

## **Temporary Blue Badges**

### **33. (43) By Southampton and Wessex**

This ADM calls on the National Executive Council to lobby the Government of the day to implement temporary blue badges for short-term disabilities.

The Equality Act recognises that not all disabilities are permanent, so the use of a temporary blue badge will allow family members to take their loved ones to hospital and physiotherapy appointments without the worry of parking an extended distance from the site.

# **End of Disability Rights Debate**

# **Economy and Finance Debate**

## **Funding for Childcare Providers**

### **34. (44) By Gloucester General**

This ADM calls on the Government of the day to look into the funding that is being provided to fund the 30 hours free childcare.

With the increased rising of utility costs, building and employment costs, we are seeing more and more childcare providers closing. This is due to not being able to cover all these costs. Payments from Government need to be realistic and reflect increased costs.

## Life Assurance

**35. (45) By Boots Logistics (Nottingham)**

This ADM calls on the Government of the day to make laws so that every employer in the UK buys Life Assurance for their employees free of cost.

## TV Licence Fee

**36. (46) By NW Argos Sainsbury's No.2**

This ADM calls on the Government of the day to look at making the BBC TV licence fee an option to either subscribe and pay for or not.

In this day of so many ways in which we can stream and pay for movies and TV channels it seems that the BBC licence fee is outdated and should not be compulsory to have to pay and subscribe to it regardless of whether you watch the BBC or not, it is all about choice.

## Wealth Tax

*Proposition 47 on Interim Agenda withdrawn.*

# End of Economy and Finance Debate

# Education Debate

## ADHD and Autism Testing

**37. (48) By Reading General**

This ADM calls on the National Executive Council to lobby the Government to introduce ways of testing primary school children for ADHD and Autism, to help with the educational ability of children with the condition.

## Education, Health and Care Plans (EHCPs)

**38. (49) By Thames North West Retail**

This ADM calls on the National Executive Council to lobby the Government to make EHCPs mandatory for all children with special educational needs and disabilities across the UK.

## Education Policy

**39. (50) By Tesco West Herts**

This ADM calls on the National Executive Council to lobby the Government to turn this proposition into part of the Government's policy on education that they offer all 17-19 year olds in full-time college and sixth form education access to heavily discounted and subsidised driving lessons to help them with their start outs after finishing their studies and moving into the world of work.

## National School Curriculum

**40. (51) By Mid Sussex**

This ADM calls on the National Executive Council to lobby the Government of the day to introduce to the national school curriculum a 'Freedom From Fear in the Workplace' subject, in order to educate and make young people aware of the impact of violence and unsociable behaviour in workplaces and the damage this causes.

*Amendment by East Cornwall withdrawn.*

## Sun Safety Policy

**41. (52) By West Norfolk General**

This ADM calls on the National Executive Council to lobby the Government to amend the current policy in primary schools to allow teachers and assistants to apply suntan lotion to the children in their care. Lotion that has been applied by parents and guardians in the morning does not fully protect the children from the harmful rays of the sun during outdoor activities later in the day.

## End of Education Debate

## Environment Debate

### Energy Conservation

**42. (53) By West Midlands Sainsbury's**

This ADM calls on the Government of the day and the National Executive Council to clarify and simplify the criteria for financial assistance in implementing energy conservation measures in the home and widen their scope. Considerable funds remain unclaimed every year ostensibly due to the inability to easily obtain appropriate information and procedures.

### Renewable Energy

**43. (54) By Weston-Super-Mare**

This ADM calls on the National Executive Council to lobby the Government to implement more renewable power systems into our town and city centres. According to a statistical website we have approximately 139 years of coal left on the planet which is swiftly depleting.

Conference calls for more measures to release our reliance on fossil fuels in our towns and cities by finding alternative means.

## End of Environment Debate

# Health and Safety Debate

## Health and Safety Reps

### 44. (55) By East Midlands CRL Distribution

This ADM calls on the National Executive Council to ensure that National Officers include health and safety representatives in national level consultations with employers on any matter which may affect the health, safety or welfare of members.

