

COMMUNICATION WORKERS UNION

ANNUAL CONFERENCE 2026

BOURNEMOUTH 10th - 11th MAY, OBSERVERS REPORT

Conference - GENERAL CONFERENCE

Motion 1 - Mover - London Postal Engineering

Seconder - Edinburgh, Dundee & Borders

Conference notes with alarming concern that since Motion 76 was carried in 2017 (instructing the NEC to work with likeminded organisations nationally and internationally in order to develop a strategy to ensure that the effects of the Fourth Industrial Revolution are utilised to the benefit of all humankind') the pace and scale of technological change, especially in Artificial Intelligence (AI), robotics, and automation has expanded beyond imagination. We now face the emergence of Artificial General Intelligence (AGI) and Artificial Superintelligence (ASI) systems which threaten to surpass human capability and understanding across most fields. Already the 'Tech' companies, Meta, Open AI, Oracle, Google, Palantir etc are harvesting data and building infrastructure in order to monopolise control of AI. Palantir, known for its work with the CIA and with US military intelligence in use of AI has been given a lucrative contract to organise data for the NHS. Worryingly Donald Trump has already signed an executive order prohibiting States from passing laws regulating AI. Conference believes that the impact of these developments are not merely industrial but civilisational. The same technologies that promise medicinal breakthroughs, precision agriculture, clean energy design, and reduced drudgery could, if left in private hands deepen inequality, destroy jobs, and concentrate power in a way unprecedented in human history.

PTO

BRANCH VOTING:

CONFERENCE VOTING

x	FOR	x
	AGAINST	
	NOT VOTING	

THE MOTION WAS

CARRIED

The world cannot afford a future where a handful of corporations or governments wield technological supremacy over humanity itself. Conference recognises that AI and robotics, under democratic and public control, could be a transformative force for good. Properly implemented, it could help eradicate hunger, build affordable and sustainable housing, accelerate climate neutral production methods, expand renewable energy, and deliver efficient, high quality public services. With intelligent resource planning and automation overseen by workers and communities, the planet has the tools to provide for all, not just the wealthy few, efficiently, cleanly, and cost effectively. The alternative, under corporate or authoritarian control, is a world of escalating inequality, social dislocation, and democratic erosion. Superintelligent systems, deployed without moral or public oversight, could act beyond human comprehension or accountability. The trade union movement must therefore provide global leadership to ensure that technology serves humanity rather than the other way around. Conference believes that the benefits of AI must be socially owned, internationally coordinated, and governed through democratic principles. Automation should be used to shorten the working week without loss of pay, encourage human creativity, and strengthen collective wellbeing and not used to intensify exploitation and undermine bargaining power. Conference instructs the NEC to develop a suitable strategy and consider the following:

1. Establish a Working Group on Artificial Intelligence, Automation, and Superintelligence to assess technological developments, their impact on work, and their potential to deliver social benefits such as affordable housing, sustainable production, and equitable resource distribution.
2. Work with the TUC, international labour organisations, and other appropriate groups, to develop a global framework for worker led technology governance grounded in social ownership, ecological sustainability, and democratic transparency.
3. Support for a pause in order to develop appropriate safeguards.
4. Campaign for government policy and legislation that:
 - Guarantees human oversight and accountability in AI systems affecting workers and citizens
 - Restricts the application of autonomous or AI driven systems in warfare and surveillance
 - Enforces limits on workplace monitoring and algorithmic control.
 - Ensures public or cooperative ownership of vital AI infrastructure and data networks
 - Promotes shorter hours with no loss of pay to share productivity gains fairly.
 - Licensing and regulating companies collecting and using data for AI
5. Develop public education and training programmes that empower workers to understand and shape AI use in their industries, highlighting its potential to improve quality of life and environmental outcomes. The above is not exclusive and the National Executive is further instructed to provide periodic reports, mindful of the relative urgency and speed of developments. The question of technological control is the defining struggle of our age. The CWU, in solidarity with the global labour movement, must lead the call for a future where intelligence, natural or artificial serves people, planet, and peace.

COMMUNICATION WORKERS UNION

ANNUAL CONFERENCE 2026

BOURNEMOUTH 10th - 11th MAY, OBSERVERS REPORT

Conference - GENERAL CONFERENCE

Composite Motion 2 - Mover - Edinburgh, Dundee and Borders

Secunder - Glasgow & District Amal

Conference notes that offshoring remains a serious threat to secure, skilled and well-paid jobs across the UK communications sector. Employers continue to relocate work overseas in pursuit of lower labour costs and increased profit margins, with damaging consequences for CWU members and their communities. Conference believes that government policy should actively support and incentivise companies to retain and create skilled employment within the UK. Across the communications industry, jobs are now at risk of being offshored as part of major cost-cutting programmes. Digital product teams, finance functions, and even core algorithmic work are being considered for transfer to overseas contractors and US tech giants.

With the expansion of offshoring within telecommunications and customers service operations, including practises within companies such as BT Group, VMO2, and Capita. These decisions result in UK job losses, weaken collective bargaining strength, erode the domestic skills base, and undermine long term employment security. Some companies engaging in offshoring have benefitted from public contracts, subsidies, tax incentives, or other forms of state support. Conference believes that companies operating in the UK and service a UK customer base should not offshore work purely to maximise shareholder return whilst UK workers face redundancy

PTO

BRANCH VOTING:

CONFERENCE VOTING

X	FOR	X
	AGAINST	
	NOT VOTING	

THE MOTION WAS

**CARRIED
UNANIMOUSLY**

That public money should never subsidise the transfer of jobs overseas. Given the scale of outsourcing across all our industries – from Capita to BT, Royal Mail, Santander, and now the BBC – CWU must lead the national conversation and push for a new framework that places workers' rights, job security, and community stability at its core. The growing threat of offshoring across the communications industry – including digital product, finance, customer operations, and technical roles – and the UK's failure to match protections found in nations such as France, Germany, the Netherlands, Sweden, Australia, and Japan, where employers must retrain, redeploy, and exhaust all alternatives before redundancy.

The NEC are instructed

: • to develop and implement a National Anti-Offshoring Strategy; to campaign for an end to outsourcing and offshoring across the communications, tech, financial services, and public service sectors; and to prioritise strong collective-bargaining protections against the relocation of work.

• to lobby the UK Government for statutory protections including mandatory consultation with recognised unions, a ban on companies receiving public funds or contracts from offshoring UK work, financial penalties and clawback provisions where public money has been used, and new legal obligations requiring employers to meaningfully pursue alternatives to redundancy.

• to oppose current offshoring and outsourcing proposals; work with Bectu, the NUJ, and other unions to defend UK jobs; promote publicly delivered, properly funded in-house services; and support branches to organise outsourced workers and challenge employers undermining pay, conditions, and job security.

