

Challenging inequality
through wage-led growth

**LIVING
WAGE**



**STRONG
ECONOMY**



Agenda
Biennial Delegate Conference
Ennis 7 – 9 July 2015

STRONGER TOGETHER
CONGRESS
Irish Congress of Trade Unions



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NOTICE TO DELEGATES

1. This year, the overall theme of the Conference is 'Challenging Inequality Through Wage-Led Growth'.

Within that overall theme, Conference will debate:

- 46 Motions and 5 Amendments, including 10 Motions from the Executive Council;
 - A Report from the Executive Council on Congress Priorities & Strategy, Organisation & Finance over the past two years.
2. This document contains the motions to be debated at Conference, the timetable of business, the first report from the Standing Orders Committee, a list of nominations to the Executive Council and Standing Orders Committee and a list of Fringe Events at BDC 2015.
 3. The timetable of business gives you the order in which the motions will be debated and voted on for each day.
 - It also gives you the times at which various sections of the Report from the Executive Council will be discussed.
 - Any changes in the order of business will be notified to the Conference by the Standing Orders Committee.

4. The commencement time for each morning session of the Conference is 09.30hrs on Tuesday 7th July, Wednesday 8th July and Thursday 9th July, 2015, and the afternoon sessions will commence at 14.30hrs. The Conference is scheduled to finish at 17.00hrs on Tuesday 7th July, and Wednesday 8th July, and at 14.30hrs on Thursday 9th July.

You are asked to be in the Conference Hall punctually and to remain throughout the sessions.

5. You must show your Credential Card to gain entrance to the Conference Hall. You should bring your Conference documents with you to each session, as additional copies will not be available.
6. If you are moving a motion you will be allowed to speak for five minutes, and each subsequent speaker for three minutes. You should give your name and the name of your organisation when speaking.

If you wish to contact the Standing Orders Committee you may do so by contacting any member of the Congress Secretariat at the entrance to the Conference Hall. The members of Standing Orders Committee are: Aidan Kenny, TUI, Pat Guilfoyle, Technical, Engineering & Electrical Union, Cora Martin, UNITE, Kieran Jack McGinley (Chair), Services Industrial Professional & Technical Union, Joan Gaffney, MANDATE.

TIMETABLE OF BUSINESS



Tuesday 7th July

Morning Session

— 09.30 – 11.30

Opening of Conference

Address of Welcome: Mayor of Clare and Mayor of Municipal District of Ennis and the President of Clare Trades Council

Election of Tellers (Six)

Election of Scrutineers (Six)

Adoption of Standing Orders Reports No. 1 & 2

Presidential Address: Mr John Douglas

Introduction of Biennial Delegate Conference and Welcome of Guests

— 11.30 – 13.00

The Economy – Strong and Fair Growth

(Principle EC Report Reference: Section 1: Can Europe Avoid a Prolonged Slump, Section 2: Living Wage, Strong Economy)

Motion 1 (The Economy – Executive Council)

Motion 2 (Wage Led Growth – PSEU)

Motion 3 (The Economy and Society in the Republic and Northern Ireland – UNITE)

Motion 4 (Economic Development – DCTU)

Motion 5 (Charter for Fair Banking – IBOA)

Vote on Motions 1, 2, 3, 4, 5

Fraternal Speaker: Grahame Smith, STUC

Committee Speaker:

Margaret Fitzpatrick, Congress Centres

— 13.00 – 14.30

Lunch Adjournment

Afternoon Session

Exchange of Stubs for Voting Cards from 14.30hrs on Tuesday until 11.00hrs on Wednesday

— 14.30 – 15.45

Northern Ireland – Building the Peace

Guest Speaker

(Principle EC Report Reference Section 5: Northern Ireland: Building the Peace)

Motion 6 (Peace, Progress and Equality – Executive Council)

Motion 7 (Opposition to Austerity – NIPSA)

Motion 8 (Co-ordinated Action on Pay – PCS)

Motion 9 (Stormont House Agreement – NIPSA)

Motion 10 (Supporting the Northern Ireland Peace Process – UNISON)

Motion 11 (The Establishment of the Education Authority – NASUWT)

Vote on Motions 6, 7, 8, 9, 10, 11

Fraternal Speaker:

Margaret Thomas, Wales TUC

— 15.45 – 16.00 **Break**

— 16.00 – 17.00

Congress Organisation (PRIVATE SESSION)

(Principle EC Report Reference Section 7: Congress Organisation, Appendix 1 – Accounts, Appendix 2 – Congress Committees and External Bodies, Appendix 3 – Affiliations, Appendix 4 – Congress Staff, Appendix 5 – Membership of Congress Committees and External Bodies, Appendix 6 – Action on Motions to BDC 2013, Appendix 7 – Congress Disputes Committee Reports, Appendix 8 – Congress Appeals Board Report 2013-2015).

Motion 12 (Funding of the Nevin Economic Research Institute – Amendment to the Congress Constitution – Executive Council)

(Amendment to Motion 12 – SIPTU)

Vote on Amendment to Motion 12

Vote on Motion 12

Motion 13 (1916 Centenary – SIPTU)

Vote on Motion 13

Adjournment until Wednesday 8th July

Wednesday 8th July

Morning Session

Polling Stations open 11.00hrs – 15.00hrs

— 09.30 – 13.00

Wage Led Growth & Fair Conditions of Employment

(Principle EC Report Reference Section 2: Living Wage, Strong Economy, Section 3: Creating Jobs, Achieving Growth, Section 4: Progressive Workplace Rights)

Motion 14 (Low Pay/Inequality – Executive Council)

(Amendment to Motion 14 – USDAW)

Vote on Amendment to Motion 14

Vote on Motion 14

Motion 15 (Zero Hour Contracts, Low Hour Contracts and Underemployment - MANDATE, USDAW, GSU, GMB)

Motion 16 (Pay Rise for All – CPSU)

Motion 17 (Exploitation of Seafarers – NURMT)

Vote on Motions 15, 16, 17

Committee Speaker: Teresa Walsh,
Congress Youth Committee

Motion 18 (Precarious and Unstable Forms of Work in the Construction Sector – OPATSI)

Motion 19 (Relevant Contracts Tax – UCATT)

Motion 20 (Inequality in the Arts – EQUITY)

Motion 21 (Rights of Freelance Workers – NUJ)

Motion 22 (Service Providers to Trade Unions – CWU)

Motion 23 (Employer Approaches which Remove Employees from Post – PROSPECT)

Vote on Motions 18, 19, 20, 21, 22, 23

Committee Speaker: Claire Mahon,
Congress Disability Committee

Guest Speaker

— 13.00 – 14.30

Lunch Adjournment

Afternoon Session

— 14.30 – 15.45

Social Protection & Living Standards

(Principle EC Report Reference Section 6: Social Protection)

Fraternal Speaker:
Sharan Burrows, ITUC

Committee Speaker:
Teresa Dwyer, Congress
Women's Committee

Motion 24 (Equality – Executive Council)

(Amendment to Motion 24 – USDAW)

Vote on Amendment to Motion 24

Vote on Motion 24

Motion 25 (Housing Provision and Homelessness – IMPACT)

Motion 26 (Community Sector – Wexford CTU)

Vote on Motions 25, 26

Committee Speakers:
Margaret Browne & Margaret Galloway,
Congress Retired Workers Committee

Motion 27 (Pensions – Executive Council)

Motion 28 (Defence of Pensions and Living Standards – TEEU)

Motion 29 (Pensions in Retirement – UNITE)

Motion 30 (Retired Workers – Executive Council)

Motion 31 (Older People's Contribution to the Community – Fermanagh TC)

Vote on Motions 27, 28, 29, 30, 31

— 15.45 – 17.00

Public Services

(Principle EC Report Reference Section 2: Living Wage, Strong Economy, Section 4: Progressive Workplace Rights)

Fraternal Speaker:
Frances O'Grady, TUC

Motion 32 (Privatisation – Executive Council)

Motion 33 (Privatisation of Public Transport – TSSA)

Motion 34 (Health Inequalities and Access – IMO)

Motion 35 (Universal Health Services – An Essential Social Good – INMO)

Motion 36 (FEMPI and Pay & Conditions of Public Sector Workers – ASTI)

Motion 37 (Precarious and Casualised Work – TUI)

Motion 38 (Class Sizes – INTO)

Motion 39 (Corruption and Tendering for Public Services – UNISON)

Motion 40 (Referendum on Water Supply and Treatment – CWU)

Vote on Motions 32, 33, 34, 35, 36, 37, 38, 39, 40

Motion 41 (Water Charges and Public Ownership – Waterford TC)

(Amendment to Motion 41 – IMPACT)

Vote on Amendment to Motion 41

Vote on Motions 41

Adjournment until Thursday 9th July

Thursday 9th July

Morning Session

— 09.30 – 13.30

Global and International Issues

(Principle EC Report Reference Section 8: International)

Guest Speaker

Committee Speaker:
Mags O'Brien,
Global Solidarity Committee

Fraternal Speaker:
Bernadette Ségol, ETUC

Motion 42 (Transatlantic Trade and Investment Partnership – (TTIP) – Executive Council)

(Amendment to Motion 42 – Belfast & District TUC)

Vote on Amendment to Motion 42

Vote on Motion 42

Motion 43 (Transatlantic Trade and Investment Partnership – ASTI)

Vote on Motion 43

Fraternal Speaker:
Reiner Hoffmann, DGB

Motion 44 (International Action to Tackle Climate Change and Poverty – Executive Council)

Motion 45 (Climate Change – Belfast & District TUC)


Motion 46 (Ban on Fracking – Fermanagh TC)

Vote on Motions 44, 45, 46

— 13.30 – 14.30

Closing Ceremonies

LIST OF MOTIONS AND AMENDMENTS TO BDC 2015



Tuesday 7th July, 2015

Morning Session, 11.30 – 13.00hrs : The Economy – Strong and Fair Growth

Motion No.	Motion Name	Mover
1	The Economy	Executive Council
2	Wage Led Growth	PSEU
3	The Economy and Society in the Republic and Northern Ireland	UNITE
4	Economic Development	Dublin CTU
5	A Charter for Fair Banking	IBOA

Tuesday 7th July, 2015

Afternoon Session, 14.30 – 15.45hrs: Northern Ireland: Building the Peace

Motion No.	Motion Name	Mover
6	Peace, Progress and Equality	Executive Council
7	Opposition to Austerity	NIPSA
8	Co-ordinated Industrial Action on Pay	PCSU
9	Stormont House Agreement	NIPSA
10	Supporting the Northern Ireland Peace Process	UNISON
11	The Establishment of the Education Authority	NASUWT

Tuesday 7th July, 2015

Afternoon Session, 16.00 – 17.00hrs: Congress Organisation: PRIVATE SESSION

Motion No.	Motion Name	Mover
12	Funding of the Nevin Economic Research Institute - Amendment to the Congress Constitution	Executive Council
	Amendment	SIPTU
13	1916 Centenary	SIPTU