## Workplace Temperatures

### 45. (56) By Next Wath

This ADM calls on the National Executive Council to lobby the Government to introduce a maximum working temperature within workplaces. Conference asks for this due to the climate change we are experiencing with soaring temperatures for longer periods of time. This is having a detrimental impact on our members' health, and a maximum temperature would push companies into committing to combat uncomfortable working conditions.

The World Health Organisation recommends a maximum temperature of 24°C for working in comfort, while the TUC recommends a maximum working temperature of 30°C (or 27°C for strenuous work).

Although this guidance is in place, many companies fail in taking action to reduce temperatures to a comfortable level, putting profits before people. This legislation change would improve the working lives of our members and give companies a legal responsibility to act.

*Proposition 57 on Interim Agenda withdrawn.*

# End of Health and Safety Debate

# Health and Social Care Debate

## Alcohol Sales

### 46. (58) By Bournemouth and South Dorset

This ADM calls on the National Executive Council to campaign against alcohol being placed in consumers' faces, especially during busy seasonal periods such as Christmas.

Alcohol is one of the biggest addictions that is readily available to consumers. This campaign would ensure alcohol is placed in specific places within supermarkets, to make it an easier shopping experience for those who suffer from addiction.

## Blood Donation

*Proposition 59 on Interim Agenda now incorporates amendment by Glasgow (SB) to read as follows:*

### 47. This ADM calls on the National Executive Council to lobby the Government and relevant stakeholders to:

- Introduce legislation guaranteeing paid time off for blood donation.
- Apply this entitlement to all employees, verified via accredited donation centres.

*To be moved by Somerset General, seconded by Glasgow (SB).*

## Endometriosis

**48. (60) By Barnsley General**

This ADM calls on the Government of the day, to help raise awareness in the workplace and help recognise endometriosis as an illness.

**49. (61) By Tesco Barclays Finance**

This ADM calls on the National Executive Council to lobby the Government to support women suffering from endometriosis, to increase funding, faster diagnosis, and national awareness campaigns.

**50. (62) By NW Co-op Group Retail**

This ADM calls on the Government of the day to prevent doctors from refusing hysterectomies as a treatment for conditions such as adenomyosis or endometriosis solely based on the future prospect of childbirth.

One in ten people assigned female at birth will suffer with either or both endometriosis or adenomyosis with 5-30% of these experiencing severe symptoms that can be debilitating. Yet they are often refused treatment due to the future potential that they could have biological children, ignoring the poor quality of life that they are experiencing now and their personal choices concerning their own bodies.

## Funding for Hospices

**51. (63) By South Yorkshire Tesco**

This ADM calls on the National Executive Council to lobby the Government of the day to increase funding for all local hospices to ensure they can continue to provide free end of life care to the public with a secure and reliable long term funding solution.

## Funding for Personal Care

**52. (64) By Retired Members Scotland**

This ADM calls on the National Executive Council to lobby the Government to set a lifetime cap of £80,000 towards care/nursing home fees for self-funding people. Everyone is entitled to free or reasonable cost of care from cradle to grave. The system at the moment is penalising people that have managed to save and have assets like their home.

## Hepatitis B Vaccine

**53. (65) By Weston-Super-Mare**

This ADM calls on the National Executive Council to lobby the Government of the day to make the Hepatitis B vaccine freely available to all first aid certified trained individuals in a public facing role.

## Medical Reviews

**54. (66) By Newport and District**

This ADM calls on the Government of the day in each of the devolved nations to make it mandatory for GPs to have, and not just offer, face to face prescription reviews, on the same timescales as telephone or online reviews to patients who require two or more long-term medications; and for any patient who is prescribed any medication where depression, anxiety or suicidal tendencies are listed as possible side effects.

## NHS Parking Charges

**55. (67) By East Midlands Co-operative Group No.2**

This ADM calls on the Government of the day to legislate for free hospital parking for all visitors in England like it is already in Scotland and Wales.

## Prescription Charges

**56. (68) By West Yorkshire Morrisons**

This ADM calls on the National Executive Council to lobby the Government to abolish prescription charges in England.