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BOURNEMOUTH 10th - 11th MAY, OBSERVERS REPORT

Conference - GENERAL CONFERENCE

Composite Motion 3 - Mover - Essex Amal

Secunder -Retired Members Conference

This conference agrees that the attacks on pensioners and the elderly by the current and previous governments is completely unacceptable and instructs the National Executive to support and promote a campaign uniting employers with our members in, other trade unions, TUC, charities and pensioners organisations to campaign for a "New Deal for Pensioners". The aim of this campaign will be to assist our members in the workplace approaching retirement, lobby government to look at housing in retirement, care in the community for the elderly, the problems the NHS are facing due to people living longer and finally to protect decent state/occupational pensions for current and future generations. This list is not exhaustive.

BRANCH VOTING:

CONFERENCE VOTING

X	FOR	X
	AGAINST	
	NOT VOTING	

THE MOTION WAS

**CARRIED
UNANIMOUSLY**

COMMUNICATION WORKERS UNION

ANNUAL CONFERENCE 2026

BOURNEMOUTH 10th - 11th MAY, OBSERVERS REPORT

Conference - GENERAL CONFERENCE

Motion 4 - Mover - UTAW National

Secunder - Formally

Conference notes that: 1. The right to take industrial action in the UK is one of the most restricted in the Western world, with the 1990 ban on secondary (solidarity) action being one of the most debilitating restrictions. 2. This ban makes it unlawful for workers to take action in support of workers in another employer, even if they are part of the same supply chain, share the same workplace, or are fighting the same ultimate employer. 3. The ban directly undermines the effectiveness of disputes in key sectors relevant to our members allowing large corporations to pit workers against each other. 4. The UK government's own anti-union laws are in direct contravention of International Labour Organization (ILO) Convention 87, which protects the right of workers to express solidarity through industrial action.

Conference believes that: 1. An injury to one is an injury to all. The legal ban on solidarity action is a fundamental attack on the principle of collective action and working-class strength. 2. The fragmentation of our movement through outsourcing and supply chains requires us to have the legal right to act in unity, or our power will continue to be neutered. 3. Repealing this ban is not a fringe issue, but a core trade union demand to restore basic freedoms and rebalance power in the workplace. 4. A campaign for the right to solidarity action can unite the whole labour movement and people sympathetic to the workers struggle.

PTO

BRANCH VOTING:

CONFERENCE VOTING

	FOR	
X	AGAINST	X
	NOT VOTING	

THE MOTION WAS

**NOT
CARRIED**

Therefore, conference instructs the NEC to: 1. Declare its commitment to campaigning for the immediate repeal of the legislation banning solidarity and secondary industrial action in the UK. 2. Make the right to solidarity action a key priority in the union's political and campaigning work. 3. Open discussions with the Trades Union Congress (TUC) and other affiliated unions with the aim of coordinating a cross-union movement-wide campaign on this issue.

4. Commit to building public support for this demand by:

a. Producing model motions for branches to submit to other bodies, such as local trades councils, political party branches.

b. Creating rank-and-file facing materials (leaflets, briefings, social media content) that explain why the ban on solidarity action hurts all workers.

c. Identifying future disputes involving our members where the ban on solidarity action becomes a flashpoint, and using these moments to highlight the issue.

5. Call upon the union to support any future lawful industrial action that tests the boundaries of the current law, with the aim of exposing its undemocratic nature.

6. Affiliate to and support any future TUC or campaign group coordinating a legal challenge to the UK's anti-union laws.

COMMUNICATION WORKERS UNION

ANNUAL CONFERENCE 2026

BOURNEMOUTH 10th - 11th MAY, OBSERVERS REPORT

Conference - GENERAL CONFERENCE

Motion 5 - Mover - Kent Invicta

Secunder -

Consequential - If Carried 6 falls

The rapid expansion of artificial intelligence (AI) technologies across workplaces and public services. Increasing evidence that automation and algorithmic decision making are being deployed without adequate consultation, transparency, or assessment of risks to jobs, safety, and wider society. The growing influence of large technology corporations whose primary motivations are profit, market dominance, and speed of deployment rather than ethical responsibility or worker protection. Conference believes: AI and human workers can coexist in a way that enhances productivity, improves services, and reduces harmful or repetitive tasks.

However, without strong safeguards, democratic oversight, and worker involvement, AI deployment risks: Job displacement and deskilling Unsafe working practices Erosion of privacy and civil liberties Increased inequality and social harm

Decisions about AI must not be left solely to corporations whose incentives prioritise profit over people, The leaders in the development of Artificial General Intelligence (AGI), have agreed there is between 10-20% chance AGI will lead to the extinction of the humanity. PTO

BRANCH VOTING:

CONFERENCE VOTING

	FOR	
	AGAINST	
	NOT VOTING	

THE MOTION WAS

MOTION FELL

Trade unions have a vital role in shaping how AI is introduced, ensuring it benefits workers and society rather than undermining them. We also have a responsibility to raise the dangers in the development of Artificial General Intelligence.

The Executive is instructed: 1. To launch a unionwide campaign raising awareness among members and the wider public about the risks and opportunities of AI, with a focus on protecting jobs, safety, rights and the wider danger of Artificial General Intelligence. 2. To demand that employers consult unions at the earliest stage of any proposed AI deployment, including full impact assessments on jobs, workload, safety, and equality. 3. To lobby government for: Stronger regulation of all AI technologies Mandatory transparency and accountability standards Worker centred safeguards and ethical frameworks 4. To develop training and guidance for members, reps, and branches on AI, automation, and digital rights. 5. To be proactive in identifying where IA will become a challenge to CWU members jobs, in the short, medium and long-term and to develop and strategy to protect jobs and the CWU. 6. To work with other unions, civil society groups, and experts to promote a vision of AI that serves the public good rather than corporate greed. This list is not exhaustive.

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BOURNEMOUTH 10th - 11th MAY, OBSERVERS REPORT

Conference - GENERAL CONFERENCE

Motion 6 - Mover - Edinburgh, Dundee and Borders

Secunder -

Conference notes that Artificial Intelligence (AI) and algorithmic management systems are increasingly being deployed embedded into CWU member workplaces across the postal, telecoms, financial services, and associated sectors. These technologies are being used in workload allocation, performance monitoring, recruitment screening, attendance management, and customer interaction to determine bonus payments. Conference further notes that current UK legislation provides limited workplace-specific protections regarding algorithmic transparency, bias, surveillance, and automated decision-making. Without clear national standards, there is a risk of inconsistent application, erosion of negotiated agreements, intensification of work, and reduced accountability in disciplinary and performance processes. Conference believes that technological innovation must be subject to collective bargaining and democratic oversight. AI must support and enhance skilled unionised labour, not undermine job security, equality, or agreed terms and conditions. Workers have the right to transparency, meaningful human oversight, and the ability to challenge decisions made or influenced by automated systems.

