

Scotland delegates' handbook



- Message from Scottish convener • Scotland policy guide on all the main issues • Who's who? Briefings service and other contacts
- What's happening guide • Liverpool information • Fringe events
- Inserts with seating plans



www.unison-scotland.org/news/conf2019



HAVANA CLUB RUM RECEPTION



Cuba: 60 years of revolution. Solidarity against the blockade, Trump and intervention

Tuesday 18 June, 5.15pm, Hall IB (Upper Level)

Speakers:

- **Dr Enmanuel Vigil Fonseca**, Volunteer in Cuba's emergency medical brigades
- Report back from **Tracey Delany** and **Lilian Macer** on Unison's 2018 Cuba delegation
- **Francisco Dominguez**, National Secretary, Venezuela Solidarity Campaign
- **Rob Miller**, director, Cuba Solidarity Campaign
- Chair: **Roger McKenzie**, Assistant General Secretary



Dr Vigil with the Cuban team in Haiti

2019 marks the 60th anniversary of the Cuban Revolution, an opportunity to celebrate the gains made by the Cuban people in health, education, social welfare and internationalism.

However, these gains are under threat from the government of Donald Trump which has ratcheted up sanctions against Cuba to unprecedented levels with the express intention of increasing suffering to the Cuban people.

This fringe will hear from Dr Vigil Fonseca, a Cuban medical volunteer who has worked in emergency situations in Haiti, Ecuador, Western Sahara and Sierra Leone during the Ebola outbreak in 2014. It will also give an insight into the real threat of intervention in Cuba and Latin America and how you can make a stand against it.

Supported by



★ **Havana Club Rum Cocktails provided** ★

Front page photos clockwise from top left: Lanarkshire Health members demonstrating against the ISS company's payroll change that would see workers working for three weeks and only getting paid for two; Glasgow equal pay strikers celebrate victory; Dundee home carers' ballot blocks council plans to enforce changes to contracts and shift patterns; West Dunbartonshire's 'Say No to Overwork' campaign.

Welcome to National Conference

from UNISON Scotland convener Lilian Macer

Welcome to all our delegates and visitors to Liverpool for UNISON's 26th National Delegate Conference (NDC).

This year, as we gather in Liverpool to set UNISON policy, we take the opportunity to reflect on the range of activity we have progressed in defence of our members and the services they provide, and to celebrate the achievements in 2018/19.

And one of those successes is of course the Glasgow Women's Equal Pay victory.

We can all agree it's been a long road but we will finally see money being rightly put back into the pockets of Glasgow's low-paid women.

This represents compensation for the pay lost due to a discriminatory pay and grading system in place for over 12 years and will be one of the largest redistributions of wealth in Glasgow's history.

UNISON Scotland has been standing side by side with these women who have been truly an inspiration to all members across Scotland.

Last year I said that the 2018

'High quality public services are affordable and can be funded through fair taxation. This is the basis for decent services provided by properly rewarded staff.'

pay round will be the most crucial since the commencement of the British and Scottish governments' policies of capping public-sector pay, which have impoverished our members since 2011.

Over the past year in Scotland we have continued our focus on pay which has moved the pay agenda from the 1% pay cap.

In Health there was a huge exercise of membership engagement to conclude an e-ballot (for period 16 July - 14 August) on an A4C Refresh/Pay Uplift Package, concluded through the Scottish Terms and Conditions Committee and funded by the Barnett consequential of a parallel deal agreed and implemented for England and Wales.



Members accepted the pay deal which saw 9% over 3 years and a removal of pay points for some members increasing their overall pay package.

Our Local Government members had the most successful members' engagement ever within the largest UNISON bargaining group.

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IMPORTANT EVENTS

Scottish Branches Meeting

Monday 17 June 5.30-6.30pm - An essential meeting to get last minute news and updates.

Hall 1C (upper level) ACC Liverpool

Kings Dock, Liverpool Waterfront, L3 4FP

Local Government Branches Meeting

Saturday 15 June 5.15-6.15pm

Hall 1C (upper level) ACC Liverpool

Kings Dock, Liverpool Waterfront, L3 4FP

Welcome to Conference from Lilian Macer

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In the best ever digital ballot in UNISON, 91% voted in favour of the deal and in record numbers with a 41.9% return.

Five branches achieved a 50% plus return, one 60% plus. The pay offer will deliver a 9.5% cost of living increase over three years.

In addition it provides a commitment to fully consolidating the living wage, with an established joint working group to negotiate and implement.

This is the best pay deal in Local Government in a decade.

In Further Education we achieved the fifth successive year where the pay rise was in excess of Scottish Government Public Sector Pay Policy, with the settlement of a three year pay deal with a set

of core conditions of service

It was UNISON Scotland's efforts that changed the Scottish Government's Public Sector Pay Policy and our campaign continues until we see wage restoration for our members.

Delivering high quality public services is what we do and through our campaigning at every level we have mitigated the worst excesses of the impact of the government's social, economic and political policy choices.

At NDC this year, our message in UNISON Scotland continues to be that high quality public services are

affordable and can be funded through fair taxation. This is the basis for decent services provided by properly rewarded staff.

Within our international agenda we continue through our campaigns to raise the human rights violations and the financial and social injustice experienced by our sisters and brothers across the world.

‘Our conference is the opportunity for us to set our union's policy that will deliver benefits for our members, the economy and our communities.’

In December 2018 I was very fortunate to join the UNISON delegation to Cuba.

I was truly inspired by the Cuban people, their resilience, friendship and commitment to the values we hold close to our hearts.

And as a health worker I recognise that, since the revolution, Cuba has developed a world class health system that achieves developed country demographic indicators, on a fraction of the budget and despite suffering more than 50 years of blockade, something we in Scotland should look to learn from.

Our conference is the opportunity for us to set our union's policy that will deliver benefits for our members, the economy and our communities.