As the cost of living continues to soar, removing these charges would help to ensure equitable access to essential medicines, particularly benefiting vulnerable groups such as those who do not receive any financial aid or support and those with chronic health conditions including many Usdaw members. It is vital that no one is deterred from obtaining necessary treatment due to financial barriers. It would also bring England into line with other nations of the United Kingdom, where prescription charges have already been abolished.

## Sanitary Products

**57. (69) By Sainsbury's Northern**

This ADM calls on the Government of the day to make sanitary products free in the whole of the UK.

## Social Care Packages

**58. (70) By Swansea General**

This ADM calls on the Government of the day to develop an easier signposted system to get a care package in place for a loved one. Conference feels this would take a lot of the stress from family members and partners who are already dealing with an emotional and anxious situation.

## Vaping

**59. (71) By Swansea General**

This ADM calls on the Government of the day to introduce a law to ban vaping in shopping quadrants, shopping centres, train stations, bus stations and other large semi-closed public buildings. Vapes are known to cause serious health issues. Conference feels this would help to save lives.

# End of Health and Social Care Debate

# Housing Debate

## Council Tenant Evictions

**60. (72) By Tesco Retail**

This ADM calls on the National Executive Council to lobby the Government of the day to allow more time for council tenants facing eviction after the death of a loved one. The current process can be inadequate for grieving families.

## Mortgages

**61. (73) By West Sussex PT**

This ADM calls on the National Executive Council to lobby the Government of the day to do more for people who are in long-term rental for five or more years and have always met their rent repayments by offering them zero deposit mortgages. This would enable them to get on the property ladder if they wish to do so and eventually own their own property rather than lining the pockets of private landlords who often charge more in rent than the mortgage repayments on such property.

## Reinforced Autoclaved Aerated Concrete (RAAC)

*Proposition 74 on Interim Agenda now incorporates amendment by Leeds PT to read as follows:*

62. This ADM calls on the National Executive Council to lobby the Government regarding the financial issues due to the use of RAAC. Many current and ex-council houses have been revealed to have the presence of RAAC.

To resolve this dangerous issue, homeowners who bought properties in good faith are to be billed thousands of pounds to repair a home which is otherwise practically unsaleable. Councils should receive additional funding from central Government to rectify each property without charge to homeowners of single properties.

*To be moved by Dundee City, seconded by Leeds PT.*

## End of Housing Debate

### Justice for Colombia Affiliation

63. **(75) By NW Tesco Retail No.7**

This ADM calls on the National Executive Council to affiliate to Justice for Colombia.

### Oil and Gas Supplies

- E1. **Emergency Proposition by West Sussex PT**

This ADM notes the rise in prices of oil/gas and the scarcities of oil/gas following the conflict involving Iran and complications in the Strait of Hormuz in March 2026, and the need for more secure domestic supplies of oil/gas for the United Kingdom and Europe.

1. The role of oil not just as a fuel but also as a feedstock in fertilizer, pharmaceuticals, medical products, food security/production and in day-to-day maintenance of green tech such as wind turbines.
2. The role of oil in military supply chains of HM Forces and European allies and the need for less dependence on the Strait of Hormuz and Trump's America.
3. The need for lower duties on fuel in light of the March 2026 conflict in the interests of low paid workers, cost of living and of employment.
4. The case for full UK North Sea oil/gas expansion similar to Norway to help make the United Kingdom and Europe more secure and less dependent upon the Strait of Hormuz, and less dependent on supplies from Trump's America.

Conference requests the National Executive Council to lobby His Majesty's Government to:

1. Drop all VAT on domestic fuel imposed by the Conservative Government in 1993.
2. Lower the taxes on fuel at the pumps and increase cheap public transport.
3. Lower industrial fuel taxes in the interest of saving employment.
4. To encourage research and development in more efficiency and economy in oil/gas such as lean burn and alternatives to oil/gas where appropriate.
5. To allow for full 100% UK North Sea oil/gas expansion and complete with incentives for a full revival of full oil refinery capabilities like at Grangemouth.