PTO

BRANCH VOTING:

CONFERENCE VOTING

	FOR	
	AGAINST	
	NOT VOTING	

THE MOTION WAS

MOTION FELL

Conference resolves:

- 1. To instruct the National Executive Council to develop a CWU National AI Framework establishing minimum bargaining standards, including:**
 - **Mandatory prior consultation and collective agreement before AI deployment.**
 - **Full transparency regarding purpose, data use, and decision making processes.**
 - **A prohibition on fully automated disciplinary, dismissal or pay decisions.**
 - **Guaranteed human review and appeal rights.**
 - **Equality impact assessments to address algorithmic bias.**
 - **No compulsory redundancies arising directly from AI implementation.**
 - **Employer-funded retraining and redeployment on no detriment terms.**
- 2. To produce model workplace agreements and guidance for branches and reps.**
- 3. To campaign for stronger statutory protections on workplace AI, data rights, and algorithmic accountability.**

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BOURNEMOUTH 10th - 11th MAY, OBSERVERS REPORT

Conference - GENERAL CONFERENCE

Motion 7 - Mover - Greater Mersey Amal

Secunder -Formally

This Conference Agrees with and fully supports the stance taken by thousands of College and University Students across the UK and their Mass Refusal to accept their classes to be taught by AI and assessed by AI, students rights and concerns must be recognised before any further deployment of AI and if needed further legislation to protect students and those working in education. Furthermore, this conference also agrees that Adult Health and Social Care cannot be allowed to be dictated by algorithms, the increasing move to Apps and online healthcare will also disadvantage those without access to online services. Patient groups concerns must also be recognised and legislation must be drawn p to protect patient’s rights and protections for those that are lost in the digital divide. As tech and social media giants have become increasingly more powerful, they have also become unrestrained in their efforts to proliferate the us of AI in moderating content and engaging in union-busting tactics that have no place in a modern society. This unrestricted rise has seen job losses in our Telecoms and Financial Services Sectors with large numbers of jobs being offshored potentially putting at risk our key infrastructures at a time of world security concerns. Workers’ rights must be at the heart of any policy making around AI and the further deployment of these technologies, across all sectors and all platforms. This is not only essential for protecting our industries and those work within them but for creating truly safe online spaces for all.

PTO

BRANCH VOTING:

CONFERENCE VOTING

X	FOR	X
	AGAINST	
	NOT VOTING	

THE MOTION WAS

**CARRIED
UNANIMOUSLY**

The Labour movement cannot allow new eras of mass unemployment whereby human beings are slaves to machines. Conference instructs the NEC to campaign in the wider Labour Movement to support students and patient's groups in their concerns regarding the continuing reliance of AI and to lobby this government to enact public and workers safeguards as AI continues to grow.

COMMUNICATION WORKERS UNION

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BOURNEMOUTH 10th - 11th MAY, OBSERVERS REPORT

Conference - GENERAL CONFERENCE

Motion 8 - Mover - National Executive Council

Secunder -Formally

This Conference instructs the NEC to bestow National Honorary Membership upon: Jane Loftus - Former NEC President (Posthumous) Andy Kerr - Former Deputy General Secretary (Telecoms) (Posthumous) Dave Joyce - Former National Health & Safety Officer Terry Pullinger - Former Deputy General Secretary (Postal) Chris Bennett - Former Policy Advisor to the DGS(P) Diane Wyatt - Former Policy Advisor to Davie Robertson Lynn Browne - Former Senior Organiser Postal Brian Irvine - Former Postal SOC Member Tony Kearns - Former Senior Deputy General Secretary Pete Metcalfe - Former Policy Advisor to the SDGS Mark Baulch - Former Assistant Secretary, Outdoor Department Steve Fishwick - Former Policy Advisor, Outdoor Department Sally Bridge - Former National Officer, Telecoms Department Davie Bowman - Former Assistant Secretary, Telecoms Department Dave Jukes - Former Assistant Secretary, Telecoms Department Simon Edwards - Former NEC member Nick Darbyshire - Former NEC member Rob Alldritt - Former Telecoms SOC member Dave Tee - Former NEC member Dave Stuart - Former T&FSE member Amarjite Singh - Former Branch Secretary, SE Wales Amal Allan Eldred - Former Assistant Secretary T&FS Phil Thomas - Former T&FS SOC member John Turnbull - Former T&FSE Member Janina Jackson - Former Executive PA to the General Secretary.

BRANCH VOTING:

CONFERENCE VOTING

X	FOR	X
	AGAINST	
	NOT VOTING	

THE MOTION WAS

**CARRIED
UNANIMOUSLY**

COMMUNICATION WORKERS UNION

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BOURNEMOUTH 10th - 11th MAY, OBSERVERS REPORT

Conference - GENERAL CONFERENCE

Motion 9 - Mover - Plymouth and East Cornwall Amal

Secunder -

Conference notes that against a backdrop of both substantially increased postal costs; and a reduced Branch Rebate, the costs of running postal ballots for Branch elections is getting increasingly onerous. Conference also notes that in the recent ballot for the "Rebuilding Royal Mail" agreement the CWU used a service that allowed for ballots to be posted out, but with electronic return, substantially reducing the cost to the CWU of the ballot. Whilst conference entirely understand that many Branches will prefer to retain a postal ballot to and from the member, where a Branch wishes to use an electronic return facility, they should be able to do so. Therefore, the NEC is instructed to set up a facility where Branches having elections organised via CWU HQ, can optionally choose to have their ballots returned electronically, similar to the process used for the Rebuilding Royal Mail agreement. The NEC is instructed accordingly

BRANCH VOTING:

CONFERENCE VOTING

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	AGAINST	
	NOT VOTING	

THE MOTION WAS

COMMUNICATION WORKERS UNION

ANNUAL CONFERENCE 2026

BOURNEMOUTH 10th - 11th MAY, OBSERVERS REPORT

Conference - GENERAL CONFERENCE

Motion 10 - Mover - Scotland No.2

Secunder - NEC

Trade union activity and representation in the private sector is at an all time low. Recruitment for Local Rep positions and Branch Committee positions is getting harder and harder. While training courses are available and essential to these roles there needs to be more. The NEC are instructed to work to provide any person entering a new role, whether that be a Local Rep, new Committee member or a Branch Trustee role with a more detailed job description of what the role entails, what is expected, an explanation of where to start, in written form and a guidebook that they can refer to. Also, more for Committee roles, the allocation of a mentor, who would be able to guide them through those early days, as they wait for a relevant course which can sometimes take as much as a year. People take up these positions because they want to help and become frustrated when they find themselves not sure what they are doing or how to achieve what they want. We have a responsibility to educate and guide, lets do that.

BRANCH VOTING:

CONFERENCE VOTING

X	FOR	X
	AGAINST	
	NOT VOTING	

THE MOTION WAS

**CARRIED
UNANIMOUSLY**

COMMUNICATION WORKERS UNION

ANNUAL CONFERENCE 2026

BOURNEMOUTH 10th - 11th MAY, OBSERVERS REPORT

Conference - GENERAL CONFERENCE

Motion 11 - Wessex South Centra

Secunder - Formally

Conference is alarmed at the low level of member participation and turnout in recent National internal elections. Conference instructs the National Executive to run a publicity campaign through the Communications department for all national elections. This would involve using CWUTV and its social media outlets to update and publicise to members information on such matters as nomination deadlines, voting dates and close of ballots, and provide a forum for election addresses, hustings etc. This campaign must of course be totally impartial, with strictly specified and equal amounts of airtime and other publicity opportunities for all candidates.

