



# TimeForRealChange for a members' union

Weekly Bulletin

6th June 2022

Number 18

Please share and distribute

## Time for Real Change in Brighton:

### *Just a few days to go until NDC & Service Group Conferences 2022*

**We're on the way to Brighton! In a few days we'll be gathering for some of the most important conferences in the history of the union. Above all our Conferences should be an opportunity to concentrate on the key issues: How are we going to organise to defend our members? How can we combat low pay, racism, privatisation, redundancy and all forms of discrimination affecting our members.**

Conference should be a celebration of our successes and a call to arms, galvanising our activists and our members for the struggles that lie ahead. At a time when the Tories are in real disarray - Johnson fell short of 59% support in a vote of no confidence as this article was being written - we should be discussing how UNISON, together with other public sector unions can organise to maximise our effectiveness on the ground.

There are some excellent motions on the NDC conference agenda which try to do precisely that. However, that's not the end of the story. There is clearly a need to address issues that are current within the union.

In this issue of the Weekly Time for Real Change Newsletter we address a number of issues that will come up at conference. The purpose of which is to arm delegates and visitors with the real facts. Firstly in **"NEC Equality and Democracy Myth Buster"** we detail the progress made in relation to representation on NEC Committees. We also carry an important article on the **"The 6 motions put to the NEC on 6th October 2021"**. Our third Myth buster article is **"Angela Rayner:**

**The invitation which never was"**. You may have read this recently, but we feel its important to underline the points made.

In addition we carry an article about the important NEC By-Election in the Northern Region. This is an important election with the nomination period straddling the conference period.

Finally our dedicated conference page gives plenty of information for delegates attending the Brighton Conferences. Including an invite to our Whatsapp Broadcast Channel. You may also notice lots of adverts for our NDC Fringe Meeting. **Make sure its in your diary!**



## Time for Real Change: the union we can be.

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Venue: The Arundel Suite, Holiday Inn Brighton Seafront BN1 2JF

# NEC Equality and Democracy Myth Buster

Written By [Time For Real Change](#)

## *Much Better than Before – Much to do.*

*There has been a lot of concern expressed about the allocation of NEC committee seats and this is set to be discussed at National Delegate Conference 2022 in Brighton. Below we take a look at some of the facts.*

- 1. YOUNG MEMBERS** – Young members' NEC reps have seen their committees increased from 4 to 6. They now span a total of 5 committees, rather than only 3 as was the case in 2019 and have a Vice Chair position. So, Young Members in the 2021-2023 NEC have MORE committees and MORE Vice Chair positions than they did in 2019-2021.
- 2. BLACK MEMBERS** – Black members' NEC reps have received the same number of committees in the 2021-2023 NEC term as in 2019-2021 (13 seats). The number of committees black member representatives span is exactly the same this year in 2021 as it was in 2019 (representation across 5 committees). The majority of Black National NEC seat holders voted for these allocations at the NEC meeting to confirm committees in July 2021.
- 3. DISABLED MEMBERS**  
– Disabled members' NEC reps have seen their committees increased from 4 to 6. Disabled members' representation has increased for 2021-2023 and is now on 4 of the 5 main strategic committees (up from only 1 committee in the 2019-2021 term, a quadrupling of

representation). So Disabled members were allocated MORE committees and 4 times MORE strategic committees.

- 4. WOMEN** – The new NEC now has either the same or, in many cases, more women on committees and in positions as Chairs/Vice Chairs than the previous NEC in 2019-2021. So to be clear, the new NEC elected MORE women than the previous NEC (up from 112 to 125 Committee seats) and women's share of committee seats has increased to 68% - again MORE than the previous NEC.

- 5. NEXT STEPS** – the new NEC and Presidential Team want to improve representation of Women, Black, LGBT+, Young and Disabled Members at all layers of our union, from Stewards, Officers and Branch Secretaries through to regional and national positions. Work will continue to address these longstanding (not new) issues of representation and democracy within our union.

No-one is resting on their laurels. But it is simply not true to say that equality has taken a backward turn under the new NEC. **The facts speak for themselves.** There have actually been considerable advances of representation for UNISON's equality groups under the new NEC.

Committee allocations were democratically passed at a meeting of the full NEC on July 14 2021, by the following vote: 34 For, 23 Against, 1 Abstention.