# Online Safety Debate

## Cyber Crime

### 64. (76) By Retired Members Scotland

This ADM calls on the National Executive Council to lobby the Government to put safeguards wherever possible to help protect UK/Scottish pensioners/retired members of our society from cyber crimes and scams. These crimes put already vulnerable people more at risk especially if they are not very knowledgeable regarding technology and have little or no friends or family to help keep them informed of how these scams/fraudsters work.

## Online Gaming

### 65. (77) By Southampton and Wessex

This ADM calls on the National Executive Council to lobby the Government of the day to legislate to prohibit loot boxes and prizes based on chance from online gaming.

Conference notes that gambling is recognised as a public health issue, and there is a link between online gaming and gambling and that younger people are becoming addicted to gambling. Gaming and loot boxes are a gateway to gambling.

## Regulation of Algorithms

### 66. (78) By Dundee Tesco Call Centre Sata

This ADM calls on the National Executive Council to lobby all four Governments of the UK to introduce legislation regulating the use of unregulated algorithms that influence political processes. These technologies pose risks to democratic integrity, transparency and public trust.

Conference urges the Governments to adopt mandatory algorithmic impact assessments, transparency registers and independent oversight mechanisms to ensure these systems are used responsibly and ethically.

## Social Media Regulations

### 67. (79) By Stroud, Cotswold and District

This ADM calls on the National Executive Council to lobby the Government of the day to make it illegal for social media influencers, organisations and businesses to use retouched or artificially created images without correct and obvious labelling. A law such as this would reduce body image pressures and the conditions that come from aspiring to look like the images they see. This has already been recognised in Norway where a law has been passed.

# End of Online Safety Debate

# Parents and Carers Debate

## Child Maintenance

### 68. (80) By East Cornwall

This ADM notes that when a marriage or a civil partnership breaks down, and children of the couple are involved, in more and more cases, the main earner in the relationship tries to hide his or her total earnings in order to minimise any formal support payments that may be ordered by a court, thus causing potential hardship to the other party.

Conference requests that the National Executive Council lobby the Government to ensure that stringent checks are carried out by the relevant authorities to stop this from happening, and to impose severe penalties if it is discovered that such an attempt has been made.

### 69. (81) By Tesco Barclays Finance

This ADM calls on the National Executive Council to lobby the Government to significantly reduce the collection fees, when parents are forced to pay by deductions from earnings to the child maintenance service.

## NI Carer's Leave

### 70. (82) By NI Tesco Retail No.1

This ADM notes that the Carer's Leave Act 2023 introduced a new statutory right to unpaid carers leave for employees in England, Scotland and Wales, which came into effect on 6 April 2024. This is a vital protection for workers with caring responsibilities.

However, this statutory right has not been extended to workers in Northern Ireland.

Conference believes this creates an unacceptable inequality for members in Northern Ireland who face the same pressures and responsibilities but are denied the same basic employment protections as their counterparts elsewhere in the UK. Conference resolves that Usdaw will urgently campaign for the introduction of this statutory right in Northern Ireland and will press for parity across all UK nations.

## Special Guardianship

### 71. (83) By West Midlands Morrisons No.1

This ADM calls on the Government of the day to look into rights for special guardianship within workplaces. This includes pay, support and a leave of absence from employment without facing any discrimination.

At the moment there seems to be nothing in place to support family members obtaining custody and having rights to look after a child of the family.

No family member should face any type of hardship or discrimination in the workplace for coming forward to look after a child.

## Statutory Parental Rights

### 72. (84) By Tesco Livingston Distribution

This ADM calls on the National Executive Council to lobby the Government to change the law and extend the maternity, paternity and bereavement rights to all parents who experience a still birth as the current law has a 24-week gestation period.

# End of Parents and Carers Debate

## Sell By Dates

### 73. (85) By East Midlands Co-operative Group No.2

This ADM calls on the Government of the day to look at the way sell by and use by dates are displayed on all dated products to be consistent throughout the UK. Hopefully this will make it easier to be able to do the date checking more efficiently and to ensure that out of date products are not left on the shelves. Out of date products can lead to fines, prosecution, disciplinary procedures and bad reputation. People with learning difficulties and those who are visually impaired could benefit from this. Companies will save money, which means more profits. It would be beneficial for companies to liaise with their suppliers for this to work.