BRANCH VOTING:

CONFERENCE VOTING

X	FOR	X
	AGAINST	
	NOT VOTING	

THE MOTION WAS

CARRIED

COMMUNICATION WORKERS UNION

ANNUAL CONFERENCE 2026

BOURNEMOUTH 10th - 11th MAY, OBSERVERS REPORT

Conference - GENERAL CONFERENCE

Motion 12 - Mover - Greater Mersey Amal

Secunder - Formally

Conference notes that the government’s position on the NHS, the previous governments broken promises on new builds, misleading numbers on recruitment and blatant lies about real time funding. The CWU also notes that the increase in outsourcing and privatisation of NHS services is also a threat to the services remaining Free as this ideology grows at pace seeking the lowest bidder rather than reinvesting into the NHS. The use of ‘NHS’ and the NHS logo is being abused by contractors and the public users are being duped into believing they are using an NHS facility or service when in reality their illness is being used for privatised profiteering taking money out of the NHS. The letters NHS and the NHS logo are already protected by laws as registered trademarks and copyright protected by the Company, Limited Liability Partnership and Business Names (sensitive Words and Expressions) Regulations 2014. Now more than ever we have to fight to keep our beloved NHS out of the hands of private companies, the CWU have always campaigned for a free national health service.

Conference instructs the NEC carryout the following. 1. To continue our campaigns to end all outsourcing and privatisation and return the NHS to a fully public funded service free to use. 2. To campaign for the Department of Health to withdraw permission to use the NHS logo where consent has already been given and prohibit its use in any contract delivery where a mark is used in the course of trade including strapline, or as part of the name or logo of a particular initiative.

BRANCH VOTING:

CONFERENCE VOTING

X	FOR	X
	AGAINST	
	NOT VOTING	

THE MOTION WAS

<p>CARRIED UNANIMOUSLY</p>

COMMUNICATION WORKERS UNION

ANNUAL CONFERENCE 2026

BOURNEMOUTH 0th - 11th MAY, OBSERVERS REPORT

Conference - GENERAL CONFERENCE

Composite Motion 13 - Mover - Kent Invicta

Secunder - Essex & Central Counties

The Labour Government has announced plans to scrap First Past the Post for mayoral and PCC elections in England and we support this renewal of our democracy. The latest British Social Attitudes survey shows that 60% of the British public now support proportional representation (PR) There has never been a clearer need to change the First Past the Post (FPTP) voting system in Westminster too. 2024 was the most distorted election result on record, delivering the most unrepresentative UK Parliament in British history. Most voters got neither the person they voted for as their local MP (58%), nor the party they backed in government (66%). When most people know their vote makes little difference, it undermines confidence in our political system and our democracy. FPTP is producing unrepresentative results and is at crisis point. With politics more fragmented than ever, FPTP could hand power to any party - even an extreme party - on less than a third of the vote.

This is unsustainable and dangerous. We agree with Labour members, Constituency Labour Parties, trade unions, annual conference and the dozens of Labour MPs who support PR for general elections. Conference instructs the executive to:

- Engage with the CWU membership on the need for electoral reform and the benefits of Proportional Representation.
- Reject First Past the Post and support the introduction of a form of Proportional Representation that maintains the constituency link and in which all votes count equally and seats match votes.
- Call for the Government to hold an independent Commission for Electoral Reform
- To engage with other like-minded trade unions to achieve electoral reform.

To this list is not exhaustive

BRANCH VOTING:

CONFERENCE VOTING

X	FOR	X
	AGAINST	
	NOT VOTING	

THE MOTION WAS

**CARRIED
UNANIMOUSLY**

COMMUNICATION WORKERS UNION

ANNUAL CONFERENCE 2026

BOURNEMOUTH 10th - 11th MAY, OBSERVERS REPORT

Conference - GENERAL CONFERENCE

Motion 14 - Mover - London Postal Engineering

Secunder -Formally

Since its inception in 1975, the Health & Safety Executive (HSE) became a force to reduce accidents and prevent deaths within UK Workplaces. Post 2010, under a Cameron led Conservative Government, saw significant operational changes due to funding cuts. Conference instructs the National Executive Council to engage with the DWP/Government department as appropriate to ensure that the HSE has the ability to effectively regulate, monitor, enforce, investigate and, where appropriate, prosecute.

BRANCH VOTING:

CONFERENCE VOTING

X	FOR	X
	AGAINST	
	NOT VOTING	

THE MOTION WAS

**CARRIED
UNANIMOUSLY**

COMMUNICATION WORKERS UNION

ANNUAL CONFERENCE 2026

BOURNEMOUTH 10th - 11th MAY, OBSERVERS REPORT

Conference - GENERAL CONFERENCE

Motion 15 - Mover - Mersey

Secunder -Formally

This conference notes and welcomes the fact that the Public Office (Accountability) Bill otherwise known as the Hillsborough Law, was introduced into parliament on 16th September. This is landmark legislation which will once and for all end the culture of cover-ups and hiding the truth ensuring transparency, accountability and support for bereaved families. This Bill is a legacy for the 97 lives lost at Hillsborough and a tribute to the families that have tirelessly fought for change in the decades since. This legislation will help ensure that the truth is never concealed by the state again, introducing changes including: • a new professional and legal Duty of Candour - meaning public officials must always act with honesty and integrity with criminal sanctions for egregious breaches. • The largest expansion of legal aid in a decade for bereaved families - providing non means tested help and support for inquests • A new offence for misleading the public - Our legislation will lead to meaningful cultural changes and a public service that truly acts in the public interest, for those who don't, there will be criminal sanctions for the most serious breaches, including for misleading the public in a way which is seriously improper Conference instructs the NEC to ensure that at all times in partnership with the TUC and all other relevant bodies, the Public Office (Accountability) Bill is adhered to in both spirit and law

BRANCH VOTING:

CONFERENCE VOTING

X	FOR	X
	AGAINST	
	NOT VOTING	

THE MOTION WAS

**CARRIED
UNANIMOUSLY**

COMMUNICATION WORKERS UNION

ANNUAL CONFERENCE 2026

BOURNEMOUTH 10th - 11th MAY, OBSERVERS REPORT

Conference - GENERAL CONFERENCE

Motion 16 - Mover - South London, Surrey and North Hampshire

Secunder -Formally

This conference agrees that it is time to make a reduction in the Working Time Directive (WTD) Conference therefore instructs the NEC to work with all relevant bodies to campaign for a meaningful reduction in the WTD and report back to Branches on the progress.