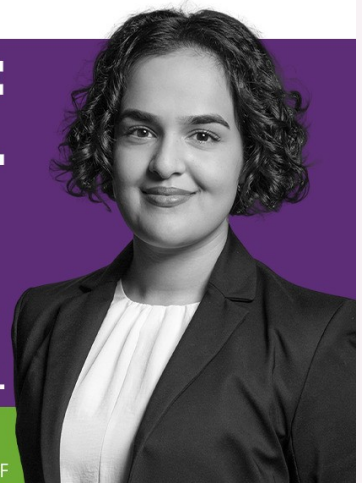


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# Northern Region

## NEC By-Election:

### *Vote Amanda Martin for the Northern Female Seat*

By Northern Region

Time for Real Change Supporters

**Just when you thought that this year's election period was over and done with a by-election has been called for the Northern Region Female Seat, following the resignation of the previous incumbent.**

Time for Real Change supporters in the North East were delighted to hear that Amanda Martin intends to stand as a candidate in the by-election. Amanda is a hard working Assistant Branch Secretary in the Tees, Wear and Esk Valley Health Branch of UNISON.

Amanda has been active in the Labour and Trade Union Movement for many years. A relative of Emma Wilding Davison, the suffragette martyr, she has played an important role in her branch in particularly supporting female admin staff in her health trust.

The North East has suffered for many years from

vicious cuts and austerity. The impact of which have been particularly marked, because of the high proportion of jobs in the region, which are dependent on state funding.

Amanda's candidature is important as well as it reflects a growing support for socialist ideas in the union's Northern region, which has seen a big increase in the number of candidates critical of the right wing establishment in the region participating in elections.

With low wages, high unemployment, threats of another wave of Tory austerity and uncertainty in the wake of the pandemic, public service workers in the Northern Region need Real Change.

We are confident that branches in the Northern Region will nominate Amanda over the next few weeks—Nominations open on June 6th.

Winning an NEC seat in the Northern Region would be a big breakthrough, after many years of domination by the right wing. Amanda has every chance of winning the vote and will make a great addition to the Time for Real Change Team on the NEC.

***This article solely reflects the opinion of the authors and has not been endorsed by Amanda Martin***

## Its Time for Real Change!



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## Vote for Amanda Martin - the Time For Real Change candidate in the Northern NEC By-Election

"I will stand up against all forms of discrimination and encourage under-represented groups to take part in a fighting, proactive union, which is member-led, democratic and has the members at its heart."

**Amanda Martin**  
**Standing for the Northern Female Seat**  
**NEC By-Election 2022**



Vote Amanda Martin for Time For Real Change  
Branch nominations open on 6 June  
For more information visit our website: [timeforrealchange.uk/elections](https://timeforrealchange.uk/elections)



# The 6 motions put to the NEC on 6th October 2021

[The Preamble and Resolutions were tabled, discussed and passed, each by clear majorities of the NEC. We publish these here, along with additional notes on the intent of each Resolution and rationale for bringing it.]

## Preamble

The NEC reminds itself that under Rule 2.1 'the management and control of the union between National Delegate Conferences shall be vested in the NEC' with 'full power and authority to act on behalf of the Union in every respect and for every purpose falling within the objects of the Union.' This is a member-led union and the role of the staff is to carry out the lawful instructions of the NEC. This protocol is designed to assist in ensuring that the decisions of the NEC and of those to whom the NEC has delegated its powers are carried out efficiently and promptly.

**Resolution 1:** Pursuant to Rules D.2.1, D.2.8, and D.2.11.9 the NEC resolves to convene every other month and that the current cycle of Committee meetings will continue as at present but with each Committee reporting to the next NEC meeting.

**Intent:** For the NEC to meet more frequently than it has been, 6 times a year.

## Rationale:

\*there is a need to meet more often due to the sheer volume of business;

\*to allow for shorter agendas and meeting times than we currently have, and to allow meetings to run to schedule (over-running meetings is causing substantial problems to NEC members);

\*to give the NEC greater opportunity to ask questions and hold to account the Presidential Team who other resolutions today will provide with more explicitly set out delegated powers.

\* to give the NEC more opportunity to mobilise and campaign effectively

**Resolution 2:** Pursuant to Rules D.2.1 and D.2.9 the NEC appoints a Committee consisting of the President and Vice-Presidents (the quorum for which shall be two) to be known as 'the Presidential Team' to which it delegates, between meetings of the NEC, the NEC's powers (including the power to direct the General Secretary from time to time as may be necessary pursuant to Rules D.2.13.1 and E.3.1) other than powers it has delegated to the Development and Organisation Committee. The Presidential Team shall seek the endorsement of the next NEC meeting for any such exercise of its delegated powers.

## Intent:

To establish the Presidential Team as a Committee of the union.