I look forward to seeing you and listening to your contributions in the debates and focussed discussions over the week of NDC. Enjoy conference.



Lilian Macer is not renowned for long tedious speeches but, just in case, a platform delegate settles down to a nice cup of tea.

Who's who, or handy folk to know

Lilian Macer and Elaine Duffy, Scotland Delegates

Lilian and Elaine are elected as Scotland's reps to Conference by the union's Scottish Council of branches. See page 6 for details of what they do at Conference and how they can help.

Lilian is from Lanarkshire Health Branch and is UNISON Scotland convener.

Elaine, from Scottish Electricity Branch, is Scottish treasurer.



Mike Kirby, Scottish Secretary

Mike Kirby is Scotland's top full time official. Mike took over as Scottish Secretary in December 2010 after serving as Scottish Convener - Scotland's lead lay activist - since the merger that created UNISON in 1993.

Mike was also for many years one of Scotland's lay Regional reps to National Conference. He was 2011/12 STUC President.



Alison Mitchell, Standing Orders Committee Rep

Alison Mitchell from South Lanarkshire Branch is Scotland's rep on the Standing Orders Committee which sets out the business for the week.

Alison will be the source of information on what's going on and whether your motion has any chance!



President

This year's president, who will chair Conference, is Scotland's own **Gordon McKay** from Ayrshire and Arran Health. A mental health nurse for 30 years, Gordon has been involved with the NEC since 2009.



Senior vice-president is Josie Bird who is an administrative officer in Newcastle and secretary of the Newcastle city branch. She has chaired the NEC's finance and resource management committee.



Junior vice-president is Sian Stockham, a care support worker from Abergavenny. She has been a member of the NEC since 2005, where she holds the seat representing fellow low-paid women members in Wales.



Dave Prentis, General Secretary

Dave Prentis was elected in 2000 and then re-elected in 2006, 2010 and 2015.

Born and brought up in Leeds, he took a BA in history in London, followed by an MA in industrial relations at the University of Warwick. Dave is a member of the TUC General Council and its executive committee.



Scotland's NEC members



Maggie Cook, Jim McFarlane, Kate Ramsden, Stephen Smellie and Davena Rankin are Scotland's elected National Executive members.

Scotland policy guide on all the main issues

Lilian Macer and Elaine Duffy were elected by the Scottish Council as UNISON Scotland's delegates to Conference.

Branch delegates should use them as a source of information and they have a key organisational role.

They can help you liaise with other branches and regions. They will know how debates are organised, who to speak to and, more importantly, how to get to speak.

They will advise on Scottish policy and will

speaking for UNISON Scotland in debates.

Here, they preview the main debates at Conference, offering comments and advice from a UNISON Scotland policy perspective.

The briefing

cannot mandate branches who may have different policies, however it may assist delegates in taking an overview of Conference.

Conference 2019 has 131 motions (two less than 2018) and 23 rule amendments (up by nine on 2018).

UNISON Scotland and Scottish branches have submitted 21 motions, seven of which have reached the priority list, along with two amendments. Last year we had 14 motions on the priority list.

Re-prioritising

The experience of recent years is that Conference will manage to discuss 30 to 35 or so of these motions.

Therefore if your favourite is not discussed below, it is unlikely to be debated first time around and the only alternative will be in the

re-prioritisation exercise. This will take place on Wednesday evening/ Thursday morning, for Friday afternoon's agenda (see page 12). You can only re-prioritise motions on the priority list.

The Standing Orders Committee (SOC) has balloted regions, the NEC, self organised groups, National Young Members' Forum and the National Retired Members' Committee on what motions should be prioritised for debate.

Scotland motions and amendments

The following motions and amendments involving Scotland have been prioritised.

26. Menopause - UNISON has got this covered, Renfrewshire *Part of Comp A, first on remaining order of business.*

62. UNISON De-recognition, Aberdeenshire *46th on remaining order of business.*

70. Tackling the crisis in social care UNISON Scotland amendment *Part of Comp D on Friday morning.*

82. Colombia, West Dunbartonshire *24th on remaining order of business.*

84. Cuba 60, UNISON Scotland *Part of Comp F on Wednesday afternoon.*

100. Make 2021 the Year of Disabled Workers, South Lanarkshire *48th on remaining order of business.*

106. Jane Haining Memorial & Holocaust Study Tour, Renfrewshire *36th on remaining order of business*

110. Review of the Devolution Protocol, UNISON Scotland *11th on remaining order of business.*

111. Energy climate change a just transition and jobs for a low carbon economy, UNISON Scotland amendment *21st on remaining order of business.*



Never try to move a point of order when Jane Aitchison is speaking.

Scotland priorities

As a reminder for delegates the priorities for debate agreed at Scottish Council on 13 April were...

- 10. Cuba 60 - *Scotland*
- 12. Review of the Devolution Protocol Scotland Region - *Scotland*
- 70. Tackling the Crisis in Social Care - *Scotland amendment*
- 111. Energy climate change a just transition and jobs for low carbon economy - *Scotland amendment*
- 23. Menopause in the Workplace - *National Women's Committee*
- 62. UNISON De-recognition - *Aberdeenshire*
- 26. Menopause - *South Lanarkshire*
- 27. Rebuilding Collective Bargaining - *North West*
- 106. Jane Haining Memorial and Holocaust Study Tour - *Renfrewshire*
- 81. Brazil - *NEC*
- 22. Smash the Gender Pay Gap - *NEC*



A disappointed Scott Donohoe is defeated by Conference at the Stone Scissors Paper game.

Organising and Recruitment: Motions 1 - 23

Facility time for activists is a 'fundamental right'

Motions in this section of the agenda will focus on the union's organising strategy ensuring we are fit to cope with the onslaught of savage cuts to public services. This section includes motions and amendments from 1 through to 21 and is supportable from a UNISON Scotland perspective.