BRANCH VOTING:

CONFERENCE VOTING

	FOR	X
X	AGAINST	
	NOT VOTING	

THE MOTION WAS

**CARRIED ON
CARD VOTE 1**

FOR THE MOTION 78,085 (54%)

AGAINST THE MOTION 63,248 (44.4%)

ABSTENTIONS 1,144 (0.8%)

TURNOUT 94.1%

COMMUNICATION WORKERS UNION

ANNUAL CONFERENCE 2026

BOURNEMOUTH 10th - 11th MAY, OBSERVERS REPORT

Conference - GENERAL CONFERENCE

Composite Motion 17 - Mover - Mersey, Greater London Combined, South Wales

This conference confirms that more than four years after the illegal Russian invasion of Ukraine we affirm our solidarity with Ukraine’s workers and our sister organisations in the FPU and KVPU union federations as they fight to defend social rights, democracy and trade union freedoms in conditions of great adversity in the midst of invasion, occupation and bombardment. In Ukraine’s harshest winter since 2022 Russia deployed a strategy of suffering, intimidation and submission against the civilian population by methodically targeting and destroying electricity, heating and water infrastructure. This reflects the wider character of its brutal war over the last four years (and longer in eastern Ukraine) targeting civilians, essential services and workers, and seeking to terrorise and subordinate the Ukrainian people. This Conference salutes the courage and determination of Ukrainian trade unionists, who continue their work despite constant danger, precarious conditions and human losses. Conference is proud that the UK trade union movement has stood in solidarity with Ukraine and its workers through both political support and practical aid. We recognise that in the new world order authoritarian leaders such as Donald Trump and Vladimir Putin are more likely to collaborate on the economic exploitation than support the self determination of smaller nations and peoples. Conference believes that it is only through internation trade union solidarity that we can achieve proper justice and peace in Ukraine. PTO

BRANCH VOTING:

CONFERENCE VOTING

X	FOR	X
	AGAINST	
	NOT VOTING	

THE MOTION WAS

**CARRIED
UNANIMOUSLY**

We are proud that the UK trade union movement has stood in solidarity with Ukraine and its workers, through both political support and practical aid. The NEC is instructed to:

- Support Ukraine's workers and the KVPU and FPU the main trade union federations in the country;**
- Affiliate to the Ukraine Solidarity Campaign which works with Ukrainian labour movement**
- Condemn Russia's aggression, and inform people about the human and social consequences of its war;**
- Campaign for withdrawal of Russian forces from all Ukrainian territory occupied since 2014, the necessary condition for a just and sustainable peace;**
- Defending peace, freedom and the rights of workers and trade unions everywhere and at all times.**

COMMUNICATION WORKERS UNION

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BOURNEMOUTH 10th - 11th MAY, OBSERVERS REPORT

Conference - GENERAL CONFERENCE Motion 18 - Mover - South Central Postal Secunder - Formally

Conference notes: 1. That Israel has been, following years of occupation, committing genocide in Palestine since October 2023. 2. In this time Israel has prevented vital supplies including food and medicine from reaching the people of Gaza, causing famine and disease.

3. Last October Italy had a General Strike in support of Palestine. 4. That regularly there has been large national and local demonstrations, organised by the Palestine Solidarity Campaign (PSC) and Stop the War Coalition (StWC) since October 2023 and that the General Secretary has even spoken at one. 5. That the CWU is affiliated to PSC and StWC. 6. That the Labour Government has attacked and arrested demonstrators against the genocide whilst continuing to sell arms to Israel. Conference therefore instructs the NEC: • To call for an end to Israel's occupation of the Palestinian territories and to end the genocide. • To demand that the British government unequivocally condemns Israel and their continuous genocide. • To demand the British government ends all British arms sales to Israel. • To publicise all national demonstrations organised by the PSC, with the bare minimum being an LTB notifying Branches of the CWU's support, distributed to branches in good time. • To regularly provide national speakers for the demonstrations. • Support and promote solidarity actions in support of the Palestinians. • To work with other unions, PSC and the StWC to promote solidarity with Palestine. • To support those individuals and organisations attacked for their support of Palestine. • To raise awareness across the wider union membership highlighting why this is a trade union issue and why we support Palestinians. • To encourage branches to affiliate to the Palestine Solidarity Campaign and Stop the War Coalition.

BRANCH VOTING:

CONFERENCE VOTING

X	FOR	X
	AGAINST	
	NOT VOTING	

THE MOTION WAS

**CARRIED
UNANIMOUSLY**

COMMUNICATION WORKERS UNION

ANNUAL CONFERENCE 2026

BOURNEMOUTH 10th - 11th MAY, OBSERVERS REPORT

Conference - GENERAL CONFERENCE

Motion 19 - Mover - Tyne and Wear Clerical

Secunder -Formally

CWU Rule 2.1.4 states The objectives of the Union shall be: To actively oppose all forms of discrimination based on race, creed, religion, age, political affiliation, disability, marital status, sex or sexual or gender orientation in industry, the Union and society in general. To this end the CWU shall actively oppose any organisation, political or otherwise, whose aims are racist or fascist; In response to a rise of far right organisations, political parties and social media hate, Conference agrees that the CWU should: • do more to campaign against hate • educate our reps and members • work together with like-minded organisation to oppose all forms of discrimination. This list is not exhaustive. Conference instructs the NEC to make this a priority moving forward and is instructed accordingly.

BRANCH VOTING:

CONFERENCE VOTING

X	FOR	X
	AGAINST	
	NOT VOTING	

THE MOTION WAS

**CARRIED
UNANIMOUSLY**

COMMUNICATION WORKERS UNION

ANNUAL CONFERENCE 2026

BOURNEMOUTH 10th - 11th MAY, OBSERVERS REPORT

**Conference - GENERAL CONFERENCE
Motion 20 - Mover - South Central Postal
Secunder - Formally**

Conference notes:

1. That there were racist riots in the summer of 2024.
2. That there was a response from local groups in countering the spread of these riots.
3. The role played by Stand Up to Racism, nationally and locally, in building that response and organising local counter demonstrations. Conference also notes:
4. On 7th October 2025 Britain saw the biggest far right demonstration it had ever seen.
5. That the counter demonstration on the 7th October was far too small.
6. That, led by Tommy Robinson supporters and other far right individuals, there has also been attacks on migrant hostels.
7. The threat of the far right is not just on the streets but also in Parliament with the growth in support for Reform UK.
8. There has been a collective response to this threat from the far right with the building of the Together Alliance, including organisations, trade unions and celebrities.

PTO

BRANCH VOTING:

CONFERENCE VOTING

X	FOR	
	AGAINST	X
	NOT VOTING	

THE MOTION WAS

LOST

Conference therefore instructs the NEC: • To publicise demonstrations organised by the Together Alliance and to encourage members to attend. • To publicise demonstrations organised by Stand Up to Racism and to encourage members to attend. • To regularly provide national speakers for the national demonstrations. • To support and promote solidarity in support of refugees. • To raise awareness across the wider union membership to highlight why the far right is an issue for the trade union movement. • To encourage branches to affiliate to the Stand Up to Racism.

COMMUNICATION WORKERS UNION

ANNUAL CONFERENCE 2026

BOURNEMOUTH 10th - 11th MAY, OBSERVERS REPORT

Conference - GENERAL CONFERENCE

Motion 21 - Mover - Somerset, Devon & Cornwall

Secunder -Formally

Conference notes the TUC's recognition that Reform UK poses a serious threat to working-class unity and cross-community solidarity, promoting division between workers and fragmenting communities. Reform UK's programme includes racist and anti-migrant policies, proposals for a "Great Repeal Bill" to remove recently won employment rights, the repeal of the Equality Act 2010, and the abandonment of the UK's legally binding 2050 net-zero targets. Conference further notes that Reform UK offers no meaningful support to working people, prioritising deregulation and tax cuts for corporations and the wealthy over secure employment and public services. Policies that weaken employment protections, expand insecure work such as zero-hours contracts, and reduce public spending would increase insecurity for many workers. Conference therefore instructs the NEC to develop an awareness-raising programme for members that clearly sets out the risks posed by Reform UK to the working class.