Wednesday 8th July, 2015

Morning Session, 09.30 – 13.00hrs: Wage Led Growth & Fair Conditions of Employment

Motion No.	Motion Name	Mover
14	Low Pay/Inequality	Executive Council
	Amendment	USDAW
15	Zero Hour Contracts, Low Hour Contracts and Underemployment	MANDATE USDAW GSU GMB
16	Pay Rise for All	CPSU
17	Exploitation of Seafarers	NURMT
18	Precarious and Unstable Forms of Work in the Construction Sector	OPATSI
19	Relevant Contracts Tax	UCATT
20	Inequality in the Arts	EQUITY
21	Rights of Freelance Workers	NUJ
22	Service Providers to Trade Unions	CWU
23	Employer Approaches which Remove Employees from Post	PROSPECT
24	Equality	Executive Council
	Amendment	USDAW

Wednesday 8th July, 2015

Afternoon Session, 14.30 – 15.45hrs: Social Protection & Living Standards

Motion No.	Motion Name	Mover
25	Housing Provision and Homelessness	IMPACT
26	Community Sector	Wexford CTU
27	Pensions	Executive Council
28	Defence of Pensions and Living Standards	TEEU
29	Pensions in Retirement	UNITE
30	Retired Workers	Executive Council
31	Older People's Contribution to the Community	Fermanagh TC

Wednesday 8th July, 2015

Afternoon Session, 15.45 – 17.00hrs: Public Services

Motion No.	Motion Name	Mover
32	Privatisation	Executive Council
33	Privatisation of Public Transport	TSSA
34	Health Inequalities and Access	IMO
35	Universal Health Service - An Essential Social Good	INMO
36	FEMPI and Pay & Conditions of Public Sector Workers	ASTI
37	Precarious and Casualised Work	TUI
38	Class Size	INTO
39	Corruption and Tendering for Public Services	UNISON
40	Referendum on Water Supply and Treatment	CWU
41	Water Charges and Public Ownership	Waterford TC
	Amendment	IMPACT

Thursday 9th July, 2015

Morning Session: 09.30 – 13.30hrs: Global and International Issues

Motion No.	Motion Name	Mover
42	Transatlantic Trade and Investment Partnership (TTIP)	Executive Council
	Amendment	B&DCTU
43	Transatlantic Trade and Investment Partnership	ASTI
44	International Action to Tackle Climate Change and Poverty	Executive Council
45	Climate Change	Belfast DTUC
46	Ban on Fracking	Fermanagh TC

MOTIONS TO BDC 2015



MOTION TO BIENNIAL CONFERENCE 2015

1. The Economy

The experience of seven years of austerity has removed any doubt about the real relationship between states and markets. The market is a ruthless place where people sustain grievous injuries. It is the responsibility of the state to protect its citizens from the ravages of markets. For a very long time the reality of the market-state relationship was cloaked in a rhetorical language aimed at disguising the real nature of the relationship from workers. When the hope of long-term employment is taken away, it is sold as a 'flexible' labour market, one that offers the perpetual opportunity to reinvent ourselves. When state provision for retirement is taken away, it is to give us the freedom to plan our old age. People are constantly forced to make 'free' choices – decisions we must make alone, often without adequate information. This is not freedom; it is a form of slavery.

Conference vows to fight back. It hereby instructs the incoming Executive Council to lead a campaign for a new type of political economy in both parts of Ireland, a campaign which puts decent wages, decent work, full employment and quality public services at the centre of a vision for a New Ireland.

Executive Council

2. Wage Led Growth

The effects of cutbacks on public expenditure and increased revenue raising took over €30Bn out of the economy of the Irish Republic between 2008 and 2015. Not surprisingly, the consequence has been a downturn in economic demand and huge social consequences such as massively increased unemployment and emigration. As the economy has now begun to come out of recession, this conference resolves that it is essential that substantial pay increases be secured in all sectors to stimulate domestic demand further and to act as an engine for economic growth. Conference supports efforts

to remove the fiscal straitjacket on government at Eurozone level to facilitate economic stimulus, including the restoration of public service pay cuts and the reversal of social welfare cuts.

Public Services Executive Union

3. The Economy and Society in the Republic and Northern Ireland

Conference notes that in the Republic, the government and its allies are now portraying the current economic and social conditions as a 'recovery'; this recovery, however, is:

- **Creating a labour market permeated with precarious employment and in-work deprivation.**
- **Burdening workers and their families with high levels of public and household debt.**
- **Driving large sections of the population into deprivation and poverty.**
- **Reinforcing a low-tax model in which employers are exempt from social responsibility, undermining the state's ability to invest in people's living standards.**
- **Starving the economy of investment in social and economic infrastructure.**
- **Seeking to privatise, outsource and franchise large sections of our public service sector in an attempt to provide more opportunities for capital and profit.**

Conference rejects this 'new normal' in which workers, who have already paid the price for the crisis, will continue to pay the price of the recovery.

Conference notes that in Northern Ireland:

- **The economy is only formally out of a prolonged recession lasting six years and is currently experiencing alternate bouts of contraction and expansion.**
- **For workers there is no real recovery - real wage rates are back to their levels before the Good Friday Agreement was signed.**
- **Northern Ireland is the weakest region of the UK economy with the lowest wage levels and productivity.**

- The past seven years have seen continued job-losses in the productive sector with job creation in low-wage, temporary and casual employment.
- Northern Ireland continues to suffer an acute 'brain-drain' but there is massive youth emigration due to the lack of jobs.
- Employment in the public sector – a mainstay of NI economic demand – is being targeted by harsh austerity measures which will cut one in ten public sector jobs.
- Infrastructural investment remains below the levels necessary to address the legacy of underinvestment and there are mounting pressures for public sector asset disposal and privatisation.
- The NI Executive are seeking tax-varying powers to lower corporation tax with a view to replicating the 'global tax haven' status of the Republic.

Conference, therefore, calls upon on the incoming Executive to put special emphasis on the following policy elements that will ensure that this is a workers' and democratic recovery, namely, in the Republic:

- Comprehensive modernisation of labour rights legislation, including the end to zero/low hour contracts, the right to collective bargaining in the workplace, statutory right to Sunday premium and overtime pay, expansion of collective sectoral bargaining to all sectors dominated by low-pay and fragmented employment.
- Promotion of a wage-led growth strategy, in particular the Living Wage and strategies to end low-pay.
- A substantial increase in the 'social wage' – employers' social insurance payments – in order to expand public services such as free healthcare, and social protection measures such as pay-related benefits for the unemployed, the sick and the elderly, along with removing people out of poverty and deprivation.
- Promotion for a European Debt Conference that will the burden of debt on the Irish and European economies and radical debt resolution policies for the tens of thousands of households mired down in debt and are at risk of losing their homes.

- Opposition to tax-cutting strategies which are an attempt to increase the already massive subsidy to employers and capital.

In Northern Ireland, conference calls upon the incoming Executive to place the emphasis on its Campaign Against Austerity and for Jobs and Peace:

- Develop the ongoing campaign against the austerity measures underpinned by the Stormont House Agreement, to oppose all cuts to public services and attacks to Social Welfare provision.
- Campaign against proposals to reduce corporation tax levels and instead promote a targeted, public-led investment approach that would underpin a meaningful economic growth policy, with a particular focus on a manufacturing strategy.
- Promotion of a wage-led growth strategy, in particular the Living Wage Campaign and strategies to end low pay.
- Campaign for the transfer of other tax-varying powers with a view to ensuring that additional revenue is obtained to sustain world-class public services.
- Promote the special circumstances of Northern Ireland and the need for this to be reflected in funding, for both revenue and capital expenditure, from HM Treasury.
- Campaign to demand the NI Executive repeals the anti-trade union legislation which restricts workers' rights to withhold their labour, and to extend collective bargaining across additional sectors of the economy.

UNITE

4. Economic Development

This conference notes that high levels of unemployment, wage devaluation and wage cuts, regressive taxation, reactionary labour market policies, cuts in public sector employment and increasing rents have all contributed to increasing levels of poverty and limiting the capacity of the economy to grow out of the crisis created by speculative finances and European banking institutions.

Notwithstanding the efforts of the ICTU and the individual unions to urge the government to reject austerity and adopt policies based on greater redistribution of wealth by use of the tax system, a dynamic role for the semi-state companies, enhanced forms of free collective bargaining and a society with more participation in industry, in services, and in society generally.

The fact must be faced by this conference that we need more than we have in correct social and economic policies, we need to do more than address the unorganised with an organising model within the trade union movement. We also need a political strategy which aims at the creation of a left of centre government which can be elected in the Republic of Ireland in order to bring about political realignment of a left right basis.

The incoming Executive Council should consider ways and means of bringing about broad left cooperation whose vision would be a different type of society. One that puts at its heart trade union principles and values by seeking to bring about a shift in power towards working people and their families, by redistribution of wealth, attacking poverty, increasing the minimum wage, enhancing free collective bargaining and workers solidarity, cooperation with other left governments in Europe with a similar vision.

To bring such a programme about there needs to be a dialogue between trade unions, community groups, and environmentalists, progressive political parties of the left and single issue campaigns such as Right 2 Water etc.

The aim of this should be that people who share the above objectives and ambitions live in an Ireland where the government is not led by Fianna Fáil or Fine Gael. If we are serious about our policies and we want to see them implemented we must create the institutions to bring this about.

Only the ICTU has the capacity to begin such a dialogue first within the trade union movement and then throughout Irish society.

Dublin Council of Trade Unions

5. A Charter for Fair Banking

Mindful of the unprecedented changes that have taken place in the banking sector since 2008 – which have not only included the major convulsions associated with the widespread restructuring of key institutions but also the substantial transformation in the delivery of services to customers;

Recognising that the cumulative impact of these developments on workers in the banking sector has been far-reaching – in terms of job losses and reduced living standards while customers have generally experienced higher charges for lower levels of service;

Considering that after six years of largely negative annual results, the major financial institutions on the island of Ireland have recovered to the extent that they have all recently returned – or are about to return – to profitability;

Noting the report of the Northern Ireland Affairs Committee of the House of Commons at Westminster into recent developments in banking in Northern Ireland;

Conscious that an inquiry into the banking crisis is currently being conducted by a special committee of the Oireachtas in the Republic;

This Biennial Delegate Conference of the Irish Congress of Trade Unions believes that the principle of respect is at the core of fair banking: respect for customers or clients, respect for employees and respect for communities. Accordingly, Congress resolves to adopt the following principles as the basis for a Charter for Fair Banking which it will promote through all appropriate media and fora with a view to securing its adoption by all banks operating on the island of Ireland:

- 1. The principle of respect treats customers fairly by prioritising the provision of individual service over the attainment of sales targets and by offering value for money in all financial products and services.**
- 2. The principle of respect treats employees fairly by encouraging their full participation in the key decisions which affect their working lives on the basis of an ongoing process of comprehensive negotiation with their trade union representatives.**

3. The principle of respect treats communities fairly by upholding equitable employment policies and practices, contributing to balanced economic and social development and working to protect the environment.
4. The principle of respect ensures that the governance and regulation of the banking sector is undertaken in the public interest based on the highest ethical standards backed by appropriate resources to ensure compliance.
5. The principle of respect ensures that remuneration policies within the banking sector reward prudential business practice and penalise excessive risk-taking.
6. The principle of respect ensures that social diversity informs all aspects of banking operations – including the acquisition of customers; the recruitment, retention and promotion of employees; and the governance of these institutions.
7. The principle of respect requires that, in all aspects of their business, banks honour both the spirit and the letter of legal measures to secure the timely payment of all taxes, levies and other charges due to the state.
8. The principle of respect values the promotion of long-term sustainability over short-term profiteering in the investment policies of all banking institutions.
9. The principle of respect underpins a positive approach to economic policy whose overriding aim is to focus on building constructively for the future rather than exploiting temporary difficulties in pursuit of narrow institutional interests.
10. The principle of respect encourages variety in the ownership models in banking – including the formation of a State-funded institution designed to contribute to the long-term development of the economy – as distinct from providing temporary respite for distressed banks destined to returned to the private sector.