Motion 1 Developing Organising Resources in Branches and Regions from the NEC is up on Wednesday. This motion believes that to meet these challenges, the union needs to promote improved cooperation between branches and between regions to ensure that UNISON is more visible to the members and non-members.

In addition it also congratulates those branches and regions that have pioneered initiatives to foster closer working and to increase the visibility of the union through resource centres, shop fronts, organising centres and mobile units.

Motion 2 Growing the Union from Northern Region follows on Wednesday. This motion is focused on a

sustainable organising initiatives such as Grovember to be planned and become regular events, sharing good practice and to explore the establishment of an organising academy to train and support our activists.

Motion 18 Young Workers Facility Time from the National Young Workers Forum - up on Tuesday afternoon - highlights that facility time is a fundamental right of trade unionists in the workplace.

It ensures we support our members at disciplinaries, and that policies of the organisations our members work for are scrutinised and negotiated effectively.

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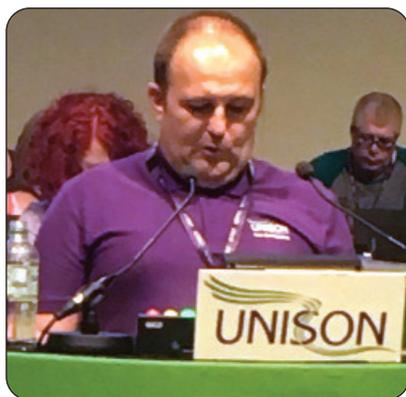


Frustration sets in as he loses again.

From Page 7

The motion calls for the development of clear guidance, working with the National Young Members' Forum to advocate the negotiating of facility time for Young Members Officers, sending this to every branch upon completion.

It calls on the union to explore ways of ensuring facility time is distributed in ways that allow young members and Black, women and LGBT members to participate fully in the union and develop an organising strategy for 2020.



'Steven Larkin panics when he realises that page 2 of his speech is last night's bar order.'

Motion 19 Year of the Young Worker – Creating a legacy for the future

is from Eastern Region and is on the agenda for Wednesday. The motion recognises the Year of the Young Worker provides the ideal opportunity to deliver an intensive

young worker focused programme of properly resourced recruitment, organising, and campaigning.

It calls for a programme of events and campaigns involving the whole union, not just Young Members, and supported by the necessary organisation and financial resources.

It also recognises that Year of the Young Worker represents the start of a renewed longer-term commitment to developing young worker representation in UNISON.

The undoubted progress being made will be lost unless we embed our commitments in future work plans thereby creating a legacy that will ensure we have a vibrant union now and in the future.

Motion 21 Towards a more inclusive Lesbian, Gay, Bisexual and Transgender (LGBT) Self-organised group, from Imperial College, is on Thursday. This motion is in line with the regional policy position and should be supported. It puts in place the policy adopted at the Scottish Council in April.

Comp A: Menopause Charter to highlight and advise on good workplace practices

Motion 23: Menopause and the Workplace from the National Women's Committee will be in **Comp A** where Scotland will have an interest through **motion 26 from Renfrewshire** and, being first on the remaining order of business or 'the snake', it should be heard early in the week, possibly on the first day.

UNISON has continually argued that employers have a responsibility to take into account difficulties women may experience during the menopause, not least under health and safety legislation, and to take account of these in sickness absence policies.

This debate will call for a charter to be established to support branches and

regions to ensure members have full access to all the employer support.

Motion 29: Apprenticeships from Yorkshire and Humberside is on Tuesday afternoon. The motion calls for the NEC to continue to develop a strategic approach on apprenticeships to ensure that they deliver positive outcomes for all and continue the campaign to get employers providing Public Services to sign up to the UNISON Apprenticeship Charter Campaign to ensure that candidates for Apprenticeships are recruited from a wider range of under-represented or disadvantaged groups, such as those from Black and minority backgrounds and older workers.

62: Call to condemn Cornerstone 'union-busting' derecognition

Motion 62 UNISON De-recognition from **Aberdeenshire** condemns the deplorable action of Cornerstone Community Care in de-recognising UNISON for standing up for members over pay, although it is unlikely to be heard unless reprioritised.

It calls on the union to support efforts to

force Cornerstone to sit down at ACAS and resolve this matter - and to name and shame all those employers/ agencies that are supporting union busting tactics.



Gordon McKay refuses Conference demands for a card vote during his speech.

68: Nelson Mandela's life and values inspiring future generations

Motion 68 Nelson Mandela: inspiring future generations is from Liverpool City. This motion, up on Friday, notes that 2020 will be the 30 year anniversary of the release of Nelson Mandela from captivity and that his life and values are inspirational to us today in our struggle for justice and equality.

It further recognises with pride the role of trade unionists in the Anti-Apartheid

movement and that Nelson Mandela is an honorary UNISON president

It calls for support for other projects and events that aim to celebrate the life and values of Nelson Mandela and delegates may wish to donate to the Scottish campaign, already backed by UNISON Scotland, at www.mandelascottishmemorial.org

Comp D: Tackling the crisis in Social Care

Motions 70 and 71 on the crisis in social care, with amendments, are likely to form **Composite D** on Friday including the **Scottish amendment**.

The motion recognises that the social care sector faces a perfect storm in which the impact of years of chronic underfunding has been worsened by increasing demand and the knock-on impact of cuts to other key public services.

The Scottish amendment recognises the work of the Scottish Fair Work Convention on the social care inquiry highlighting the precarious work within the sector.

The composite will call on the NEC to progress a number of campaign priorities including proper funding to ensure longer term planning within the sector.

80: Curbing Corporate Power

Motion 80 Curbing Corporate Power from the NEC, is on Wednesday. This motion recognises that the revenues of the three largest corporations in the world, including Wal-mart, were higher than the gross domestic product of 110 countries, 55% of all nation states, and that 66 individual people own as much wealth as 3.6 billion people.