BRANCH VOTING:

CONFERENCE VOTING

X	FOR	X
	AGAINST	
	NOT VOTING	

THE MOTION WAS

**CARRIED
UNANIMOUSLY**

COMMUNICATION WORKERS UNION

ANNUAL CONFERENCE 2026

BOURNEMOUTH 10th - 11th MAY, OBSERVERS REPORT

Conference - GENERAL CONFERENCE

Motion 22 - Mover - Young Workers Conference

Secunder - North East Branch

This conference believes that people who suffer with endometriosis should be guaranteed protected sick leave to manage the chronic and debilitating symptoms of their condition. Endometriosis affects approximately 1 in 10 people that menstruate of reproductive age, causing extreme pelvic pain, fatigue, and complications that often go unseen and misunderstood. Despite its severity, those impacted frequently face stigma, disbelief, and workplace penalties for absences due to flare-ups or treatment schedules. The lack of formal protections undermines both equity and basic human dignity. Recent data released by the ONS also shows that workers diagnosed with Endometriosis have on average lower monthly earnings and ability to maintain paid work with reasoning being not receiving promotions or reducing hours at work. In Portugal as of April 2025, workers with endometriosis or adenomyosis can take up to three paid sick days per month for incapacitating menstrual pain, a medical prescription is needed but does not require monthly renewal. This follows suit of similar menstrual leave for employees granted in a small number of countries around the world including Spain, Japan, South Korea, Indonesia, Taiwan, Vietnam, Zambia, and Mexico.

This motion instructs the National Executive Committee to work with likeminded organisations to campaign and lobby the Westminster government and the governments for the devolved nations to recognise endometriosis as a legitimate medical condition that warrants compassionate and tailored workplace accommodations. PTO

BRANCH VOTING:

CONFERENCE VOTING

X	FOR	X
	AGAINST	
	NOT VOTING	

THE MOTION WAS

**CARRIED
UNANIMOUSLY**

Protected sick leave must be enshrined in the Equality Act to ensure that workers who suffer from these conditions are not forced to choose between their health and their livelihood. Achieving this policy will reduce long-term absenteeism, improve workforce retention, and foster inclusive, supportive professional environments. We must dismantle the silence and systemic barriers that surround menstrual health and affirm that their pain is real, worthy of recognition, and deserving of protection.

COMMUNICATION WORKERS UNION

ANNUAL CONFERENCE 2026

BOURNEMOUTH 10th - 11th MAY, OBSERVERS REPORT

Conference - GENERAL CONFERENCE

Motion 23 - Mover - Tyne and Wear Clerical

Secunder - West Yorkshire Branch

Women are frequently dismissed by medical professionals when asking for help. Rather than listening to their symptoms and concerns they are dismissed and told the level of pain they are feeling is not reality but in their head. They are frequently offered anti-depressants rather than investigations and told their experiences are normal and to get on with it. Women make up over half the population yet the UK health and social care system was designed around men and approximately 2% over overall public research funding is given to reproductive health and childbirth - and that has been the same for the last decade. Conference instructs the NEC to campaign for better investment in women's healthcare and raise awareness that women need to be listened to, not dismissed when discussing health symptoms, concerns and conditions.

BRANCH VOTING:

CONFERENCE VOTING

X	FOR	X
	AGAINST	
	NOT VOTING	

THE MOTION WAS

**CARRIED
UNANIMOUSLY**

COMMUNICATION WORKERS UNION

ANNUAL CONFERENCE 2026

BOURNEMOUTH 10th - 11th MAY, OBSERVERS REPORT

Conference - GENERAL CONFERENCE

Motion 24 - Mover - Bristol and District Amal.

Seconder - Tyne and Wear Clerical

CWU must urgently Push the TUC and wider Movement to recommit to disability cuts action. Conference notes that following the government and its political opponents publicly stating plans to attack disabled workers and their benefits/support.

We note :

- TUC Congress 2025 unanimously passed motions 38 and 39 opposing UK Government disability cuts and calling for coordinated and sustained trade union action in which the CWU were strong supporters of.
- the TUC has taken the position that it does not need to implement these actions due to the concessions won on PIP cuts without seeking advice from disabled workers and their organisations. PTO

BRANCH VOTING:

CONFERENCE VOTING

X	FOR	X
	AGAINST	
	NOT VOTING	

THE MOTION WAS

**CARRIED
UNANIMOUSLY**

Conference believes:

- **concessions on PIP are only temporary, until the conclusion of the Timms Review, and it is widely felt that the promised 'co-production' with disabled people is not being delivered, with calls for an independent review.**
- **continuing cuts to Motability, Access to Work, and Universal Credit Health Element remain an emergency issue for our members and our whole class**
- **the continuation of decades of austerity and cuts to council budgets, and the knock-on effect on social services, transport and education, disproportionately impacts disabled service users, despite existing policy from TUC Cymru and other unions calling on councils to set legal no-cuts council budgets.**
- **the government is particularly targeting young disabled people through the Milburn review, Streeting's review into supposed 'over-diagnosis' of disability, a rollout of 55,000 compulsory work placements under threat of sanction, and threats to abolish Education, Health and Care Plans (EHCPs). Conference instructs the NEC to call on the TUC General Council, TUC Disabled Workers Committee, other trade unions and our own branches to recommit to action, in particular seeking for them to:**
 - **Work across the movement to launch a coordinated campaign against the cuts, highlighting their disproportionate and cumulative impact on disabled people**
 - **Work with TUC, other Trade Unions as well as our own equality structures to organise an accessible static demonstration and events to lobby parliament in support of disabled workers.**
 - **Push TUC and other Trade Unions to organise a weekend demonstration against Labour austerity plans as a launchpad for sustained trade union action in defence of workers and young people including disabled workers.**
 - **Call for the TUC to assist in organising an independent disability review, democratically led by disabled people and their organisations including trade unions.**

COMMUNICATION WORKERS UNION

ANNUAL CONFERENCE 2026

BOURNEMOUTH 10th - 11th MAY, OBSERVERS REPORT

Conference - GENERAL CONFERENCE

Motion 25 - Mover - York and District Amal

Secunder -Formally

Conference notes that whilst dementia can apply to people of all ages it primarily affects older people. Further notes the level of funding for dementia research is considerably lower than that for other illnesses. Despite government pledges to increase spending to £160m/year by 2024/25, recent reports from OHE - Office of Health Economics +2, indicate an overall decline in public, or government funding since its peak in 2018/19, with wider sector pressures affecting research capacity. Conference agrees that there is an urgent need to increase the amount of money needed for research into the cause and possible cure of dementia. Conference instructs the National Executive Council to campaign with all relevant parties for the allocation of additional resources for dementia research.