Irish Bank Officials Association

6. Peace, Progress and Equality

Congress endorses the anti-austerity campaign waged by NIC-ICTU and our affiliates and commits the full support of Congress across the entire island of Ireland.

In the deeply divided and unequal society that is Northern Ireland the stance taken by Congress to protect the welfare state, public services, the NHS and publicly owned assets from attack by both the UK government and the NI Executive underscores our long held belief that sustainable peace can only be achieved through tangible commitment to equality and human rights.

The welfare system and strong public services framework in Northern Ireland make a highly significant contribution to creating a rights based, just and equal society. The attack on them has demonstrably deepened poverty and inequality, further fragmented social cohesion and intensified division between working people. Hardest hit are the groups and areas of greatest need.

Consequently Congress reaffirms its commitment to bring pressure to bear to reverse the structural adjustment imposed by the Stormont House Agreement and to lift the veto on equality and human rights contained within it. Our commitment was most recently and strongly expressed by industrial action and public protest on 13th March 2015.

Congress pledges to continue to exert pressure on the Irish government and the UK government as co-signatories of the Good Friday Agreement to honour all commitments contained within it and to reverse any actions to which they are party which run counter to the GFA.

Congress further recognises that the deepening of our relationships with the other trade union Congresses in England, Scotland and Wales, through the TU Council of the Isles, can play a positive role in leveraging the respective governments away from austerity and into rights based societies rooted in social justice with the full democratic participation of the people.

Executive Council

7. Opposition to Austerity

Conference acknowledges the importance of the increased opposition across many countries in Europe to the austerity programmes of national governments and the European Union as a significant and positive development which should be encouraged and supported by the trade union movement.

Conference recognises that the intensity of the opposition to austerity varies from one country to another and calls upon the Executive Council to examine how the Irish trade union movement can: contribute in a positive way to encouraging opposition to austerity policies; support financial and economic policies which benefit the vast majority of citizens and fight to eradicate inequality as opposed to policies that contribute to the further enrichment of the wealthy in our society and a growing economic inequality in society.

Conference, mindful that some individual trade unions may have specific historic political affiliations, calls upon the Executive Council to examine how the Irish trade union movement can intervene in the most effective way to harness the growing and widespread opposition to the austerity policies and programmes of both the Republic of Ireland government and the Northern Ireland administration.

Conference while recognising that the trade union movement must work with all forces and interests in society that broadly support the trade union objectives is requested to be mindful of the continuing sectarian divisions in Northern Ireland society and the difficulty in maintaining trade union unity and calls upon the Executive Council to ensure that the trade union movement is not identified as being too closely associated with political movements or organisations which are regarded by many workers as mainly representing the interests of one section of the community or another.

Northern Ireland Public Service Alliance

8. Co-ordinated Industrial Action on Pay

That this Congress believes that the UK Tory government's much-heralded 'recovery' is a recovery only for the wealthy, as the 1,000 richest in the UK increased their wealth by £70 billion in the last year. This exposes the lie that 'there is less money around' for pay increases.

Congress condemns the UK and the Northern Ireland Executive's public sector pay policy and notes that some public sector workers are up to 20% worse off a year, following real terms cuts to pay and imposed pension contribution increases.

Congress believes that unions' industrial action should be coordinated by the ICTU across the public sector. We further believe that the most effective way to challenge the policy is through developing common objectives in a dispute with both the UK and the Northern Ireland Executive and a joint campaigning strategy, including joint industrial action.

Congress, therefore, calls on the ICTU-NIC to:

- **draw up a joint industrial action strategy between public sector unions to break the pay cap;**
- **facilitate meetings to coordinate joint campaigning.**

Public & Commercial Services Union

9. Stormont House Agreement

Conference expresses its concern at a number of core elements of the Stormont House Agreement (SHA) which was agreed by the main political parties in Northern Ireland in December 2014.

Conference recognises the need to strengthen the peace process and for this reason opposes the SHA's financial and economic measures which are contrary to the interests of workers and working class communities and calls on the Executive Council to pursue a robust policy of exposing the unacceptability of these financial and economic measures adopted by the NI Executive parties.

Conference understands the resources that are available via the NI Block Grant have been severely reduced over a 5 year period by decisions taken at Westminster. However, it is clear that a number of the financial and economic measures adopted by the NI Executive have not been imposed by Westminster and are the result of decisions taken by the NI Executive itself.

In particular Conference rejects:

- (a) The decision to seek the devolution of Corporation Tax to Northern Ireland which will boost the profits of private sector businesses and detrimentally impact on public service jobs and public services with no guarantee of additional high quality jobs.**
- (b) Any plans to privatise public service functions or sell off important economic assets such as Translink, Belfast Harbour or NI Water.**
- (c) The planned use of around £700m borrowed under the Reinvestment and Reform Initiative to run down public services and public sector employment through a programme of redundancies of between 20,000 and 30,000 public servants.**

Conference expresses its support for those unions which participated in the public service strike on the 13th March 2015 and pledges its ongoing support for those unions engaged in strike action and action short of strike action as part of the campaign to reverse the attacks on workers and communities in Northern Ireland.

Northern Ireland Public Service Alliance

10. Supporting the Northern Ireland Peace Process

As political devolution develops across the UK there is a danger that Northern Ireland may be viewed as a political situation on which agreement has been reached. This is not the case. In the Republic of Ireland all attention is focused on who will form the next Government. The Peace Process has been sacrificed in that debate.

The crisis talks which the UK and Irish Governments held with political parties in Northern Ireland in late 2014 were used to impose structural readjustment with an austerity package which puts the Peace

Process in jeopardy. The 'adjustment' dismantles public services and jobs at a time when economic and social stability is needed most. This has resulted in industrial action and public protest on a wide scale.

The Stormont House Agreement betrays the commitments made by both the Irish and UK governments, requiring the UK Government to bring forward a Bill of Rights for Northern Ireland. This commitment has been replaced by a veto from the opponents of equality and human rights.

The People of Northern Ireland and trade union members in particular place the highest emphasis on social and economic rights, based on objective need, as critical to underpinning future peace and prosperity for all. Public services are recognised as the key vehicle for delivering such rights. As co-signatories to the Peace Agreement both governments, and the Cameron/Clegg Coalition in particular, walked away from their obligations.

UNISON has consistently campaigned to secure the full implementation of the Peace Agreement. Consequently Conference calls on the incoming Executive Council to strive to secure firm commitments from the Irish Government to bring pressure to bear on the UK Government to reverse the structural adjustment, to remove the veto, and to bring forward legislation at Westminster to secure a Bill of Rights for Northern Ireland.

UNISON

11. The Establishment of the Education Authority

Congress views with profound regret the establishment of the Education Authority which falls lamentably short of fulfilling the basis for an effective cross-sectoral body for the delivery of an education service in Northern Ireland.

Congress believes that the rejection of an all-embracing Education and Skills Authority represents a sadly missed opportunity and has the potential to be a serious impediment to inclusivity and a shared future.

Congress notes with concern that the Education Authority will have no community or trade union representation.

Congress asserts that a genuinely shared education system which provides equality for all children and young people cannot be built on unrepresentative vested interests.

Congress demands that the Northern Ireland Assembly reconsider these structures and establishes an authority which can truly reflect the needs and concerns of children, young people and the education workforce.

National Association of Schoolmasters Union of Women Teachers

12. Funding of the Nevin Economic Research Institute - Amendment to the Congress Constitution

This Conference acknowledges:

- **the success of the Nevin Economic Research Institute (NERI) since its establishment in 2012,**
- **the significant and valuable contribution that NERI has made to the trade union movement by way of quality and relevant research;**
- **the close working relationship that NERI has established with Congress affiliated unions and the Congress Secretariat.**

This Conference notes that the existing funding model for NERI expires in 2016 and this Conference resolves to adopt a funding method that positions NERI on a secure basis within the Congress financial framework without prejudice to the existing legal and governance arrangements in place for NERI. Having regard to the foregoing, paragraph 14 of the Congress Constitution is amended to be read as follows:

- 14. The affiliation fee payable by members is calculated on a hybrid system for determining affiliation fees based on four factors, an amount per member, plus an amount per delegate to which each union is entitled to have at BDC, a flat fee, and an amount to be determined by the Executive Council each year to fund the activities of the Nevin Economic Research Institute.**

From January 1st 2016 the rates are as follows:

- **€2.58 per member, plus**
- **€811 per BDC delegate,**
- **€1622 flat fee per union,**
- **An amount to be determined by the Executive to fund the activities of the Nevin Economic Research Institute.**

The affiliation fee payable in respect of membership in Northern Ireland shall be the sterling equivalent based on the rate of exchange on the 1st November preceding the year in respect of which fees are payable. The rate of exchange shall be determined by the Executive Council based on the best advice available at the time. The foregoing is subject to a minimum affiliation fee of €2000 being payable by any trade union.

The affiliation fee payable by trade unions with associate membership shall be two thirds of the full membership rate per member, subject to a minimum affiliation fee of €1320.

The Executive Council shall have sole discretion to waive all or part of the increase, in exceptional circumstances, where an application is made to it by an individual union prior to the due date for affiliation fees.

Executive Council

Amendment:

Paragraph 3 (reference to Paragraph 14 of the Congress Constitution) – Delete “to be determined by the Executive Council each year” and replace it with “per member”

Paragraph 4 – 4th bullet point:

Delete “An amount to be determined by the Executive” and replace it with “.75c per member”

The amended motion to read:

This Conference acknowledges:

- **The success of the Nevin Economic Research Institute (NERI) since its establishment in 2012,**

- **The significant and valuable contribution that NERI has made to the trade union movement by way of quality and relevant research;**
- **The close working relationship that NERI has established with Congress affiliated unions and the Congress Secretariat.**

This conference notes that the existing fund model for NERI expires in 2016 and this Conference resolves to adopt a funding method that positions NERI on a secure basis within the Congress financial framework without prejudice to the existing legal and governance arrangements in place for NERI. Having regard to the foregoing, paragraph 14 of the Congress Constitution is amended to read as follows:

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The Executive shall have sole discretion to waive all or part of the increase, in exceptional circumstances, where an application is made to it by an individual union prior to the due date for affiliation fees.