# Transport Debate

## DVLA Regulations

### 74. (86) By Harlesden Biscuits

This ADM calls on the National Executive Council to lobby the Government of the day to require the DVLA to permit the use of verified mail drop addresses (service postal addresses) for driving licences and vehicle registrations, ensuring fair and equal access for individuals of no fixed abode – including members of travelling communities, homeless people and those choosing alternative or mobile housing – and to end the current discriminatory restriction that penalises people without a permanent residence.

## Fuel Costs at Motorway Services

### 75. (87) By Midland Dairies

This ADM calls on the National Executive Council to lobby the Government to impose controls on the pricing of fuel at motorway service stations across the UK. At present, operators are charging 30-40% more for fuel at these service stations. This is unfair for the travelling public using motorways as there are no alternative options.

## Insurance Premiums

### 76. (88) By NW Co-op Group Retail

This ADM calls on the Government of the day to stop insurance companies from using age as a factor when calculating premiums. Instead they should rely on a combination of the number of years an individual has held a full driving licence and their no claims bonus. With the age of people successfully passing their test gradually increasing over the last decade it seems unreasonable that older new drivers benefit from lower premiums as a result of being classified alongside more experienced drivers of the same age, whereas young drivers are forced to pay more simply because the majority of their age bracket are inexperienced. By using the number of years they've held a full driving licence as a deciding factor instead, it allows the premiums to more accurately reflect the accident likelihood and thus allow young experienced drivers to benefit from the lower premiums their older peers receive.

## Road Traffic Act 1988

*Propositions 89 and 90 on Interim Agenda withdrawn in favour of the following composite proposition.*

*To be moved by Oxford General, seconded by Gloucester General.*

77. This ADM calls on the National Executive Council to lobby the Government to enforce the e-scooter legislation that is currently in place.

Conference asks for the Government to bring legislation for all electrically powered bikes in line with other motorised vehicles, this should include registration, insurance and the need for a licence to drive. Current legislation which allows these motorised vehicles to be ridden on the roads from the age of fourteen needs to be amended for the safety of all road users.

The consequences of being caught in public is a risk of a fine, receiving points on a driving licence or having the vehicle seized. None of these are regularly enforced as other motoring offences are.

**End of Transport Debate**

# Timetabled Debates

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## Sunday

### 3 pm – Special Delegate Meeting Final Agenda

*To be read in conjunction with the Special Delegate Meeting Interim Agenda (Circular GC 15/26)*

*Proposition S2 on Special Interim Agenda withdrawn.*

*Emergency Proposition SE1 by National Executive Council (see separate paper).*

## Monday

### 10 am – Politics Debate

#### *Video Presentation*

### **National Executive Council Statement** *Making Usdaw Members' Voices Heard*

### **Guest Speaker**

***Kate Dearden MP***  
**Parliamentary Under-Secretary of State**

#### **Co-operative Movement**

**78. (95) By NW Co-op Group Head Office**

This ADM notes:

- Our Union's long history with the Co-operative Movement.
- The Co-operative economy already comprises over 7,000 businesses, adding £42.7 billion to the UK economy.

Conference supports:

- The Co-operative Movement including our membership of the Co-operative Party.
- Our partnership with The Money Co-op.
- The Government's ambition to double the size of the Co-operative sector.

Conference calls on the National Executive Council to:

- Lobby the Government to place Co-operatives on the curriculum, implement law commission's findings as soon as possible and ask the British Investment Bank to support Co-ops.
- Raise awareness of Co-ops among Usdaw reps, including federation schools and supporting reps to explore worker Co-ops.