The Branch's committee member Nigel Bailey spoke on the motion.

BRANCH VOTING:

CONFERENCE VOTING

X	FOR	X
	AGAINST	
	NOT VOTING	

THE MOTION WAS

**CARRIED
UNANIMOUSLY**

COMMUNICATION WORKERS UNION

ANNUAL CONFERENCE 2026

BOURNEMOUTH 10th - 11th MAY, OBSERVERS REPORT

Conference - GENERAL CONFERENCE

Motion 26 - Mover - Harrow and District Amal

Secunder -

Conference agrees that National Rule 14 is not fit for purpose. Conference instructs the NEC to fully review National Rule 14 and the National Dispute Committee Byelaws and to make the necessary changes. The review should include the views of Branch's prior to any proposed change

THIS MOTION WAS ACCEPTED BY THE NATIONAL EXECUTIVE COUNCIL.

BRANCH VOTING:

CONFERENCE VOTING

	FOR	
	AGAINST	
	NOT VOTING	

THE MOTION WAS

COMMUNICATION WORKERS UNION

ANNUAL CONFERENCE 2026

BOURNEMOUTH 10th - 11th MAY, OBSERVERS REPORT

Conference - GENERAL CONFERENCE

Motion 27 - Mover - UTAW National

Secunder - Formally

Our power as a union is rooted in the ability of our members to take industrial action. One thing that limits this ability is the loss of income involved. Unions have long countered this by building up strike funds to lessen losses of striking workers and sustain action. The communications sector is now fragmented across many companies. While in some ways this makes it more difficult for us to organise powerful collective action, it also opens up opportunities. Members at different companies are likely to need to strike at different times. With a small proportion of CWU members on strike at any one time, it means their action can be supported financially by workers at other companies. A shared strike fund will enable this solidarity. A strike fund shared between unions for the benefit of the whole working class would be even more powerful and we should discuss this possibility with other unions. Conference therefore instructs the NEC to: 1. Set up a strike fund, separate to other union funds, for the purpose of providing strike pay as a discretionary benefit to members who lose income due to taking industrial action. 2. Enable and encourage members and the general public to make donations and subscriptions into the strike fund. 3. Introduce an opt-out strike levy as part of dues payments, to pay into the strike fund, similar to the political levy. 4. Issue rules on how members can claim from the strike fund. 5. Aim for a day rate of strike pay that will fully compensate a minimum wage worker for their lost income, and to raise sufficient funds each year to compensate 1 day of industrial action per 8 union members. 6. Seek discussions with other unions on how a strike fund shared between trade unions could be created and administered

BRANCH VOTING:

CONFERENCE VOTING

	FOR	
X	AGAINST	X
	NOT VOTING	

THE MOTION WAS

**NOT
CARRIED**

COMMUNICATION WORKERS UNION

ANNUAL CONFERENCE 2026

BOURNEMOUTH 10th - 11th MAY, OBSERVERS REPORT

Conference - GENERAL CONFERENCE

Composite Motion 28 - North East Central, Newcastle Amal ,York and District Amal, Leeds No 1. South Yorkshire and District Amal, Cleveland Amal Tyne and Wear Clerical

Conference notes that the introduction of our new regional structure, removing an executive and Branch based decision making body, has made it unclear how regions are to access their regional fund in a democratic and transparent manor. The work that Regions undertake on behalf of its Branches through co-ordination and championing best practice as one union is vital. Within our own Region, we host the Durham Miners Gala, With Banners Held High, the South Yorkshire Festival, the annual Orgreave Truth and Justice Campaign, and Pride events across our Region. The ability for Branches and the Regional Sub-Committees to authorise access to Regional funds for commitments such as those cited above, any future campaigns or other events that Branches believe the Region should support, is not clear, is not accountable and does not have Branch sign off through a decision making committee, although Branches transfer 2% of their rebate into the Regional fund.

With the removal of the previous regional structure, our crossconstituency ability to give oversight, scrutiny and influence no longer exists.

As such the NEC is instructed to populate clear guidance on the management of, and access to, regional funds, that places Branches at the heart of the Region, and retains the regional autonomy on its expenditure. The NEC is instructed accordingly

BRANCH VOTING:

CONFERENCE VOTING

	FOR	
X	AGAINST	X
	NOT VOTING	

THE MOTION WAS

**NOT
CARRIED**

COMMUNICATION WORKERS UNION

ANNUAL CONFERENCE 2026

BOURNEMOUTH 10th - 11th MAY, OBSERVERS REPORT

Conference - GENERAL CONFERENCE

Motion 29 - Mover - Great Western

Secunder -

Conference Notes: 1. That the CWU is structured into distinct industrial sections, including Postal, Telecoms & Financial Services (TFS), and UTAW. 2. That each section generates membership income derived from the contributions of members within that section. 3. That members reasonably expect their contributions to be used to support representation, campaigning, communications, industrial support and executive functions proportionate to the income generated by their section. 4. That concerns have been raised regarding significant discrepancies in executive staffing levels, associated costs and overall expenditure between sections. 5. That these discrepancies have created a growing perception among members that some sections are disproportionately subsidising others. 6. That perceived financial imbalance risks undermining confidence, unity and transparency within the Union. Conference Believes: 1. That fairness and accountability require that membership income be allocated in a broadly pro rata manner across sections, reflecting the income generated by each section. 2. That budgets for executive staffing, communications, campaigning and associated section-level expenditure should directly reflect the proportion of total membership income contributed by that section. 3. That cross-subsidy between sections should only occur where explicitly agreed by Conference or clearly justified by defined strategic Union priorities. 4. That greater transparency in sectional income and expenditure reporting is necessary to maintain member trust. Conference Resolves: 1. To instruct the NEC to undertake a full financial review of sectional income versus sectional expenditure across Postal, Telecoms & Financial Services, and UTAW. 2. To develop and publish a clear funding framework ensuring that section budgets, including executive pay, staffing and operational costs, are proportionate to the membership income generated by each section.

PTO

BRANCH VOTING:

CONFERENCE VOTING

	FOR	
	AGAINST	
	NOT VOTING	

THE MOTION WAS

WITHDRAWN

3. To ensure that any deviation from pro rata allocation principles must be justified, transparent, and subject to Conference approval. 4. To provide an annual published breakdown to branches detailing, by section: • Total membership income generated; • Executive staffing numbers and associated costs; • Campaigning, communications and operational expenditure. 5. To report back to Annual Conference with recommendations and 6. any necessary rule amendments to ensure fair, proportionate and transparent allocation of Union resources.

COMMUNICATION WORKERS UNION

ANNUAL CONFERENCE 2026

BOURNEMOUTH 10th - 11th MAY, OBSERVERS REPORT

Conference - GENERAL CONFERENCE

Motion 30 - Mover - South East No.5

Secunder -

Following last year's changes to the Branch rebate system there is an urgent need to review its financial impact on Branches. CWU Branches that operate from stand-alone properties and Branches that cover large geographical postcode areas have noted with concern an ongoing monthly financial decline. This is despite the Branches making various financial savings, where possible, to their operating costs. If this matter is not urgently addressed, there is a potential that CWU Representatives ability to represent our members will be compromised. Therefore, the NEC is instructed to urgently review this matter and provide a report with recommendations to Branches by September 2026.