[Services Industrial Professional Trade Union](#)

13. 1916 Centenary

Conference respects the contrary perceptions of the 1916 Insurrection as between the different traditions on the island of Ireland. However, Conference deplores the abject failure to realise the egalitarian aspirations of the Proclamation in either of the jurisdictions which emerged after the 'decade of rebellion'.

We hold that this is primarily attributable to the dominance of a value system which reflects the interests of capital and the wealthy in all aspects of public policy formation since 1922. Prioritisation of private affluence over the interests of the common good has resulted in the perverse incentivisation of speculation to the detriment of innovation and the consequent failure to develop sustainable indigenous economies. This is most manifestly evident in the fact that uniquely in all of Europe the population is lower now than it was in 1840.

Therefore Conference resolves that as a custodian of the values of social solidarity, the trade union movement must focus energetically on asserting the primacy of the common good, as the platform for all public policy development, towards the objective of the attainment of an egalitarian society in which all the public services necessary for the pursuit of a full, free and happy life are available equally to all, free at the point of use, underpinned by a dynamically sustainable economy and fair taxation.

Moreover, to this end, Conference directs the incoming Executive Council to vigorously promote all the structural changes in the organisation of the movement, which are necessary to optimise the interests of all working people, in the architecture of the future including:

- **Strengthening NERI.**
- **Establishing a fully resourced Workers' College of political economy.**
- **Developing an effective centralised Media Platform.**

- **Launching fully staffed Trade Union Centres in every major city and town.**
- **Optimising organising capacity.**
- **Effectively co-ordinating Collective Bargaining and industrial strategy.**
- **And pursuing properly resourced intelligent political policies.**

Services Industrial Professional Trade Union

14. Low Pay/Inequality

Conference notes with concern the increasing problem of inequality in society as analysed by the French economist, Thomas Piketty. There is now widespread agreement that liberalisation, particularly of finance, led to massive rises in inequality and had a disproportionate impact on women. This then generated structural deficiencies of demand which were papered over by a temporary credit boom which proved to be unsustainable. The absence of aggregate demand is the single most important causal factor behind the economic malaise in Europe. The problem of rapidly rising inequality calls for a two part response. First, income should be redistributed through the tax system - through taxes on very high incomes and wealth – to those who would actually spend it. Second, collective bargaining by trade unions should be supported in every possible way. Trade unions are the only actors in the market system capable of effecting a redistribution of wealth in the interests of social justice. Conference calls upon the incoming Executive Council to make the fight against inequality a primary objective and to redouble its organising, research and collective bargaining efforts to that end.

Executive Council

Amendment:

After the sentence 'The absence of aggregate demand is the single most important causal factor behind the economic malaise in Europe', Insert:

'Liberalisation and austerity have led to a steep rise in the numbers of women in low paid, low hours, insecure work. Women are paying a heavy price for this involuntary casualisation. The value of women's pay has fallen dramatically. Work is not a route out of poverty for low paid women and their families. The

recovery is entrenching the concentration of women in low paying, casualised parts of the economy. This is a pressing issue for unions and there is much work to do.'

Add a final sentence at end:

'Conference also urges the Executive Council to develop campaigns that reach out beyond workers already unionised as this is vital to help attract, retain and protect women workers at the sharp end of austerity and economic liberalisation.'

Union of Shop, Distributive & Allied Workers

15. Zero Hour, Low Hour Contracts and Unemployment

Congress notes with alarm the growth of low hours and zero hours contracts in the Irish Economy, North and South. Approximately 28,000 people are on zero hours contracts in Northern Ireland with widespread underemployment and use short-hours contracts in both jurisdictions.

This conference condemns the growth in low hours and zero hours contracts and other forms of precarious employment which demand maximum flexibility from workers but only offers minimum commitment from employers.

This conference condemns the abuse of workers forced to accept low hours, flexible contracts. We have witnessed the growing trend amongst employers to offer workers flexible contracts of less than 16 hours per week. Many workers on these contracts regularly work over and above the contracted hours but these additional hours are not guaranteed.

We have witnessed in retail the widespread use of 15 hours flexible contracts and their use by management to control and punish the workforce. Many workers on short-hours contracts are unable to claim benefits, apply for mortgages or provide a decent standard of living for themselves or their families.

These forms of precarious employment do not offer the opportunity for workers to earn a living wage and instead shifts the burden of providing a living wage onto the state in the form of welfare payments.

This conference calls on the incoming Executive Council to launch an immediate campaign for decent contracts, decent work and respect in the work place. The campaign should inform public opinion of the true nature of these precarious contracts and mobilise all unions in a fight for decent work and a living wage.

We must demand that the Northern Ireland Executive and the Irish Government take action to tackle the widespread misuse of low hours and zero hours contracts. We need to lobby for legislation that will ban the use of zero hours contracts where employees are in practice working regular hours.

Further the campaign should demand that government introduces legislation to immediately ban/curtail the use of precarious contracts and to ensure that workers have a legal entitlement to contracts which actually reflect their work and provide for decency, certainty and respect at work.

Congress believes that if we are to tackle low pay then, as well as ending the exploitation of zero hours contracts and promoting the living wage, we need to make sure that workers have enough contracted hours to provide a decent living without having to depend on non-guaranteed additional hours.

Congress welcomes recent European Court of Justice rulings that regular overtime should be included in holiday pay and that holiday pay should be based on an individual's normal remuneration.

Congress agrees that the ICTU will campaign to:

- **Highlight the issue of short-hours contracts and the general problem of underemployment, alongside continuing to publicise and condemn the misuse of zero hours contracts.**
- **Urge employers to offer contracts reflecting the employee's regular normal hours.**
- **Call for workers on short-hours contracts to have new rights to a contract reflecting their normal working hours.**
- **Ban the use of exploitative zero hours contracts.**

Mandate
Guinness Staff Union
Union of Shop, Distributive & Allied Workers
GMB

16. Pay Rise for All

This BDC commends those unions actively pursuing pay increases for their members through collective bargaining or through challenging employers who refuse to bargain by all methods available to them including direct action such as protests, work to rule and strike action.

BDC urges the incoming Executive Council to lead a strong and forceful campaign using traditional media, social media, political lobbying and direct protest action including public protests to secure pay rises for all workers in the public and private sectors North and South.

All workers can and will unite to support the call 'Ireland needs a pay rise'. We urge all affiliated unions to seek to prioritise lower paid workers in that campaign.

BDC further instructs the ICTU Executive Council to set out clear demands and progressive policy programmes challenging all politicians and candidates seeking election to support them. BDC also instructs the Executive Council to engage fully with the media and in public debate to highlight for workers the critical need to vote only for candidates who support our vision of a better fairer Ireland.

Civil Public and Services Union

17. Exploitation of Seafarers

Conference remains deeply concerned at the impact on domestic seafarers from ferry operators trading in the Irish Sea who recruit crews from outside Ireland and the British Isles to work for hourly rates of pay substantially below the Irish and UK national minimum wages of €8.65 and £6.50 per hour respectively.

Conference notes that Polish seafarer ratings employed by freight operator Seatruck are paid £3.66 per hour to work on their Bahaman and Isle of Man registered vessels on the Heysham-Dublin; Liverpool-Dublin and Heysham-Warrenpoint; Estonian and Polish ratings are paid £5.55 per hour by Irish Ferries on the Dublin-Holyhead and Rosslare to Pembroke routes and rates of pay for Filipino, Portuguese and Spanish ratings on P&O vessels sailing between Larne-Cairnryan and Dublin-Liverpool are as low as £3.65 per hour.

Conference notes that this pay discrimination against seafarers from other EU and non-EU countries is a consequence of political failure to enforce employment law, particularly National Minimum Wage legislation.

Conference also notes the effect that this exploitation has on major employers in the Irish Sea, particularly the largest employer of Irish seafarers Stena Line which is consistently undercut by the low cost crewing practices of other operators.

Conference agrees to support the campaign to enforce and, if necessary, amend legislation in support of domestic seafaring skills and urges the governments of the Republic of Ireland and Northern Ireland to formulate a joint approach to eliminate the exploitation of seafarers in the Irish Sea by creating a level commercial playing field based on minimum domestic employment and equality standards which cannot be side stepped through registering vessels under flags of convenience.

Conference reiterates its view that Irish seafarers suffered from the adverse effects of globalisation long before that term existed and believes that the shipping industry's continued use of low cost crews is a discriminatory practice that undermines the rule of law and threatens the economic, social and strategic future of maritime skills in Ireland.

National Union of Rail, Maritime and Transport Workers

18. Precarious and Unstable Forms of Work in the Construction Sector

This conference notes the increase in construction activity and welcomes this growth as it should provide gainful employment for craft workers, general workers and our youth in the form of apprentices. However, the industry is awash with the Revenue Commissioners system of bogus self-employment/ERCT which inhibits workers in securing proper employment with proper terms and conditions and has almost secured the demise of the apprenticeship system on sites in Ireland.

The Revenue Commissioners have failed the state by allowing this precarious form of employment to exist. Employers at their own free will are free to designate workers as bogus self-employed/ERCT workers. Workers cannot gain employment in the sector if they refuse to work under the bogus self-employed/ERCT system. The Revenue system eliminates any statutory employment rights a worker would have and allows employers to use the old system of picking and choosing workers on a daily basis depending on who will work under sometimes horrid conditions.

We call upon the Executive Council to lobby government to abolish this practice as it leaves a trail of devastation in its path. The cost to the state is enormous in that the employer's share of PRSI is not remitted as no employer exists. This Revenue system of bogus self-employed/ERCT must be abolished in order for workers to really benefit from industry and to pay their way in our society.

Operative Plasterers & Allied Trades Society of Ireland

19. Relevant Contracts Tax

The construction sector is still suffering from the collapse of the industry with tens of thousands of building workers having emigrated or finding themselves unemployed.

In 2012 the Minister for Finance signed a commencement order for the introduction of electronic Relevant Contracts Tax (RCT) and we note that Revenue, to date, have shown no will to police this system which they have devised.

Unscrupulous principal contractors operating within the Construction Sector are using this system (RCT) of tax collection to coerce building workers into bogus self-employment, depriving them of their statutory employment entitlements. These building workers otherwise would be classified as employees and paying the appropriate rate of tax and PRSI.

Conference calls on government to investigate the electronic (RCT) system of tax collection, and the adverse effect it has on many thousands of building workers and that all employment legislation that refers to 'employee' should be amended to 'worker'.