### **Defection of MPs**

*Proposition 96 on Interim Agenda now incorporates amendment by East Cornwall to read as follows:*

- 79.** This ADM calls on the National Executive Council to lobby the Government to introduce legislation so that if an MP of any party defects to another party, he or she should immediately resign the seat for which they were elected. They would immediately lose their salary and would not be paid to represent a political party for which they were not elected. A by-election should be held in order for the electorate of that constituency to decide if the same person is fit to represent them.

*To be moved by Angus, seconded by East Cornwall.*

### **Election Manifestos**

**80. (97) By Angus**

This ADM calls on the National Executive Council to lobby the Government to introduce legislation that ensures that party election manifestos are legally binding, ensuring rogue parties cannot provide pie in the sky, undeliverable promises and then U-turn once in power.

### **Single Market and Customs Union**

**81. (98) By Salford Quays**

This ADM calls on the Government to immediately seek to join the European Union (EU) single market and customs union to allow UK businesses unrestricted access to the world's largest trading bloc, boost UK economic growth, help end the cost of living crisis, ease the tax burden on working people and provide much needed revenue for public services. This is not an attempt to undo Brexit, revisit the referendum or rejoin the EU.

Conference notes the disastrous deal, negotiated by the last Conservative Government, to take the UK out of the EU has proved to be extremely costly and without change we are set to suffer a severe detriment every year. According to the Office for Budget Responsibility (OBR) and several academic studies, gross domestic product is between four and five percent smaller than it would have been without Brexit. That would have delivered about £40 billion extra tax revenue every year to help save our NHS and improve public services.

**End of Politics Debate**

### *Video Presentation*

## National Executive Council Statement *Celebrating Different Minds*

### **Mental Health Services**

**82. (91) By Tesco Barclays Finance**

This ADM calls for the National Executive Council to lobby the Government on reforming mental health support for those across the UK who live with depression, anxiety and other neurodiversities. The rising number of cases and longer waitlists for talking therapies is not acceptable and change is needed if we are to support those struggling with day to day living instead of the over reliance on SSRIs.

### **Mental Health Support**

**83. (92) By Midland Dairies**

This ADM calls on the National Executive Council to offer mental health first aid training and support to Shop Stewards. Our reps are on the front line and are constantly taking on members' problems and hardships. This training would make it easier for reps to navigate these issues. The training and support would be invaluable to help reps manage their own mental health.

### **Pride Flags**

**84. (93) By Lincoln Co-op**

This ADM calls on the National Executive Council to lobby the Government to amend current legislation to permit the flying of Pride flags beyond the standard rainbow design without the need for planning permission.

Under existing regulations, the only Pride flag explicitly granted deemed consent is defined as 'the Rainbow flag (6 horizontal equal stripes of red, orange, yellow, green, blue and violet)'. This excludes more inclusive designs such as the Progress Pride flag, which are increasingly recognised as symbols of broader representation within the LGBTQ+ community.

Updating the legislation to include a wider range of Pride flags would support greater visibility, representation and inclusion across public and institutional spaces.

## End of Equalities Debate

# Tuesday

## 10 am – Organising Debate

### *Video Presentation*

# National Executive Council Statement

## *A New Framework for Organising*

### Recognition Agreements

#### 85. (94) By Teesside PT

This ADM calls on the National Officers to strengthen efforts to renegotiate national agreements with private trade companies to ensure more representative recognition structures. Current agreements, such as those with B&M, limit representation to one rep per region, which is significantly disproportionate to the size and distribution of the membership. This structure presents challenges in effective servicing and organising, particularly in workplaces with high membership density.

Conference recommends that future agreements include a minimum of one representative per workplace. This adjustment would better reflect the needs of our members, enhance the Union's visibility and effectiveness, and support balanced growth, servicing and organising across all sites.

Conference believes that amending and improving these agreements is essential to ensuring Usdaw remains responsive, representative and capable of delivering strong workplace support.