A draft Binding Treaty on Transnational Corporations (opposed by the UK) will be negotiated in October by the United Nations.

The motion calls on the NEC to work with Public Services International to monitor the progress of the treaty and campaign with UK civil society to raise public

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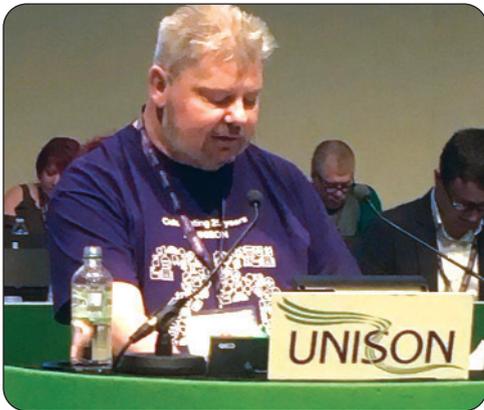
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awareness of, and action in support of, the treaty. It looks to build support for the treaty within Parliament and pressurise the UK Government to change its position. It calls for support for the UNISON Regional

Councils in Scotland, Wales and Northern Ireland to win backing for the treaty within the devolved administrations and to advocate for the United Nations negotiations to make progress.

84: Celebrating achievements of Cuban people

Motion 84, Cuba 60, from Scotland will be in **Comp F** on Wednesday.



Tony Slaven begs conference to support the 25 years review composite now that he's bought the t-shirt

The motion applauds the achievement by the people of Cuba in liberating their country and sustaining it as a beacon of socialism over the last 60 years.

It recognises remarkable

achievements in health, education and culture in the face of massive oppression by powerful northern neighbour the USA and other reactionary forces. It calls for an end to the cruel and illegal blockade.

It also encourages regions and branches to visit Cuba in solidarity with the Cuban people and Cuban trade unions and encourage branches, regions and nations of UNISON to affiliate to the Cuba Solidarity Campaign and the Scottish Cuba Solidarity Campaign.

UNISON Scotland is co-hosting a fringe meeting on Cuba 60 on Tuesday at 5.15. See page 2 for details.

See reports from the UNISON Scotland Cuba visit at unison-scotland.org/cuba

96 and 97: EU Exit: Protecting the peace process and putting public services at core

Motion 96. EU Exit and Protecting the Peace Process, submitted by Northern Ireland, is on Wednesday along with Motion 97. At the time of writing the motion, the UK was still set to leave the EU on 29 March but the terms of its exit and whether it will exit at all remains very unclear.

The motion calls for the NEC, in conjunction with the Northern Ireland membership in particular, to continue to campaign against a 'no deal' exit from the EU if Article 50 has been extended.

It calls for a deal that protects the rights of British and Irish citizens across these islands as part of the Common Travel Area and for the highest standards of equality of treatment for citizens in Northern Ireland regardless of their chosen identity.

Any attempts to remove or weaken the backstop must be resisted.

It calls on the NEC to continue to seek a future relationship between the UK and EU that builds upon and strengthens the protections set out within the backstop which protects the Good Friday Agreement in all its parts and prevents a hard border between the Republic of Ireland and Northern Ireland.

It also calls for the establishment of an independent international body to monitor the implementation of the peace agreement and to ensure future decisions of both guarantor governments align with the provisions and intention of the Good Friday Agreement.

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Motion 97 Public services and EU exit from East Midland, highlights that we, as public service workers, are horrified at how the UK Government has conducted EU exit negotiations so far.

The turmoil in the Westminster Parliament does not give workers any confidence that their best interests are being served whatever deal is ahead.

It calls for a campaign for an EU exit deal that puts the protection and future growth of UK public services, equality and

employment rights at its core.

The NEC has not, at the time of writing the briefing, submitted an emergency motion or statement in relation to the EU Exit however the likelihood is that there will be a motion or statement from the NEC on this issue which will be debated on Thursday morning.

100: 2021 Year of Disabled Workers

Motion 100 Make 2021 the Year of Disabled Workers is from **South Lanarkshire**. The motion believes that one of UNISON's strengths lies in its recognition of the value and unique experiences disabled people bring to the workplace and to our union. UNISON recognises that people are disabled by societal and environmental barriers rather than their medical condition.

It calls on the National Executive Council to make 2021 the Year of Disabled Workers in UNISON and to ask the TUC and other unions to support the initiative.

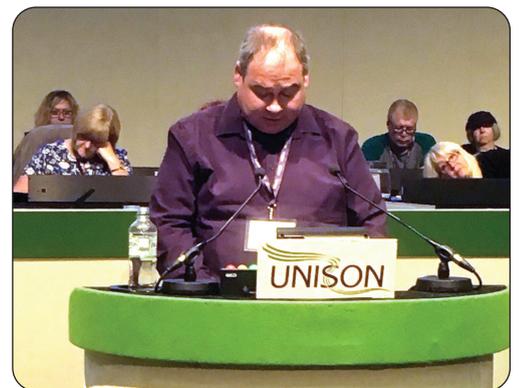
As part of that Year the NEC should work

with the National Disabled Members Committee to deliver a range of actions to achieve the 2021 Year of the Disabled Worker.

The motion is 48th on the remaining order of business so is unlikely to be heard unless re-prioritised



Sam Macartney pleads with Conference to help him find his glasses.



Mark Ferguson's bedtime story technique for his kids works for platform delegates too.

Comp H: Justice for the Windrush generation

Motions 103 and 104 on Justice for the Windrush Generation form Comp H, and rightly the first motion on the agenda on Tuesday.

The motions highlight the injustice suffered by this generation from the current government. It is difficult to imagine anything more demoralising than the experience the 'Windrush Generation' has undergone at the hands of the British Government in the past few years.