Union of Construction Allied Trades & Technicians

20. Inequality in the Arts

Inequality is often rife throughout all industries within the North and South of Ireland. It is, however, particularly prevalent within the cultural industries where people are often cast or given work on the basis of nepotism and the 'old boy network'. It is also not unknown for more devious employers to use the offer of a job to exploit cultural workers. This Congress calls on the ICTU to lobby both governments in the North and South to ensure that where public investment is given to professional organisations in theatre or film and television, whether in the form of direct funding or through tax breaks, that a policy of inclusive casting is adopted which is open and transparent to all and gives equal opportunity to all sections of society irrespective of gender, sexuality, minority ethnic or disability.

EQUITY

21. Rights of Freelance Workers

This Biennial Delegate Conference notes the dramatic changes within the Irish media landscape.

In particular conference notes the decline in permanent employment within the newspaper and broadcasting sectors; the increased dependence on casual and freelance workers combined with the outsourcing of many editorial functions and the severe impact of the actions of the Competition Authority (now the Competition and Consumer Protection Commission) on the rights of freelance workers.

Conference notes the undermining of employment standards and the refusal of many employers within the national and regional press sector to recognise the right of workers to be collectively represented by trade unions.

Recognising that there is a public interest in the existence of media plurality Conference notes with concern the failure of successive governments to ensure diversity of media ownership and control in the Republic of Ireland.

Conference calls on the Irish government to establish a Commission on the Future of the Media in Ireland which would examine all aspects of ownership and control of the print, broadcast and on-line media in

Ireland including employment standards, access to training and career development and measures to ensure the survival and development of a diverse range of media organisations and platforms.

National Union of Journalists

22. Service Providers to Trade Unions

Conference instructs the incoming Executive Council of the Irish Congress of Trade Unions to adopt a position to ensure that companies supplying products and/or services to affiliates respect their employees' entitlement to avail of union representation and collective bargaining.

Companies engaged by affiliates should be expected to meet the minimum standards of a decent employer.

These standards should facilitate:

- **Union membership.**
- **The development and training of union activists.**
- **Access to staff via site visits and inductions.**
- **Union representation at individual grievance and disciplinary meetings.**
- **Union recognition and collective bargaining.**

Affiliates will undertake a review of companies engaged to provide products and services to ensure that they meet these standards and that, where necessary, the appropriate union is facilitated to organise that workplace.

Communications Workers' Union

23. Employer Approaches which Remove Employees from Post

Conference notes with concern the increasing occurrence of employers using various approaches which can remove employees from their post despite employee performance being satisfactory. Examples include a requirement to 'apply for your own job', assessment centres, being obliged to have a 'licence to practise', 'raising the performance bar', and abuses of performance management processes.

The Executive Council is instructed to gather information on affiliates' experiences in this area and subsequently to publish guidance on protecting members in such situations.

Prospect

24. Equality

Conference notes that in the context of delicate economic recovery, Ireland North and South is struggling to maximise the life opportunities of all citizens, leading to deeper inequality and growing social division, with women disproportionately impacted upon.

Public services are an important form of social solidarity and source of social cohesion, but with policy choices hamstrung by a massive debt burden, which costs almost €8 billion a year to service, the fiscal freedom available to government to advance important public goods like childcare is limited. Conference calls on any incoming government to move towards a social investment model that would equip people with the skills necessary to participate fully in the labour market and ensure good quality jobs. The concept of investment is important because it is predicated on equipping people with the skills and public goods to allow high levels of labour force participation in well paid, high productivity jobs. In this way a tax base capable of funding such social investment can be sustained.

Such a model could help to ensure a society where inequality of income and discrimination could be tackled by:

1. **The adequate resourcing of our Equality infrastructure including:**
 - a. **A Workplace Relations Commission that ensures that any worker who has been sexually harassed, sacked because of their race, or bullied because of their sexuality can bring a case without fear of being priced out of justice.**
 - b. **The newly formed Irish Human Rights and Equality Commission is adequately resourced to work strategically with civil society, trade unions and employers on workplace rights and can take action on the under-reporting of discrimination, and the implementation of the new public sector duty.**

2. **The provision of publically funded affordable, quality Childcare.**
3. **A Family Leaves system that promotes the best care for children and allows parents real opportunities to reconcile work and family life.**
4. **An adequately resourced Comprehensive Employment Strategy for People With Disabilities.**

In Northern Ireland, Conference notes that savage cuts to the public sector will lead to the loss of thousands of jobs and vital public services. Job losses will impact disproportionately on women as they make up two thirds of the public sector.

Cuts to public services across health and education will further marginalise already vulnerable communities driving people deeper into poverty. Conference supports the Congress Campaign against Austerity and calls on the Northern Ireland Executive to equality impact assess the budget cuts across all nine protected grounds.

Conference deplores recent attempts to undermine equality legislation through a proposed 'conscience clause' which would interfere in the rights and freedoms of LGB persons not to face discrimination in their everyday lives.

Conference further calls on the NI Executive to publish, without delay, the long awaited Anti-Poverty Strategy as well as the Sexual Orientation Strategy and urges the NI Executive to properly resource other equality strategies including the Gender, Racial Equality and Disability strategies.

Conference calls on the British and Irish governments to honour the commitments made in the Good Friday Peace Agreement to protect the equality and human rights of all citizens through the publication of a Bill of Rights for Northern Ireland and a charter of Rights for the Republic of Ireland.

Executive Council

Amendment:

After the last sentence on the second paragraph, 'In this way a tax base capable of funding such social investment can be sustained', insert:

'Conference reaffirms its commitment to an economic recovery that benefits the majority and for an economic strategy that values care, the majority of which is done by women.'

After bullet point 4, insert additional numerical bullet point:

5. 'Strengthening workers' rights throughout the economy to ensure that all workers have the right to security, fair treatment and a decent wage and that women in particular are protected from discrimination and unfair treatment when trying to balance work and caring'.

Union of Shop, Distributive & Allied Workers

25. Housing Provision and Homelessness

That this conference:

- notes that homelessness is now a major issue North and South;
- recognises that in the Republic of Ireland the explosion in homelessness and rough sleeping has been one of the unacceptable consequences of the economic crisis and the collapse in public finances;
- resolves that the path to recovery and fiscal stability must not be pursued in a manner that heralds and takes comfort from increases in property values without effectively addressing the fact that large sections of the population are excluded from home ownership and many more are denied the basic human right of shelter itself;
- acknowledges the publication of the Social Housing Strategy and efforts earlier this year to take emergency measures in the Dublin area – but only after the tragic death of a homeless person within sight of Leinster House;
- calls for a co-ordinated plan to ensure housing provision, an end to homelessness and adequate security of tenure are core tenets of a post-recession vision for Ireland;

- insists that such a plan will have the following key elements:
 - a right to adequate housing provision;
 - regulation of rents through an indexation system, similar to those in European countries with progressive policies that guarantee fairness and stability to tenant and landlord alike;
 - urgent assistance to homeless services to ensure basic decency for those experiencing homelessness;
 - an approach to the resolution of difficulties in the banking system that ensures that every effort is made to resolve issues of mortgage debt without recourse to repossession and eviction;
 - short, medium and long term commitments to a building programme to increase the stock of public housing;
 - further support to housing associations to meet gaps in public provision and in niche areas of need.
- mandates engagement with each of the political parties in the Republic of Ireland to establish their attitude to such a plan and to seek manifesto commitments in advance of the anticipated general election.

Irish Municipal Public & Civil Trade Union

26. Community Sector

That this Conference notes with concern the serious situation in the Community Sector of Environment, Community and Local Government resulting from the recent Department policy on Reform.

Conference further notes the ongoing refusal to recognise national norms of industrial relations in regard to negotiations with trade unions representing employees across the sector.

This conference calls for the establishment of an appropriate National Forum to properly review and consult in relation to all matters affecting this sector.

Wexford Council of Trade Unions

27. Pensions

Whereas the trade union movement has sought for over ten years to impress upon various governments the imperative of addressing a huge potential crisis in pensions provision, no sustainable long-term policy has materialised. To the contrary, the use of the National Pensions Reserve Fund to socialise bank debt has undermined the position further. Moreover, guidance given by the Pensions Regulator in relation to de-risking has proved to be ill-judged in the context of quantitative easing undertaken by the ECB. The acute nature of the impending crisis has been demonstrated in the wide range of industrial disputes which have arisen over the last two years. Adverse demographic trends are likely to compound the problem including in relation to tier one state pensions. Specifically the elongation of the period before entitlement and the changes in eligibility rules for the state pension will cause serious hardship. Conference calls upon the incoming Executive Council to:

1. **Prioritise this matter with government.**
2. **Campaign to extend second-tier pension coverage.**
3. **Commission research into the contribution levels required to fund a secure national second-tier pension for all employees in both the public and private sectors.**
4. **Campaign for an effective pension regulation system that prioritises the interest of scheme members.**

Executive Council

28. Defence of Pensions and Living Standards

Conference notes with concern the continuing attacks by neoliberal commentators and greedy employers on worthwhile pension schemes (i.e. those that sustain living standards in retirement) throughout the Irish economy in both the public and private sectors and calls on the Executive Council to take the following measures:

- **Lead a sustained campaign to defend existing worthwhile schemes and to campaign for the restoration of cuts to pension schemes where such cuts have occurred.**

- **Promote the introduction of worthwhile schemes where none exist.**
- **Campaign for a fair retirement age at which time the state will provide a worthwhile Contributory Pension Scheme paid for by members throughout their working life through their Social Insurance Contributions.**
- **Systematically examine other pension changes that may arise, while developing effective visible responses to resist any negative changes; and**
- **Campaign for a Statutory Pension Protection Fund which is capable of providing compensation to those pension scheme members affected by insolvencies, while members over normal retirement age or retired due to ill health would continue to receive their pension.**

Technical Engineering Electrical Union

29. Pensions in Retirement

Conference notes the growing momentum to weaken state old age pensions on the spurious and ideological-driven assertion that the state can no longer afford to provide for those in retirement; and that more and more workers are finding it difficult to fund their own retirement and when they can, are being forced into uncertain DC schemes or private pensions.

Conference further notes that all workers – in the private and public sector – have the right to adequate and certain income in retirement;

Conference, therefore, calls on the incoming Executive to prioritise pension policy development based on the leading role of the state – either through social/national insurance or general taxation – in the provision of retirement income.

In particular, to formulate proposals for a universal second tier mandatory pension system – to be largely funded by employers (as in other EU jurisdictions) and to cover all employees; this system would provide pay-related pensions and would provide certainty and adequacy in retirement income.

Further, to formulate proposals to support and incentivise occupational and defined benefit pension schemes with proper pension protection legislation.

Conference strongly believes that protecting people's living standards in retirement is not a cost on society but rather they are an indispensable component of a growing and prosperous economy.