## End of Organising Debate

# Notes

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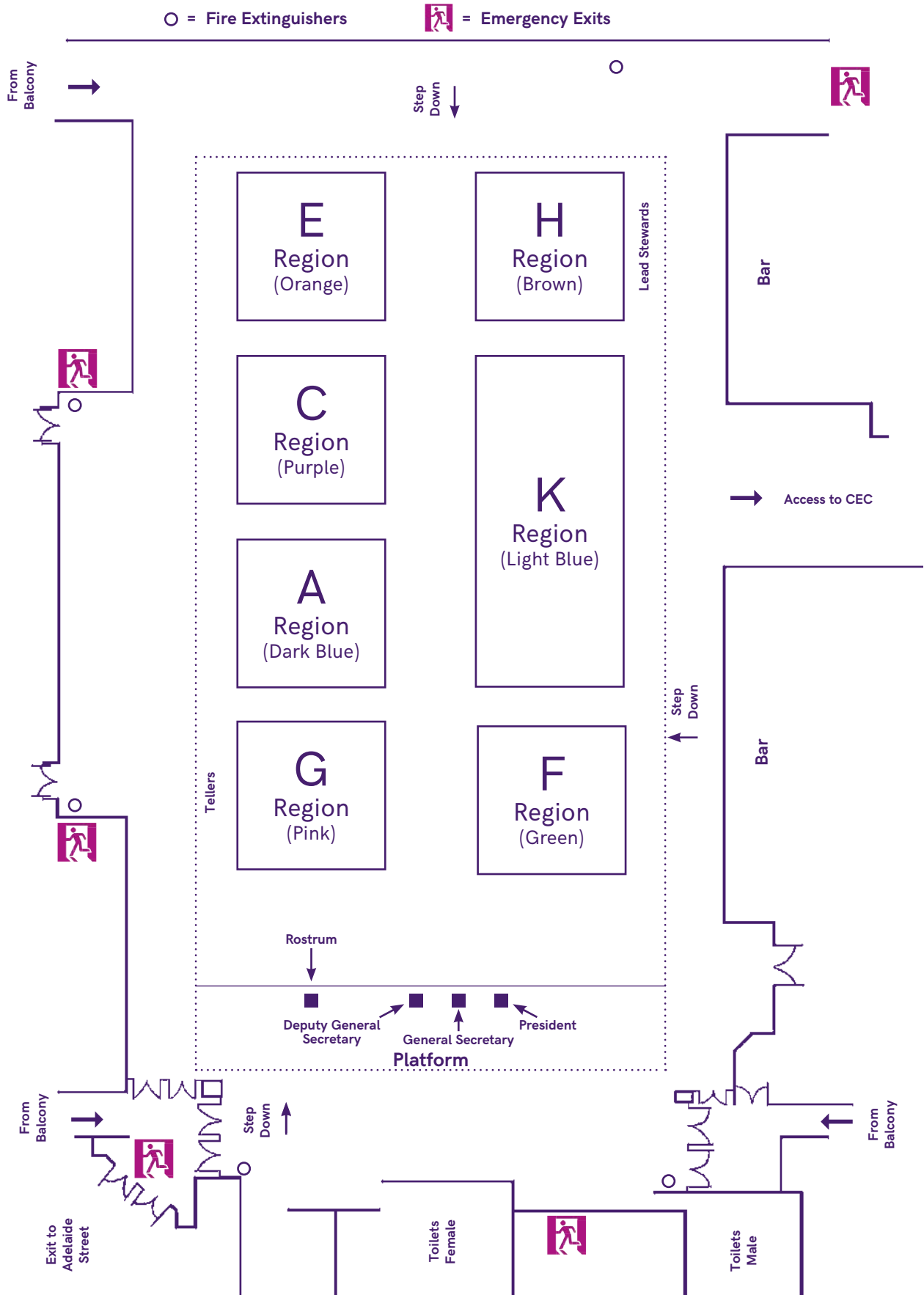
# Notes

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# Notes

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# 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*
  - *Udaw's Campaigns*
  - *Udaw Politics*
  - *Udaw Retired Members*
  - *Udaw Road Transport*
  - *Udaw Young Workers*
- Find out more about some of the Union's Affinity Partners and discounts and offers

*Badges/Tie Pins*

*Keyrings*

*Leaflets*

*Pens*

*Posters*

*Mugs/Water Bottles*

*T-Shirts*

*Bags*