Arriving in the UK between 1942 and 1971 from the Caribbean islands, at the

invitation of the then government, came the generation named the 'Windrush Generation'.

The name came from the MV Empire Windrush which arrived at Tilbury Docks, Essex, on 22 June 1948 bringing workers from Jamaica, Trinidad and Tobago, and other islands, as a response to post-war labour shortages in the UK.

The entry in to the UK ended with the 1971 Immigration Act, when

continued on page 12

Justice for Windrush generation (continued)

From Page 11

Commonwealth citizens already living in the UK were given indefinite leave to remain and, after this, a British passport-holder born overseas could only settle in the UK if they firstly had a work permit and, secondly, could prove that a parent or grandparent had been born in the UK.

It was also not clear that citizens needed to change their Caribbean passport to a British one.

The composite calls for a co-ordinated approach to ensuring this never happens again and to ensure that they receive the recognition they deserve

110: Review of UNISON's Devolution Protocol

Motion 110. Review of the Devolution Protocol is submitted by **Scotland** and at 11th on the remaining order of business, has a chance of being heard.



Irrefutable proof that Maggie Cook is a bag fetishist

The motion recognises and celebrates 20 years of the Scottish Parliament however it also recognises the need for UNISON to reflect the changing landscape within the devolved nations.

The post Brexit political scene merely heightens the constitutional debate in a “disunited

kingdom” of growing civic nationalism and regionalisation, the unsettled will for political change, and the growing plurality of politics, which will have further implications for government and governance.

In turn, these are issues of plurality and diversification for the trade union to address in policy, organisation and resourcing, such as the more diverse models of procurement and contracting, leading to more private/not for profit/community employers to organise and service, and to redefine local and sectoral bargaining.

The Scottish Parliament and other devolved administrations have enhanced powers since UNISON Conference 2004 approved the Devolution Protocol. The motion calls for a review of the Devolution Protocol which recognises the changing environment we all operate within.

111: Just transition and jobs for a low carbon economy

Motion 111 Energy climate change, a Just Transition and jobs for a low carbon economy is from the NEC and amended by **Scotland** but at 21 on the ‘snake’ it may not get heard unless re-prioritised.

The motion notes the growing concern in the UK and worldwide about the ability of governments to regulate and slow the growth of carbon emissions, climate change and global warming.

As an energy, environment and public service union, our members and their families are directly affected.

When our economy shifts it must be a just and fair change that does not leave communities

and energy workers stranded without hope as the collapse of coal and manufacturing jobs and industries did in the 1980s.

The Scottish amendment 111.3 says the Scottish Just Transition Commission, which includes trade union representatives, must give a voice to energy and other workers in high carbon industries and should ensure that all Scottish Government policy contributes to developing the energy, industrial and education policies needed for a Just Transition to a low carbon economy. That must secure a future for energy workers through creating new low carbon industries and technology, training current and future workers in the necessary skills

121: Stop Universal Credit until fundamental changes are made

Motion 121 Stopping Social Insecurity, from the NEC, is on Friday and calls on the National Executive Council to campaign for the implementation of Universal Credit to be stopped and for fundamental changes to be made.

These should include campaigning to see the ending the five week wait for the first payment, making the first payment within seven days of the claim so claimants have no need to take an advance and get into debt.

126: Key decisions on branch funding

Motion 126 Resourcing our branches – A UNISON Priority is submitted by the National Executive Council and is first up on Wednesday morning.

This motion recognises the key work and contribution of branches on behalf of our members.

The motion calls for a lay-member led

review to be completed within two years.

There will however be an immediate and amended funding scheme which will commence on the 1st January 2020.

Look out for a fuller briefing on this important - and overdue - issue, along with the amendments, in the briefings at Conference.

Amendments to Rules

The Briefings Team will distribute a separate Scottish briefing on Rule Amendments to delegates on the Wednesday of Conference.

Keep up with the Conference theme

Conference is a serious business but that doesn't mean we can't have a bit of fun too.

The Briefings Team has run a theme over recent conferences including 'The Conference of the Rings', 'Star Trek the Conference Generation', 'Conference Royale', 'Lili Potter and the Conference of Secrets', 'Glescalot', 'Mike - The Greatest Fairy Tale never Told', 'Avengers, the age of UNISON' and last year's 'Lili Pan, A Scottish Fairy Tale'. All have been praised for their literary merit (we think).

This year's eagerly awaited theme remains a closely guarded secret.



What's happening?

GUIDE FOR NEW DELEGATES (AND OLD ONES WHO WERE AFRAID TO ASK)

With up to 3,000 delegates and visitors, Conference can be a daunting prospect, especially if you don't know what's happening. But now you will, thanks to *SiU's* handy guide.

Scotland Meeting

Monday's Scotland delegates' meeting gives last minute information and discusses Scottish input. It is also your chance to push your issues (see p3).



Katrina Murray isn't too proud to seek more enthusiastic applause in the usual way



And is well chuffed when she gets it!

Seating Plan

There should be a seating plan in this pack. We traditionally get at least one seat wrong - so if you find yourself sitting on someone's knee, it's likely to be a mistake.

Credentials Bar Code

No this is not a secret sign to get a drink. Your credential card has a bar code which will scan you in. You must wear the card at all times. Wearing it at your waist is not helpful to the stewards,

will lead to delays and may end up with more than you expected being scanned!

Conference Guide

This prints all motions submitted. It also has more detailed useful information. You will also get a booklet with composite motions, listed by letters of the alphabet (usually with the numbers of the motions in brackets).

Speaking, speakers lists, timings

Seats for speakers FOR and AGAINST are labelled at the front. If in doubt, staff at the

Rostrum Control will help.

In any case it is best to tell them you want to speak because they will have a list - and with amendments it is not always clear which seat you should be in. It also helps to speak to the Scottish Regional delegates first.