UNITE

30. Retired Workers

Conference notes that, although the island of Ireland is in a more favourable position than most European countries, demographic change will bring significant challenges. An ageing population will increase the share of GDP required to fund pensions, healthcare and residential care. These challenges are compounded by the fact that continuing high levels of public debt, and the repayments associated with it, will severely restrict the fiscal leeway available to future governments. Demographic change will itself adversely affect the rate of economic growth such that growth rates of no more than 1-2 per cent can be expected in the medium to long term, thus further restricting the resources available. It is most important that these trends should not be allowed to develop into intergenerational cleavages between the economically active and the retired cohorts of the population. Ensuring the best outcome for everyone requires a re-orientation of social protection towards social investment based on a new distributional accord for post-recovery Ireland. Conference asserts that it is the right of every worker to expect to spend their retirement years in financial security and with all their health and care needs provided for, and calls on governments to act now to ensure this.

Executive Council

31. Older People's Contribution to the Community

One of the great success stories of modern times is that we are all living longer. This is great news for us all as the whole community will benefit enormously from the many contributions that older people make to our communities. It is vital to stress this because of the prejudice and especially ageism that older people regularly have to face.

Older people make a major contribution through for example: their leadership and membership of many local organisations, groups and societies; their contribution to community safety through Neighbourhood Watch and helping children travel to school safely and contributing to childcare for their families.

Whilst these cannot be easily quantified in cash terms, they are no less valuable and vital and must be recognised as such.

The vision on the island of Ireland must be of it being an age friendly country in which people as they get older are valued and supported to live to their fullest potential with their rights respected and their dignity protected,

We instruct the ICTU to campaign and support this motion.

Fermanagh Trades Council

32. Privatisation

Conference re-affirms its long standing opposition to privatisation of key public utilities and public services such as health and education. Specifically, it calls upon the incoming Executive Council to campaign for a constitutional amendment to ensure that the water supply infrastructure in the Republic of Ireland will always remain in public ownership, and to maintain its opposition to the privatisation of Northern Ireland Water. It also calls upon the incoming Executive Council to oppose the disposal of the Irish government's remaining shareholding in Aer Lingus insofar as this could jeopardise the strategic issue of connectivity from both the Republic of Ireland and Northern Ireland to Britain, Europe and North America.

Executive Council

33. Privatisation of Public Transport

That this Conference views the recent government moves to privatise both Dublin Bus and Bus Éireann, as a betrayal of the employees and the Irish public. Privatising 10% of Dublin Bus and Bus Éireann routes would severely damage the companies' ability to continue to provide a nationwide public transport system.

Some affiliates have experienced the privatisation of public transport in its raw form, from the Thatcher years right through to the present day. That experience has demonstrated not only the destruction of public transport, but the sheer greed for profits, which are the main driving force for privatisation and not as the Government are suggesting for the 'betterment of the public and state'.

Conference demands an emergency meeting with the junior partners of Government to express their abhorrence and disappointment that they are supporting the privatisation of public transport and to call on their leader to issue a statement condemning the privatisation of Dublin Bus and Bus Éireann.

Conference believes that public transport should remain in public ownership, provided for in the most efficient manner so that it delivers environmental sustainability, social cohesion and economic benefits for all citizens and commits the ICTU to campaign around this policy.

Transport Salaried Staffs Association

34. Health Inequalities and Access

Congress calls on all public representatives in the next general election to address inequalities in health and access to healthcare by ensuring a Health in All Policies Approach, by putting mental health on a par with physical health and by focus on universal healthcare and NOT universal health insurance.

Irish Medical Organisation

35. Universal Health Service - An Essential Social Good

This conference, noting:

- **six years of unparalleled cutbacks, both in terms of financial and human resources, imposed upon the public health service;**
- **the resulting contraction of essential health services, as a result, causing hardship and upset to ordinary working people and their families;**
- **the exacerbation of the two-tiered health system, in this country, resulting in those who can afford to pay accessing healthcare much quicker than those unable to afford health insurance;**
- **this contraction of services compromises the environment in which our future essential health service staff are trained, educated, orientated and developed;**
- **causing excessive workloads, and intolerable working environments for frontline staff, severely compromising their ability to deliver safe, efficient and prompt care to the most needy and vulnerable in our society; and**

the consequent failure to safeguard the human right to health of all our people as enshrined in the UN International Covenant on Social, Economic and Cultural Rights, which Ireland has ratified;

- **directs the incoming Executive Council to pursue the following:**
- **the commencement of a nationwide, sustained, public awareness campaign explaining the social good, for society, resulting from the availability of a world class, single tiered accessible public health service;**
- **a sustained engagement, with all political parties, to end the galloping race, towards privatisation/outsourcing, in our health system particularly with regard to care of the elderly and primary care services;**
- **seek, from all political parties, ahead of the forthcoming general election in 2016, a policy which would support the introduction of this world class public health service funded through a progressive equitable taxation system; and**

- the required investment, in our health system, which will allow it produce the required number of well-educated health staff, with pay and conditions reflecting their expertise, which will ensure we can meet our manpower demands into the future.

Irish Nurses & Midwives Organisation

36. FEMPI and Pay & Conditions of Public Sector Workers

That this Conference demands:

- i. That the Government repeals all aspects of the FEMPI legislation, and
- ii. That any future attempt by the government to impose unilateral changes to the pay and working conditions of public sector workers be vigorously opposed and rejected by the ICTU.

Association of Secondary Teachers, Ireland

37. Precarious and Casualised Work

Congress notes that Article 25 of the UN Declaration of Universal Human Rights, 1948 states that Everyone has the right to a standard of living adequate for the health and well-being of himself and of his family, including food, clothing, housing and medical care and necessary social service....

Congress is of the belief that casualised work is the antithesis of the regular, secure and progressive employment required to ensure the fulfillment of this universal human right.

Congress notes:

- the crisis of casualised employment (resulting from precarious employment contracts) in teaching, lecturing and other employments;
- the rapidly increasing number of teachers, lecturers and other employees in both the private and public sectors who are in fixed-term or casual, part-time employment;
- that many employees in casualised /precarious employment are suffering acute income poverty;
- that employment on fixed-term as opposed to permanent contracts has become the norm for new employees;
- that the decision to engage employees on fixed term contracts is, in both the public and private sectors, a decision of the employer;
- that in the public sector, and specifically in the education sector, there is no embargo on initial appointment on a permanent basis provided such appointment is within the authorised staff allocation;
- that employers who make fixed-term appointments typically cite a need for flexibility as their reason for doing so and that, in the main, this argument is specious and cynical;
- that a subset of those employees who secure permanency by way of a contract of indefinite duration are, nonetheless, confined to a fixed hourly rate of pay and are denied a career structure, including an incremental scale and associated terms and conditions, that would provide a viable, sustainable standard of living;
- that some employers inappropriately use casualisation as a means of exercising command and control over employees;
- that many part-time, fixed-term or casual employees experience the constant fear of losing part or all of their income if they submit legitimate requests, claims or demands for greater stability, certainty and progression in their employment;
- that some employers are exploiting casualised employees by threatening negative consequences if they join or becoming active in a union;
- that some employers are exploiting casualised employees by requiring additional unpaid work of them;
- that casualisation is very damaging to morale, collegiality and the quality of the public education system, other public services and, indeed, all employments;
- that casualisation is a driver of emigration by young Irish women and men;
- that casualisation in the education sector is unnecessary and illogical given the sharp and ongoing increase in student numbers at all levels;

- that employers, when pressed to address the crisis of casualisation, frequently respond by offering inferior, un-agreed contracts with a view to undermining the pay and conditions of the established and agreed grade/s.

Congress considers that the purpose of this casualisation is to:

- demoralise, and exert excessive control over employees in the education sector and in other employments;
- engender division among employees, in the education sector and in other employments;
- exploit vulnerable fixed term, part-time and casual employees;
- collapse salary structures and conditions of employment by engineering a spurious rationale for equalisation through reductions;
- discourage membership of and active participation in trade unions, including teacher unions;
- create a culture of timid individualism in order to maximise the power and discretion of employers.

Congress notes that motion 28 of BDC 2013 stated that:

“in order, inter alia,

- to achieve equality of treatment and parity of professional esteem for all teachers and lecturers;
- to secure application to all of the salary structure that applies to pre-2011 entrants;
- to protect the quality of the public education system by maintaining its capacity to attract entrants of the highest calibre;

The Irish Congress of Trade Unions, in solidarity with the unions in the education sector, will undertake a sustained campaign to arrest and reverse the casualisation of the profession and to vindicate the rights and entitlements of teachers and lecturers.

Specifically, it will:

- establish a high level working group, under the aegis of the Executive Council, to develop and implement a comprehensive strategy to combat casualisation;

- advise government that the reversal of casualisation is a key and immediate demand of Congress;
- organise and co-ordinate collective trade union responses and actions, as necessary;
- utilise all available industrial relations and legal processes and mechanisms, at both national and European levels, to challenge and reverse the drift towards casualisation;
- raise awareness within the trade union movement of the destructive effects of casualisation;
- support those unions that take action against casualisation;
- prioritise the issue in trade union training.”

Congress

- condemns the practice of employing workers in casual employment ignoring the right to a secure, progressive employment that will provide an adequate, viable standard of living;
- will prioritise this issue for sustained action, including industrial action - where appropriate and decided by members of the relevant union/s in ballot;
- will invite unions to identify employers that appear to exploit casualised labour;
- will publish and regularly update a listing of such employers;
- will highlight and publicise the effects of such casualisation on workers and their families;
- will assert, through publication and public discourse, the right of all workers to employment that is secure and that allows an employee to progress in a career, as outlined in the Universal Human Right to an adequate, viable standard of living.

Teachers' Union of Ireland

38. Class Size

Conference:

calls on all political parties and candidates to commit to proper funding of primary education in the term of the next government in order to reduce class size, support schools of all sizes, tackle the effects of disadvantage through education and improve school funding in areas of capitation and resourcing; and

- a. **demands that the funding of primary education be increased, in line with international standards in comparative countries in the EU and OECD;**
- b. **that central government funds the costs of water and waste charges to schools;**
- c. **the appointment of secretarial and caretaking staff to all schools, paid directly by the DES and on a salary scale commensurate with civil service grades;**
- d. **the provision of adequate funding to resource all aspects of the primary school curriculum including the provision of CPD;**
- e. **the payment of annual ICT grants to all schools in order to protect the investment made by the DES in schools' technological infrastructures.**

[Irish National Teachers' Organisation](#)

39. Corruption and Tendering for Public Services

According to the EU, European Innovation Partnerships (EIPs) are a new approach to EU research and innovation. They purport to be 'challenge-driven, focusing on societal benefits and a rapid modernisation of the associated sectors and markets'. In reality they now present a new and real danger to public services.

Corruption is already widespread in procurement processes. There is a very real danger that EIPs can be used as licences to formalise unacceptable practices. Using an EIP a public body can work with only one provider to develop a new way of delivering a service, and can then sign the provider up without any form of competition. This will open the doors to the multi-national companies who are on the look-out for any conceivable opportunity to bribe their way in.