## Rationale:

\* The Presidential Team effectively acts as a committee, but this is not properly codified.

\* There are no clear guidelines or boundaries to work within; all powers are based on precedent, not all of which is clear to lay members or has an obvious rationale

\* The NEC needs clarity on what powers it is delegating to its Presidential Team

\* The NEC needs confidence and transparency in how its Presidential Team is acting between meetings, and requires it to report back on decisions taken

\* The chair and vice-chair of D&O have separately specified powers in relation to disciplinary matters. These are separately dealt with in Resolution 4.

**Resolution 3:** Pursuant to Rule D.2.1, D.2.9 and D.2.11.15 the NEC directs the Presidential Team to instruct (through the Union's legal department or such other solicitor as the Presidential Team thinks fit) counsel of the Presidential Team's choice, at such a time and in such terms as the Presidential Team consider appropriate, to advise the NEC on any matter which the Presidential Team consider warrants such advice.

**Intent:** To allow the Presidential Team to benefit from advice of external counsel

## Rationale:

\* There are a number of issues that have arisen where the Presidential Team do not believe the law is clear or where there is a different interpretation

*Continued from Page 4*

of the rules between them and officers

\* We need a definitive opinion from time to time of such matters, when there is serious doubt as to the meaning of rules.

\* The Presidential Team feel at risk from being asked by officers to take decisions on such a basis where there is a difference of interpretation of the rules.

\* The NEC also needs to act within the rules of the union and so also requires this advice and clarity.

**Resolution 4:** Pursuant to Rules D.2.1, D.2.9 and the preamble to Schedule D, the NEC delegates to its Development and Organisation Committee all its powers in relation to disciplinary matters which are subject to Rule C.7.4, Rule I and Schedule D. That Committee shall seek the endorsement of the next NEC meeting for any such exercise of its delegated powers.

**Intent:** for the NEC to explicitly delegate all its disciplinary powers to the D&O Committee.

**Rationale:**

\* This situation is current unclear and needs explicitly codifying.

\* Any member subject to a process can see clearly who is responsible for it.

**Resolution 5:** Pursuant to Rule A.2, D.2.1, D.2.11.1, D.2.11.2, D.2.11.3 and Rule C.7.4, the NEC rules that Rule C.7.4 gives jurisdiction to the NEC (and the Development and Organisation Committee exercising its delegated powers) the duty to consider the suspension of any member or branch suspended for more than 4 weeks where such suspension has not been considered by the NEC or the Development and Organisation Committee in the last 4 weeks and, as it thinks fit, remove or continue the suspension.

**Intent:** the NEC must receive regular reports on suspensions so it can monitor those suspensions and progress of investigations

**Rationale:**

\* There has been inconsistency in written reports provided, suspensions appearing to drag on for too long a time, or there being insufficient progress reported. This would ensure that there is regular monitoring of suspensions so they may not

continue without clear justification.

\* It is entirely normal to review suspensions, and this would be the case with employers we deal with.

\* This would protect lay members from overly long suspensions which appear equivalent to sanctions

\* This would allow the NEC to better protect the welfare of lay members who are suspended, which should be a paramount concern

**Resolution 6:** Pursuant to Rules C.2.4, C.7.1.1, D.2.1 and D.2.2.4, the NEC directs that any member holding elected office within the Union or holding an elected seat on a Committee of the Union who is dismissed by their employer shall, on notifying the General Secretary within one month of such dismissal, continue to be a member of the union from the date of dismissal until such time as the NEC decides otherwise or the member resigns from the union, and whilst such a member shall be entitled to hold office in the union and, in particular, shall continue to hold every office and sit on every Committee in the union to which they have been elected or appointed for the remainder of the term of such office or seat, unless and until the NEC decides otherwise or the member resigns from such office or seat.

**Intent:** To ensure that the NEC can effectively discharge its power under Rule C 7.1.1.

**Rationale:**

\* We are a union that supports its activists should they go through a dismissal process.

\* We want elected union officers and committee members to know this so we will need to communicate this new process to activists so they both understand the process and know that as a union, we have their back, particularly where they may be victimised by their employer.

- If a dismissal turns out to be fair, the membership can be terminated as normal.

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# Time For Real Change statement about social media

**Time For Real Change is a grassroots campaign by UNISON members to transform our union in to the fighting force it can be.**

Over the past year we've posted detailed explainers online about what we're doing, and why we're doing it. And we've had some notable successes already, including doubling strike pay and changing internal election rules to encourage new candidates to come forward and to be involved in our union's leadership.

