

NEC STATEMENT THE FUTURE OF THE TRADE UNION MOVEMENT AND COLLECTIVE BARGAINING

The NEC notes that AMICUS has been at the forefront of following a successful merger strategy, with the aim of developing the most effective trade union for UK workers. Amicus has the strength of numbers, diversity of industrial sectors and the unity of collective action in the work place to bring about better working conditions for its members.

The NEC believes that Amicus must maintain and extend its influence in collective bargaining. In some industries we are becoming the sole union, in other industries where there is multi union single table collective bargaining we are merging our work place structures while retaining and increasing influence at the collective bargaining table. Merging with other UK trade unions will lead to unity and better influence at the work place.

The NEC believes that some major employers compare pay levels with one another resulting in pay levels that are at times, controlled by the employers by industry and by region. This practice has the effect of weakening the collective bargaining process and the influence of trade unions in determining a fair rate for the skills applied.

The NEC believes that the most effective way to achieve fair pay is to establish, through a national campaign, a set of minimum benchmarks based on skill levels. We resolves to include such rates as part of all future pay claims as a way of working towards re-establishing national collective bargaining.

The NEC notes that AMICUS has called for a campaign within the CSEU over the next two years and that the fund, established for campaigns in support of a shorter working week, be utilised to achieve this major objective.

The NEC notes that the Government has a duty under the ILO convention to promote collective bargaining and should therefore support Amicus in promoting national bargaining structures.

The NEC notes the commitment in the Warwick agreement to bring together social partners for sectoral forums to discuss strategies for raising productivity, health and safety standards, as well as employee pay, skills and pensions.

The NEC believes these sectoral forums should promote recruitment, organising, recognition and collective bargaining. These forums should restore the role of industry procedures for enforcement of rights at work. The NEC resolves to campaign for sectoral forums in every UK industry.

The NEC believes that the lack of a level playing field in employment rights in Europe means that UK workers are cheaper and easier to sack than their European counterparts. AMICUS' strong relationships with European trade unions results in successful coordinated campaigns to defend members' jobs and conditions.

The NEC believes that by building AMICUS through organising and merger, AMICUS will be able to develop the close relationships with trade unions in Europe and globally, that will be necessary to develop the bargaining strength needed to negotiate with global corporations.

The NEC resolves to continue the campaign to encourage other British Trade unions to merge with Amicus, and to build a strong trade union movement.