The EU has also created another opportunity for potential corruption. If a contract or contractor collapses there is now no requirement to go to competition again. The public body can simply find a provider that meets the basic selection requirements and give them the work without any competitive process. Conference calls on the incoming Executive to spearhead a cross-national trade union challenge to the EU through all the trade union structures available to us to end this growing promotion of corrupt outsourcing.

[UNISON](#)

40. Referendum on Water Supply and Treatment

Conference fully supports the decision of the Executive Council of the Irish Congress of Trade Unions to demand a referendum to enshrine the public ownership, supply, treatment and management of water in Ireland in the Irish Constitution as a power of the Executive.

To this end, Conference therefore instructs the incoming Executive Council of the Irish Congress of Trade Unions, to campaign vigorously in support of that decision between now and the upcoming General Election.

[Communications Workers' Union](#)

41. Water Charges and Public Ownership

That the Waterford Council of Trade Unions calls on Conference to reject imposition of water charges on the Irish people and call for a Constitutional Amendment that ensures water remains in the ownership of the Irish people.

[Waterford Council of Trade Unions](#)

Amendment

Delete all from 'That the Waterford Council..... to the word 'call' and insert:

- **'Conference supports the Congress demand for an increased free allowance to equate to the normal domestic need for each household for treated water and recognises that this can be achieved in a number of ways. Conference also supports the Congress demand'**

The amended motion to read:

- **Conference supports the Congress demand for an increased free allowance to equate to the normal domestic need for each household for treated water and recognises that this can be achieved in a number of ways. Conference also supports the Congress demand for a constitutional amendment that ensures that water remains in the ownership of the Irish people.**

Irish Municipal Public & Civil Trade Union

42. Transatlantic Trade and Investment Partnership (TTIP)

Conference is extremely concerned about the proposed Transatlantic Trade and Investment Partnership (TTIP) Free Trade Treaty, a wide-ranging trade deal giving unprecedented power and influence to transnational corporations that would become the benchmark for all future trade agreements, currently being negotiated between the EU and the USA and recognises the threat posed. While there may be economic benefits in reducing trade tariffs and reviewing regulation for certain industrial sectors, Conference believes that the primary purpose of TTIP is to extend corporate investor rights.

Despite assurances offered by the EU Commission that TTIP will not restrict the right of governments to regulate, the fact is that TTIP will severely restrict the ability of governments to regulate. It does this in two ways, firstly TTIP creates a right for companies to launch a suit for financial compensation if a government introduces a rule or regulation and that rule or regulation has a negative impact on the company's profit, or expected profit. The inclusion of this provision in TTIP will achieve exactly the same outcome as an explicit restriction because of the

chilling effect that will be created by the threat of financial consequences, often amounting to billions that will ensue. The result is that elected governments will be unable to afford to regulate.

Closely linked to this threat is the widespread concern that the company will be enabled to make their claim against the state in private arbitration - the investor state dispute settlement or ISDS. The idea of secret private courts is unacceptable and in all likelihood unconstitutional. But simply amending TTIP to require companies to launch their claim for compensation in ordinary courts is not the solution. Companies should not be able to launch claims for compensation for indirect expropriation at all, not in private ISDS and not in a court of law. There is no justification for providing companies with such excessive enhanced protection. Citizens and workers do not have the benefit of similar protections.

Conference remains unconvinced by official claims of job creation arising out of TTIP, and considers that the dangers to public services, workers' rights and environmental standards outweigh any potential benefits. Conference remains unconvinced about the likelihood of a binding labour rights chapter based on ILO Core Conventions.

Conference has similar concerns over current negotiations for the proposed Trade in Services Agreement (TISA) and the Comprehensive Economic Trade Agreement (CETA).

Conference believes that on the current path we will be presented with a *fait accompli* in the form of an inadequate, unacceptable agreement that we have had no chance of influencing or amending and where time will make it difficult to mobilise opposition.

Conference therefore resolves that the trade union movement should now call for the TTIP negotiations to be halted and make it clear that workers will never accept any trade agreement that doesn't promote decent jobs and growth and safeguard labour, consumer, environmental and health and safety standards. Conference calls for continuation of lobbying, campaigning and negotiating on these matters, in alliance with the ETUC and AFLCIO and other civil society organisations with similar views.

Executive Council

Amendment

In first sentence of the final paragraph (paragraph 7) after the words 'halted and', insert the words 'adopt a clear position of outright opposition to TTIP, and other trade agreements currently being negotiated. Conference calls on the trade union movement to'

The amended paragraph would now read as follows:

'Conference resolves that the trade union movement should now call for the TTIP negotiations to be halted and adopt a clear position of outright opposition to TTIP, and other trade agreements currently being negotiated. Conference calls on the trade union movement to make it clear that workers will never accept any trade agreement that doesn't promote decent jobs and growth and safeguard labour, consumer, environmental and health and safety standards. Conference calls for the continuation of lobbying, campaigning and negotiating on these matters, in alliance with the ETUC and AFLCIO and other civil society organisations with similar views'.

Belfast & District Trade Union Council

43. Transatlantic Trade and Investment Partnership

That this Conference calls on the Irish government representatives engaged in on-going negotiations on the proposed Transatlantic Trade and Investment Partnership to ensure that there is a general exclusion or carve-out for education and other vital public services in any final agreement.

Association of Secondary Teachers, Ireland

44. International Action to Tackle Climate Change and Poverty

2015 is a year that will shape the future of humanity, as world leaders will decide on new strategies to fight climate change, hunger, poverty and inequality. During the year, a number of United Nations summit meetings will effectively define the parameters for international policy making.

In December 2015 in Paris the United Nations will convene the 21st Conference of the Parties to agree an updating of the UN Framework Convention on Climate Change. It is widely expected that the updating of the Framework Convention will set very challenging and legally binding targets for the reduction in the emission of greenhouse gasses.

Conference notes that the achievement of the targets will require significant changes in the way that energy is produced and in the way work is organised. In making these changes it is essential that decisions are informed by the requirement to achieve a just transition to a low carbon and climate resilient society. The scale of the changes required will mean that governments on their own will not be able to bring them about. It is essential therefore that government establish a robust and well-resourced institutional framework that allows for a structured social dialogue and engagement between key stakeholders, including workers and their trade unions.

Conference also calls on affiliates to work to deepen the awareness amongst members of unions and of citizens in general about the issue of climate change and the challenges and opportunities that arise from the transition to a low carbon society. Furthermore, Conference agrees that affiliates should take an active role in responding to the climate change challenge. In this regard Conference calls on unions to enter into negotiations with employers on initiatives aimed at greening the workplace and further requests each affiliate to develop policies and targets designed to ensure a significant reduction in the emission of greenhouse gasses caused by their day to day activity. And finally, Congress and affiliates should sign up to the Unions4Climate Campaign pledging to mobilise to ensure ambitious commitments from governments, engaging in dialogue to plan for industrial transformation and secure just transition measures and organise workers in 'green' jobs to ensure decent work and union growth.

In September, the UN will agree new goals to replace the Millennium Development Goals – a new 'Sustainable Development Framework' – to tackle poverty, inequality and environmental destruction. Conference notes that Ireland has been appointed as co-facilitator, along with Kenya, of the Sustainable Development Goals negotiations which will seek to reach an agreement among all of the world's 193 countries.

The trade union movement has been actively engaged in this process, demanding goals on full and productive employment and decent work for all and on universal social protection (income security, access to public goods and services) in any post 2015 development framework.

Conference restates the support of the Irish trade union movement in these efforts and urges Congress and all affiliates to raise awareness among membership and to lobby the Irish and UK governments on these issues in advance of the September meeting.

Executive Council

45. Climate Change

The escalating ecological crisis is becoming ever more of a threat to the security of life on this planet.

Changing climates and extreme weather events are on the increase and have varying devastating effects on human life from reduction in food production to natural disasters.

These events inevitably have a greater impact on poor and working class people across the globe who are vulnerable and less able to protect themselves by building infrastructure defences and being able to re-build after a natural disaster.

Overcoming this global crisis will require a restructuring of our economy and a re-think in terms of how we utilize resources of our planet. We cannot continue an unplanned, unregulated global economy in a planet on finite resources.

The devastating impact of these ecological developments will also clearly raise important questions for the labour and trade union movement. We cannot afford to ignore these issues or treat them as solely the responsibility of the environmental movement.

Conference calls on ICTU to establish an Ecological Matters Advisory Committee along the same lines as the Women, Youth, LGBT committee.

This committee will:

- **Engage in outreach to 'Green' organisations and campaigns finding areas of commonality for campaigning.**
- **Conduct research into how the ecological crisis will affect Ireland in general and the labour market in particular.**
- **Provide advice to affiliate unions in how to develop ecological policy and knowledge to identify areas where ecological campaigns could provide for job creation and campaigns.**
- **Develop model alternative economy policy that would help re-structure our economy to be more environmentally friendly and how jobs might be created through this process.**

Belfast & District Trades Union Council


46. Ban on Fracking

Conference notes the range of environmental, health and social concerns that have been raised in relation to 'fracking' that is high volume hydraulic fracturing for natural gas. It recognises that the industry is characterised by exaggerated forecasts of tax receipts and job creation but says nothing of the likely impact on agriculture or tourism sectors or its contribution to accelerated global warming. It also notes powerful grassroots campaigns that have arisen in places like Fermanagh and Leitrim, with the support of trade unionists and the trade unions, to prevent this poisonous industry from setting roots in Ireland, North or South.

Conference therefore demands an outright ban on fracking for natural gas anywhere on the island of Ireland. We seek instead for the Irish government and Northern Ireland Executive to invest in alternative, renewable energy generating capacity with a view to both states becoming world-leaders in this technology.

Fermanagh Trades Council

STANDING ORDERS COMMITTEE REPORT NUMBER ONE



Tuesday 7th July 2015

Opening Session of Conference

1. Time of Sessions

1.1 The time of the various conference sessions will be as follows:

- **Tuesday 7th July 2013 from 09:30 to 17:00**
- **Wednesday 8th July 2013 from 09:30 to 17:00**
- **Thursday 9th July 2013 from 09:30 to 14:30 unless the business of Conference is concluded earlier.**

Conference will adjourn at 13:00 on each day for lunch and will recommence at 14:30.

2. The Election of Officers and Ordinary Members of the Congress Executive Council and the Congress Standing Orders Committee.