Speakers can speak *only once* in a debate (except for the right of reply). Movers get five minutes. However, Conference sometimes reduces this. You will get warning to chainsaw all those bits you loved dearly out of your speech. Subsequent speakers get three minutes.

Always start your speech by giving your name and your branch.

HANDY HINT: Have a brief closing remark ready in case you run out of time.

Right of Reply

The mover of a motion is allowed a Right of Reply at the end of the debate or before voting on an amendment (but not both). This is a reply to points raised in the debate and cannot be abused by introducing new stuff (although many try it).

Voting

Normally votes are taken by holding up brightly coloured cards and the president will decide whether a count is needed.

If it is close, or a major issue is involved, the chair can call for a branch card vote. Delegates can also call for a card vote but only if 10% of us shout out with voting cards up immediately. If this is on an amendment, the debate is suspended until the result is known.

Branch card votes are stamped with the voting entitlement of your branch and with either FOR or AGAINST.

The correct number must be used for the particular vote. **Get a colleague to check it.**

Procedure

Like any other formal meeting, Conference is run by a series of rules. This often seems very bureaucratic but the system ensures some semblance of order is kept.

The president chairs Conference and their ruling on any issue is final.

See page 16 for rostrum lights, points of order and handy hints...

Rough Guide to Conference

After years of being caught out by jargon and sneaky procedural wheezes, your *SiU* scoop brings you a rough guide to help you out.

Standing Orders Committee (SOC)

Comprises reps elected by each Region (ours is Alison Mitchell) and three from the NEC who organise the order of business, composites and so on. A report will be issued each morning on the day's business and probably future business. This is really important to understanding what is going on. Sometimes their rulings are challenged but it rarely makes sense to do so since the committee reflects regions' priorities.

NEC Positions

Most motions haven't got a chance of being heard and will be referred to the NEC, or somewhere. So it is worth looking to see what position the NEC has taken on your motion.

Agenda and Priorities

The running order (you'll get one at Conference) is set after consultation with regions on priorities. Motions are grouped into 'themes' to avoid duplication and the risk of voting against what we'd voted for earlier (yes we've done that before!).

Friday priorities

Come Friday (oh, come, come Friday), there is a chance to re-prioritise your pet motion that was not reached. On Wednesday we will circulate branches with a form to pick their priorities for Friday afternoon. These will be collated and go to the SOC which will set out a Friday pm agenda that reflects Conference's wishes. That can be an eye-opener!

Emergency motions

Conference has to vote to hear emergency motions in the first place (after the SOC has decided it is an emergency and is relevant and competent). To qualify for an emergency, it must have been impossible to submit the motion's subject matter before the deadline.

Composite

An amalgam of similar motions drawn together into one motion that nobody likes! Not fair really, because many composites do

succeed in combining areas of agreement through negotiation. You will get a composites booklet before Conference and new ones issued throughout the week.

Suspending Standing Orders

A super wheeze (needing a two thirds majority) to do something that's not on the agenda. To be avoided in most cases because it cuts across agreed priorities and of course stops Conference making decisions.

Grouped Debates

Where a pile of similar motions and amendments are all moved one after the other, there is an all-in debate and we vote on them one after the other at the end.

Reference Back

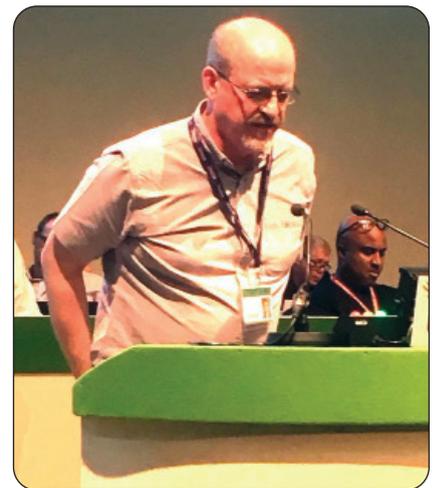
Reports, such as the annual report or standing orders report, are presented to conference for approval. If someone is unhappy with part of the report they can ask for 'reference back', meaning the committee or working group that prepared the report should reconsider that section.

Remittance

When the NEC asks for a motion to be referred to them for further clarification, elaboration, or investigation.

Scottish delegates

Lilian Macer and Elaine Duffy are this year's Scottish Regional delegates. They are there to help, especially if you want to get into a debate - they'll tell you how, who to see, and if you're not careful (or lucky), what to say! Sincerely folks, they are an essential source of advice, information and help.



We suggest being a bit more prepared than Arthur Nicol and pulling your trousers up before you get to the podium.

Conference briefings and website service

The Scottish Communications and Campaigns Committee, along with the Regional



Jane Aitchison and Kate Ramsden revel in being freed from the chains of John Stevenson's grumpiness.

Delegates, will issue daily briefings during Conference week.

It is not a 'News' service after the event (after all you were *there*), it is for briefing delegates *before* the event.

However, we will issue some special reports as a basis for branch reports back home.

We will also be updating the

website with most of what goes out in print.

The service is also there to be used by branches to

promote motions within Scottish policy. In exceptional circumstances we can help from our own resources with typing and communications with branches, media etc back home.

Your contact is **Jane Aitchison** along with Kate Ramsden, recently promoted to *Scotland in UNISON* editor after John Stevenson's prolonged retirement. John will also be here on the fringes, in the background and behind the scenes and incognito to offer transitional ~~criticism~~ assistance. Other committee members will be helping out too.

It would be really helpful if speakers could let the team know when they are speaking (so we can get a photo) and let us have a copy of their speech for reports.

PLEASE ADVISE US IF YOU DO NOT WISH TO BE PHOTOGRAPHED OR NAMED IN REPORTS

Blinkin' lights and points of order Timing for speeches is shown by lights on the rostrum...

... but even if you don't notice the light, there is always some bright spark who will shout 'time', usually when they're not agreeing with you.