Our social media presence gives UNISON members a much needed insight in to the business of the NEC to show what's working well - and what needs to change.

We've never indulged in name-calling, trolling or insulting those who disagree with our ideas to reinvigorate our union. Such behaviour is not comradely and goes well beyond the boundaries of respectful debate.

Sadly we are regularly targeted, attacked and misquoted by some who want to preserve the

status quo. Indeed some members of the NEC and Time For Real Change supporters have been targeted personally and subjected to online threats and bullying.

Despite all the misinformation and the attacks Time For Real Change will continue to share updates about what we are doing - because our campaign is about positive change, and about real hope for the future for UNISON members.

**For the most up to date news and views from TFRC—Join our WhatsApp Broadcast group here!**



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# UNISON NDC

## Conference

### Angela Rayner:

#### *The invitation which never was*

**Over the last few weeks there has been a lot of huffing and puffing from some quarters in UNISON to the effect that the National Executive Council “disinvited” Angela Rayner, Deputy Leader of the Labour Party from speaking at UNISON National Delegate Conference. The truth however is somewhat different.**

Angela never had a formal invite to address conference. A UNISON officer rang her office to enquire about her availability and put a marker in her diary. No harm has been done, and this has been blown out of proportion.

Angela’s statement in a podcast in February, widely reported in the press, that it was ok for the police to “shoot first and ask questions later” has never been retracted and was considered offensive and inappropriate, particularly to Black members.

We would have to ask whether it was ok to shoot the demonstrators in what became known as Bloody Sunday? Was it ok to shoot dead unarmed Harry Stanley or unarmed Jean Charles De Menezes, or Mark Duggan? This is an important issue with implications for our members. We are disappointed that Angela has taken this position.

We believe she should retract the statement. After the murder of George Floyd and the Black Lives Matter movement, how could we say we

were serious about challenging racism as a union without challenging this.

In the current political climate, the Tory Party and other Right Wing forces are stoking up culture wars.

Meanwhile the Tories are pushing their Police and Crime Act which particularly targets already marginalised people.

Ultimately, we want a different kind of conference, one that is member-led, and focused more on the people we want to fight for rather than those we want to lobby for influence. Lay-led proposals for conference are under development.

**Use this QR Code to access the “Conference” page on [www.timeforrealchange.uk](http://www.timeforrealchange.uk)**



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# ***Time for Real Change:*** Dedicated Conference Page

<https://timeforrealchange.uk/conferences>

Conference Season is here with Service Group Conferences and NDC at Brighton in a few days time. These are the most important set of conferences for many years. You can keep up to date by following the dedicated Conference section on our website, designed to help keep Comrades up to date with important information.

## **Fringe Meetings**

We will publish details of Fringe Meetings that we are organising ourselves and also events that we are supporting. We will also be using the Conference Page to post TFRC Resources that Comrades can use in the run up to Conference and at the Conference itself.

## **Motions and Amendments**

We will be publishing information on Key Motions and amendments to look out for and to argue for in your branch.

## **Dedicated Conference Email**

We have set up a dedicated Conference Email address. We are especially encouraging Comrades who are attending any of these conferences as Delegates or Visitors, or who may be available to support our activities around Conference to get in touch and let us know you are coming.

The dedicated email is:

[conferences@timeforrealchange.uk](mailto:conferences@timeforrealchange.uk)

We will be updating the Conference Page as we go along, so it will always be a live document. To help with this however, we will also be highlighting any important information in these Weekly Newsletters.

## **What can you do now?**

The first thing to do will be to let us know if you will be joining us at any of the forthcoming conferences as a Delegate or a Visitor.

**So please get in touch!**

## **UNISON Conference Calendar 2022**

### **Local Government**

**Sun 12th June—Mon 13th June: Brighton**

**WET Sun 12th June: Brighton**

**Energy Mon 13th June: Brighton**

### **National Delegate Conference**

**Tues 14th June—Fri 17th June: Brighton**

**Join Time for Real Change at Conference!**

## **Join with us:**

## ***Fight for a genuinely member led UNISON***

UNISON has the potential to be an enormously influential force everywhere we organise.

For too long our members have been on the receiving end of Tory austerity, low pay, racism and other forms of discrimination.

Members have seen big cuts in living standards and the pressure at work has grown as a result of cuts in staff and reorganisations.

We are fighting for real change in UNISON across every Service Group and in every country and region.

**If you agree with what we are fighting for, then get involved with Time for Real Change!**

[Click here and get involved](#)

**Join our Whatsapp Group [Here](#):**