2.1 The Standing Orders Committee notes that Congress has received nominations for the Officer positions as follows:

- **One nomination has been received for the position of President and Brian Campfield is therefore deemed elected.**
- **Two nominations have been received for the two Vice President positions and Shelia Nunan and Kevin Callinan are therefore deemed elected.**
- **One nomination has been received for the position of Treasurer and Joe O Flynn is therefore deemed elected.**

2.2 The Standing Orders Committee notes that Congress has received 34 nominations for election as ordinary members of the Congress Executive Council. There are 30 seats to be filled. The election of the ordinary members of the Executive Council will be conducted using the single transferable vote system. The Congress Constitution requires that this election must result in the election of at least eight women. In the event that the outcome of the election of the 30 ordinary members of the Executive Council results in less than eight women being elected then the following procedure shall apply. The last man to be 'elected' amongst the 30 should be replaced by the last woman to be eliminated. In the event that this does not result in eight women being elected then the second last man

to be 'elected' should be replaced by the second last woman to be 'eliminated' and so on until the minimum requirement of eight women members is met.

2.3 The Standing Orders Committee notes that Congress has received 2 nominations for the position on the Congress Executive Council Local Reserved Panel (for Trades Councils) - Colm Cronin from Cork Council of Trade Unions and Betty Tyrrell-Collard from Dublin Council of Trade Unions. An election using the single transferable vote system will be held to fill this seat.

2.4 The Standing Orders Committee notes that Congress has received 6 nominations for the Congress Standing Orders Committee. An election to select the five members of the Standing Orders Committee and a substitute, will be conducted using the single transferable vote system.

3. Ballot Papers

3.1 The arrangements for the exchange of credential stubs and the issuing of voting cards and ballot papers will be as follows:

- **Credential stubs will be exchanged for voting cards during the conference proceedings commencing on Tuesday 7th July 2015 from 14.30 until 11.00 on Wednesday 8th July 2015. Each delegate must personally exchange his or her credential stub for a voting card.**
- **Ballot Papers for the election of the Congress Executive Council and the Standing Orders Committee, will be issued on Wednesday 8th July 2015 from 11:00 to 15:00.**
- **Each union will be asked to nominate a principal delegate who, in exchange for the voting cards, will collect the ballot papers from a polling station situated away from the main conference hall.**
- **On completion, ballot papers should be returned to the sealed ballot boxes in the polling station by the individual delegates or by the principal delegate in accordance with union practice, before 15:00 hours on Wednesday 8th July 2015.**
- **The results of the election will be announced during the conference proceedings during the morning of Thursday 9th July 2015.**

4. Motions and Amendments

- 4.1 The Standing Orders Committee has examined the motions and the amendments submitted by affiliated organisations. The Standing Orders Committee finds that all of the motions and amendments on the final agenda are in order.
- 4.2 Delegates to conference should note that **Motion 12** proposes an amendment to the Congress Constitution. Delegates are advised that because this motion proposes an amendment to Section V (Finance) of the Congress Constitution a simple majority is required for the motion to pass. This motion will be taken during the private session of Conference in the afternoon of Tuesday 7th July 2015 from 16:00.
- 4.3 Delegates to conference should note that **Motion 15** is a composite motion standing in the name of four unions, **MANDATE, USDAW, GMB and GSU**. Each of the sponsoring unions will be entitled to have a delegate speak on the motion for five minutes. This motion is scheduled to be taken on Wednesday 8th July 2015 during the morning session of conference.

5. Suspension of Standing Orders

- 5.1 In the interest of orderly and effective conduct of business, the Standing Orders Committee draws the attention of delegates and affiliated organisations to the provisions of paragraph 12 of Standing Orders, as follows:
- **"A motion to suspend Standing Orders must be submitted in writing to the Chairperson by the proposer and seconder who are delegates to Conference. It must specify the Standing Orders to be suspended and the period of suspension. It must state reasons of urgency and importance, and if the suspension is sought for the purpose of giving consideration to a matter not on the Agenda, the reason for not submitting such matter by way of motion in accordance with Standing Orders. A Motion to suspend Standing Orders may not be adopted except:**

- (a) with the permission of the Chairperson and,
- (b) with the consent of two thirds of the delegates voting on the motion."

6. Conference Sessions

- 6.1 Time periods have been allocated in the agenda for BDC for the consideration of specific topics as detailed in the Executive Council Report. Motions related to these topics will be taken during these time periods. If there is any time left over after the completion of the specified business, Conference will proceed to deal with other business as appropriate.
- 6.2 Motions have been grouped and votes on motions will be taken as indicated in the Timetable of Business.
- 6.3 Delegates are asked to especially note that there is a private session scheduled during BDC. During this session only accredited delegates will be admitted to the conference hall. The private session is scheduled to be held on Tuesday 7th July 2015 from 16:00 until 17:00. Conference will break at 15:45 on Tuesday 7th July 2015 for 15 minutes to facilitate participation in this session of conference by accredited delegates only.


7. Distribution of Materials at BDC

- 7.1 Affiliates and delegates to BDC are reminded of the requirement to seek the permission of the Standing Orders Committee **in advance** of the distribution of any material to delegates during the course of the BDC. Particular attention is drawn to the prohibition in conference venue on the display of banners, posters etc.

8. Fraternal Guests and Speakers

- 8.1 Standing Orders Committee Report No. 2 will contain a full list of Guest, Fraternal and Committee Speakers.
- 8.2 Affiliates and delegates to conference are reminded that guest speakers are attending conference at the invitation of Congress and therefore should be afforded the same respect as any other speaker at the BDC.

NOMINATIONS TO BDC 2015



POSITION	NOMINEE	MEMBER OF	NOMINATED BY
President	Brian Campfield	NIPSA	NIPSA
			IMPACT
			MANDATE
			IBOA
Vice President (Two Positions)	Kevin Callinan	IMPACT	IMPACT
	Sheila Nunan	INTO	GSU
			INTO
			IMPACT
Treasurer	Joe O'Flynn	SIPTU	SIPTU
			IMPACT
			MANDATE
			IBOA

POSITION	NOMINEE	MEMBER OF	NOMINATED BY
Executive Council Ordinary Panel	Ciaran Rohan	AHCPS	AHCPS
	Diarmaid de Paor	ASTI	ASTI
	Eoin Ronayne	CPSU	CPSU
	Steve Fitzpatrick	CWU	CWU
	Lawrence Huston	CWU UK	CWU UK
	David Kearney	GMB	GMB
	Larry Broderick	IBOA	IBOA
	Mike Jennings	IFUT	IFUT
	Shay Cody	IMPACT	IMPACT
	Louise O'Donnell	IMPACT	IMPACT
	Marie Levis	IMPACT	IMPACT
	Liam Doran	INMO	INMO
	Phil Ni Sheaghda	INMO	INMO
	Deirdre O'Connor	INTO	INTO
	Noel Ward	INTO	INTO

POSITION	NOMINEE	MEMBER OF	NOMINATED BY
Executive Council Ordinary Panel (continued)	John Douglas	MANDATE	MANDATE
	Gerry Light	MANDATE	MANDATE
	Aileen Morrissey	MANDATE	MANDATE
	Justin McCamphill	NASUWT	NASUWT
	Alison Millar	NIPSA	NIPSA
	Maria Morgan	NIPSA	NIPSA
	Séamus Dooley	NUJ	NUJ
	Tom Geraghty	PSEU	PSEU
	Ethel Buckley	SIPTU	SIPTU
	Gene Mealy	SIPTU	SIPTU
	Jack O'Connor	SIPTU	SIPTU
	Eamon Devoy	TEEU	TEEU
	Arthur Hall	TEEU	TEEU
	John MacGabhann	TUI	TUI
	Jim Moore	UCATT	UCATT
	Patricia McKeown	UNISON	UNISON
	Anne Speed	UNISON	UNISON
	Richie Browne	UNITE	UNITE
	Jimmy Kelly	UNITE	UNITE
Executive Council Local Reserved Panel	Colm Cronin	Cork Council of Trade Unions	Cork Council of Trade Unions
	Betty Tyrrell-Collard	Dublin Council of Trade Unions	Dublin Council of Trade Unions
Standing Orders	Joan Gaffney	MANDATE	MANDATE
	Jack McGinley	SIPTU	SIPTU
	Pat Guilfoyle	TEEU	TEEU
	Annette Dolan	TUI	TUI
	Denis Keatings	UNISON	UNISON
	Cora Martin	UNITE	UNITE

FRINGE EVENTS AT BDC 2015



TRACEY'S WEST COUNTY HOTEL,
ENNIS, CO CLARE



Congress Global Solidarity Fringe Event

Climate Change, Hunger, Poverty and Inequality

Tuesday 7th July, lunchtime

2015 is a year that will shape the future of humanity, as world leaders decide on new strategies to fight climate change, hunger, poverty and inequality. Come and hear about Ireland's important role in the process internationally and how trade unions are inputting into the discussions. A light lunch will be served and entrance will be on a 'first come, first served' basis, but will be limited to 75 people.

Speakers: **Sean Sherlock**, TD, Minister of State for Development, Trade Promotion and N/S Co-operation, **Matt Simmonds**, ITUC/TUDCN (Trade Union Development Cooperation Network), **Sharan Kelly**, Chair of Dochas, Irish Association of Non-Governmental Development Organisations.

NERI - NERI - An Overview of the First Three Years of Work

Wednesday, 8th July, lunchtime

Staff from the Nevin Economic Research Institute will give a series of short presentations recapping on recent work and highlighting emerging research on both economies of Ireland. The brief presentations will be followed by an open discussion with delegates. All are welcome to this event, with no economic question too big or awkward to raise! A light lunch will be served and entrance will be on a 'first come, first served' basis, but will be limited to 75 people.



Justice For Colombia

Wednesday, 8th July, lunchtime

Colombian trade unionists and progressive civil society organisations are facing horrific levels of violence and human rights abuses. 50 Colombian trade unionists have been murdered in the past two years alone. Justice for Colombia along with Irish and British trade unionists are working together to offer solidarity to our colleagues on the frontline in the battle for trade union freedom and an end to the conflict in Colombia. Many of Irish trade unionists have visited Colombia as part of JFC delegations to see and hear the testimonies of the people and trade union leaders.

Come and hear members of those delegations speak of their experiences alongside a senior Colombian trade unionist at the Fringe.

Speakers: Chair - Brian Campfield, General Secretary, NIPSA; Mariela Kohon, Director Justice for Colombia; A yet to be confirmed senior trade union leader from Colombia; Tom Geraghty, General Secretary, PSEU; Peter Bunting, Assistant General Secretary, Congress. A light lunch will be served and entrance will be on a 'first come, first served' basis, but will be limited to 75 people.



Transatlantic Trade and Investment Partnership (TTIP)

Wednesday 8th July, Evening
(Sponsored By TEEU)

The **Transatlantic Trade and Investment Partnership (TTIP)** is a proposed free trade agreement between the European Union and the United States. The proposed agreement has the potential to do enormous damage to employment rights and could result in the widespread privatisation of vital public services. Unions from both sides of the Atlantic have been involved in a campaign to highlight the dangers from what is proposed. The TEEU have sponsored a fringe meeting at the BDC to raise awareness among delegates about what is proposed. The meeting will be Chaired by the President of SIPTU Jack O Connor and will be addressed by the President of the TEEU Frank Keoghan.



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