Pointing at the lights and telling them not to go red just won't work as a desperate Elaine Duffy found.

It can be useful to have an 'escape clause' in your speech to cut to so you can finish on a good note.

The lights mean...

Yellow: means the speaker has a minute to go.

Red: means 'zip the lip' now, not after you've made ten more points.

Green: means a point of order has been raised and will be heard before the next speaker.

Points of Order

You can move 'next business', 'adjournment' or 'private session' but the most used is 'that the question be put'.

The president must put this to Conference and, if carried, we go straight to the right of reply, and the vote on the motion or amendment. (The chair can caution there has not been enough debate.)

This move is especially helpful when there are a host of speakers for a motion and none against.

You can only move most points of order if you haven't already spoken in the debate.

Handy Hints

Card Votes

- If you split your vote, make sure the figures add up. Get someone to check.
- make sure you've SIGNED it.
- and make sure the branch name is on it.

Get your photo in advance

- If you haven't done it online, get your credential photo in advance. Photo booths are few and far between. If in dire straits the Conference Information Desk may be able to help.

Consideration

- We hope the briefings will be of some use to you. But for safety, do not leave papers on the floor.
- Don't leave mobile phone ringers on.
- Don't walk in front of the signers.
- Lots of people will be pushing papers at you as you come to Conference. Not taking one does not make you a bad person!

Support Gordon's presidential charity to help Malawi mother and baby clinic

UNISON President Gordon McKay has chosen a mother and baby clinic in Manchinjiri, Malawi, as his Presidential Charity this year and is asking branches across the country to contribute.

Gordon was elected UNISON president at the end of June's national delegate conference. It's traditional for presidents to nominate a charity and use their profile to raise some funds for their chosen cause.

Already that generosity of Scottish branches has shone through as a race night in November in Glasgow raised £4,000 - almost half of the cost of a new wing to the centre.

It was followed by another fundraiser in April and later that month Gordon and Fife Health's Wilma Brown visited the clinic.

This government funded clinic has a two bed labour ward where staff deliver babies, carry out pre and post-natal checks and take measures to prevent mother to child transmission of HIV.

Bertha Masangale, a midwife at the hospital said: "I love my job. Helping women give birth is wonderful. But we struggle to help all the women who need us.

"We know we could do so much more for our families, which is why we are so pleased you are helping us. It's amazing that thousands of



What makes it even more special for me is knowing UK health workers support us. Because you know what it is like'

BERTHA MASANGALE

miles away UNISON members have heard of our clinic and care about my work.

"Thank you from the bottom of my heart. And what makes it even more special for me is knowing UK health workers support us. Because you know what it is like"

Gordon said: "As a healthcare worker I wanted to choose a presidential project that supported my health colleagues in Africa who provide health care in difficult circumstances."

His idea started when he was

sitting with his daughter watching a programme on TV on the issue.

She reminded him that as president of UNISON he can help people on the breadline in sub-Saharan Africa and those working like himself in vital public services in the UK.

Depending on how much money we raise this is what can we help with:

- New, bigger maternity wing where they can carry out more ante and post-natal checks and do more to prevent mother to child transmission of HIV
 - Testing room to do more HIV testing, with privacy.
 - Shelter for patients' family who cook for the patients.
 - Ambulance so women with complications can be transported to the main hospital, 24km away
 - Patients' shelter while they are waiting for medicines from the pharmacy.
 - A nursing station/rest room so staff can get some rest
 - Solar panels or generator. The clinic does not have electricity. It is on a list for electrification, but noone knows when that will happen.
- Cheques payable to UNISON. Send to Joan Walker UNISON, 130 Euston Road London NW1 2AY Quote reference 0090137 or email j.walker@unison.co.uk to get details for a BACS payment.



Get the Morning Star at conference

The Morning Star is the only newspaper that reports daily on the debates at conference and reports them favourably.

Other daily newspapers are more likely to attack the delegates who demand an end to austerity and argue for decent pay, conditions

and pensions for our members.

If you make a speech at conference there is a chance you'll see your wit and wisdom reported in the paper next day.

The Morning Star will be on sale each day at a stall in the exhibitions area.

Liverpool: A history of struggle

In 1323 Liverpool built a castle. It was used by Edward III as a staging post for his war on Scotland.

In 1327 it all backfired and the castle was used to give shelter for people fleeing from the Scots.

It was knocked down to build a church in 1715 at the same time as Bonnie Prince Charlie's dad was on a bit of an adventure to take over Scotland again.

Anyway, we won't hold it against them, other than to mention that Edinburgh (unlike Glasgow) has still got its castle.

Global city

The city grew from global trade, and sadly also from the profits of slavery just like Scotland's trading cities.

It became famous in modern times the world over for the Beatles and the other Merseybeat phenomena.

But it also grew as hotbed of working class struggle.

A struggle with international roots as the port became a melting pot for English, Irish, Scots and new Liverpoolians from around the world.

Its Chinatown is the oldest in Britain and the black community can trace its roots back to the 18th century.

The famous dock strikes of 1911 and 1995-98 are well documented.

Liverpool saw a police strike in 1919 and had a



major role in the 1926 general strike.

The North West also saw great injustice in the building workers strike of 1972 that still leaves actor Ricky Tomlinson fighting to clear his name from the conspiracy that unjustly jailed workers like him at the time.

At the end of April the Criminal Cases Review Commission finally agreed to reconsider the case.



Sadly, the 1980s brought unrest in Toxteth bred out of poverty, racism and marginalisation.

Then there was the controversial period from 1983-87 when the Militant dominated Labour council set an illegal budget against cuts. Nalگو member Derek Hatton was the leader and how

the venture imploded is a longer story than we have room for here - other than to say that the union faced enormous and bitter challenges.

And of course, iconic trade union leader **Jack Jones** hailed from these parts. A man who, as the city's youngest councillor, went off to Spain in 1937 to fight for his socialism in the civil war and spent his long life fighting injustice.



Football

Liverpool is also the home of two iconic football teams that rose out of one.

Everton and Liverpool live across a park from each other and the rivalry is intense. But so is the working class solidarity. Everton fans stood with

Liverpool fans to fight the 23 year insult to working class people of establishment lies and demonisation following the deaths of 96 innocent Liverpool supporters in the Hillsborough tragedy.

Eating out

In recent years Liverpool has seen a huge transformation, especially in the docks area where the Conference will be held.

Bars and restaurants are all nearby but venture inland for a wider variety. We'll be seeking some recommendations from our North West colleagues.

Scouse

And you can't go without tasting Scouse - the dish the Scousers are named after - or vice versa.

Many variations are to be found of this warming stew. No further comment is wise from a nation that has sheep's innards and turnips as its national dish.

Liverpool is also famous for Steve Gray from the Aberdeenshire Branch. After many years in the land of the North East, he has kept the strongest Merseyside accent you'll hear at Conference.

So much so that some Weegies hearing him announce himself as 'Steve Gray, Aberdeenshire Branch' at Scottish Council think that Scouse is the Doric.

Hotels & Serviced Apartments	Places of Interest
1 30 James Street and Carpathia Champagne Bar & Restaurant	B2 Albert Dock
2 62 Castle Street	B2 ACC Liverpool
3 Adagio Apart Hotel	B2 Ashmolean
4 Alibi Hotel and N11, Restaurant & Bar	B3 and A2 The Beatles Story
5 Base Serviced Apartments - Duke St	A2 Beatles Legacy Statue
6 Base Serviced Apartments - Cumberland St	E3 Blackburn House
7 Base Serviced Apartments - Sir Thomas St	D4 Black E Community Centre
8 Base Serviced Apartments - The Dock	C2 The Bluecoat
9 The Block	A2 The British Music Experience
10 BridgeStreet Liverpool ONE	C5 Camp & Furnace
11 Britannia Adelphi	C2 Caern Walks
12 Campanile	C2 Caern Club
13 Crowne Plaza Liverpool City Centre	D3 Central Library
14 Days Inn	D1 Empire Theatre
15 Doubletree by Hilton & Spa Liverpool	C2 Epstein Theatre
16 Dream Apartments	E3 Everyman Theatre
17 EPIC Apart Hotel - Seel Street	B4 Exhibition Centre Liverpool
18 EPIC Apart Hotel - Duke Street	D3 FACT
19 EPIC Apart Hotel - Campbell Street	D1 The Gateway Centre
20 Euro Hotel	D3 The Hardman's House
21 Hampton by Hilton	B3 International Slavery Museum
22 Hard Days Night Hotel	E3 LIPA
23 Hatters Hotel	A2 Liverpool Cathedral
24 Heywood House Hotel	A2 Liverpool Cruise Terminal
25 Hilton Liverpool City Centre	B2 Liverpool Cycle Tours
26 Holiday Inn Express - Albert Dock	B2 Liverpool International Language Academy
27 Holiday Inn - Liverpool City Centre	B1 Liverpool John Moores University
28 Hope Street Hotel & The London Carriage Works	E3 Liverpool Medical Institution
29 Hotel Indigo	C2 Liverpool ONE
30 Ibis Liverpool Albert Dock	A1 Liverpool Parish Church
31 Ibis Styles - Dale Street	E1 Liverpool School of Tropical Medicine
32 International Inn / Cocoon	B1 Liverpool Town Hall
33 International Inn Serviced Apartments	B5 Liverpool Wake Park
34 Jays Inn	B3 Milton Play
35 The Liver Hotel	B3 Money Frames
36 Malmeson	B3 Merseyside Maritime Museum
37 Liverpool Marriott Hotel City Centre	C2 Metquarter
38 Mersey Liverpool Atlantic Tower Hotel	E2 Metropolitan Cathedral
39 The Naxos Liverpool	A2 Museum of Liverpool
40 Novotel Liverpool Centre	A1 Open Eye Gallery
41 Push Pads	A1 Passport Office
42 Premier Suites	E3 Philharmonic Hall
43 Premier Inn, Albert Dock	C2 Playhouse Theatre
44 Premier Inn, Hanover Street	F4 Princes Road Synagogue
45 Premier Inn, Vernon Street	E1 Quaker Meeting House/Stage Room
46 Pullman Hotel	C2 Royal Court Theatre
47 Racquet Club	F1 Royal Liverpool University Hospital
48 Radisson Blu	A2 RIBA North
49 The Richmond Hotel	D1 St George's Hall
50 The Shankly Hotel & Bastion Bar and Restaurant	C2 St John's Beacon Viewing Gallery
51 Signature Living, Bold Street	C2 St John's Market
52 Signature Living, Mathew Street	D3 St Lukes Church
53 Signature Living, Victoria Street	A3 Tate Liverpool
54 Staybridge Suites	B4 The Adventure Dock Co
55 Staycity Serviced Apartments	B2 The Three Graces
56 Travelodge, Exchange St East	A2 Royal Liver Building (inc The Venus), Central and Port of Liverpool Buildings
57 Travelodge, Exchange Docks	E3 Unity Theatre
58 Travelodge, Old Haymarket	C1 University of Liverpool - Foundation Bld
59 Travelodge, The Strand	F2 University of Liverpool Guild of Students
60 Tune Hotel	F2 Victoria Gallery and Museum
61 YHA	D1 Walker Art Gallery
62 Z Hotel	B1 Weston Approaches

**Liverpool Arena and Convention Centre (ACC)
Kings Dock, Liverpool Waterfront, L3 4FP**

Scotland *in* UNISON NATIONAL DELEGATE CONFERENCE 2019

Published by UNISON Scotland 14 West Campbell Street, Glasgow G2 6RX www.unison-scotland.org