BRANCH VOTING:

CONFERENCE VOTING

	FOR	
	AGAINST	
	NOT VOTING	

THE MOTION WAS

WITHDRAWN

COMMUNICATION WORKERS UNION

ANNUAL CONFERENCE 2026

BOURNEMOUTH 10th - 11th MAY, OBSERVERS REPORT

Conference - GENERAL CONFERENCE

Motion 31 - Mover - Est London Postal

Secunder -

This conference instructs the NEC to increase the current annual donation of £3000.00 to the pensioner fighting charity organisation, the National Pensioner Convention (NPC) to £10,000.00 per annum.

BRANCH VOTING:

CONFERENCE VOTING

	FOR	
	AGAINST	
	NOT VOTING	

THE MOTION WAS

WITHDRAWN

COMMUNICATION WORKERS UNION

ANNUAL CONFERENCE 2026

BOURNEMOUTH 10th - 11th MAY, OBSERVERS REPORT

Conference - GENERAL CONFERENCE

Motion 32 - Mover - Highland Amal

Secunder -

Conference notes the decision taken at the 2022 general Conference to establish a cross-constituency sub-committee of the NEC to propose possible solutions for an additional paid percentage rebate covering geographical extra expenses incurred by certain branches. With the diminution of the Rebate the need for the implementation of the policy has become financially urgent and the NEC is instructed to act accordingly.

BRANCH VOTING:

CONFERENCE VOTING

	FOR	
	AGAINST	
	NOT VOTING	

THE MOTION WAS

ACCEPTED

COMMUNICATION WORKERS UNION

ANNUAL CONFERENCE 2026

BOURNEMOUTH 10th - 11th MAY, OBSERVERS REPORT

Conference - GENERAL CONFERENCE

Motion 33 - Mover - Scotland No.2

Seconder - Formally

The Employment Tribunal work that we do on behalf of our member's is one of the most important aspects of what we do as a Trade Union. At present, this system is flawed. We apply for a Tribunal before giving a decision on representation and then we leave the member waiting for months for a decision, oftentimes no decision has been made before the Pre Hearing Stage. This is not acceptable. The NEC are Instructed to look at the processes in place and make the necessary changes to ensure these matters are corrected. A decision should be made on representation before the time due for the ET1, allowing the member to enter this process knowing their Union has their back.

BRANCH VOTING:

CONFERENCE VOTING

	FOR	
X	AGAINST	X
	NOT VOTING	

THE MOTION WAS

**NOT
CARRIED**

COMMUNICATION WORKERS UNION

ANNUAL CONFERENCE 2026

BOURNEMOUTH 10th - 11th MAY, OBSERVERS REPORT

Conference - GENERAL CONFERENCE

Motion 34 - Mover - Portsmouth and District Amal

Secunder - Formally

Conference instructs the NEC to run a consultation with Branches on a fit for purpose strategy for communications with our membership. This should cover as a minimum social media, live or pre-recorded shows, podcasts and written communications covering both wider trade union and political issues as well as industrial. We are in a very uncertain period with the rise of the far right politically and attacks from all our employers industrially. The cessation of the weekly CWU show, whilst we understand may have been too much has removed a vital tool of communication to our members that highlights wider trade union and political issues outside of the industrial bubble, that is key given the political landscape we are currently in. Following the consultation a report should be produced setting a framework for a new communications strategy based on feedback from Branches that will deliver for our members.

BRANCH VOTING:

CONFERENCE VOTING

X	FOR	X
	AGAINST	
	NOT VOTING	

THE MOTION WAS

CARRIED UNANIMOUSLY

COMMUNICATION WORKERS UNION

ANNUAL CONFERENCE 2026

BOURNEMOUTH 10th - 11th MAY, OBSERVERS REPORT

Conference - GENERAL CONFERENCE

Motion 35 - Mover - Great Western

Secunder -Formally

Conference Notes:

1. That under the CWU Rule Book, members are allocated to branches in accordance with internal administrative arrangements and Union structures.
2. That branches are responsible for recruitment, organising, representation and servicing of members within their allocated industrial and geographical remit.
3. That concerns have arisen regarding the allocation of certain newly recruited members to branches outside of their appropriate industrial sector and/or recruiting branch.
4. That examples brought to the attention of branches include members working as teachers, refuse workers, cleaners and other non-digital occupations being wrongly assigned to the UTAW Branch, whose remit is defined around workers in software development, IT support and digital services.
5. That branches invest significant time, resources and finances into recruitment and organising activity, and misallocation of members undermines branch sustainability, planning and accountability.

PTO

BRANCH VOTING:

CONFERENCE VOTING

	FOR	
X	AGAINST	X
	NOT VOTING	

THE MOTION WAS

**NOT
CARRIED**

6. That transparency in membership allocation processes is essential to maintaining confidence, fairness and good governance within the Union. Conference Believes: 1. That there must be a clear, agreed and consistently applied set of criteria governing the allocation of members to branches. 2. That members should be allocated according to their industry, workplace, geographical location and/or the recruiting branch, in line with established Union structures. 3. That any perception that membership allocation is being used to disproportionately inflate the membership figures of a standalone branch is damaging to unity and trust within the CWU. 4. That Branch Secretaries must have appropriate transparency and access to membership data relevant to allocation decisions in order to identify, query and resolve irregularities. 5. That a fair, transparent and accountable allocation system is critical to supporting recruitment growth across all sectors of the Union. Conference Resolves: 1. To instruct the NEC to conduct a full and transparent review of all past and current member allocation arrangements, including the criteria used for assigning both new and existing members to branches. 2. To establish and publish clear, agreed criteria for branch allocation based on industrial sector, workplace, geography and recruiting branch involvement. 3. To implement a formal process enabling branches to query, challenge and resolve disputed member allocations within defined timescales. 4. To ensure that Branch Secretaries are granted appropriate access to view relevant membership allocation data within the Union's membership systems, subject to data protection and GDPR compliance. 5. To require that all digital and paper membership application processes include a clear option for applicants to identify the appropriate branch, including where applicable the recruiting branch, industry and region. 6. To report back to branches within 12 months with findings, recommendations and any proposed rule amendments necessary to ensure transparency, fairness and accountability in member allocation.

COMMUNICATION WORKERS UNION

ANNUAL CONFERENCE 2026

BOURNEMOUTH 10th - 11th MAY, OBSERVERS REPORT

Conference - GENERAL CONFERENCE

Motion 36 - Mover - Essex and Central Counties

Seconder - Formally

Our branch believes that for too long the CWU has relied on the core businesses for our membership. These businesses have for several years been downsizing their staffing levels to the detriment of our potential membership and thus our recruiting levels. Our branch also believes that to counter this and to increase our membership potential we must, as a matter of great urgency, look to recruiting outside of our core businesses.

To that end the NEC is instructed to create, within the next 12 months, an advertising sub department within the Organizing and Recruitment dept, the funding of the Advertising dept to be determined by the head of head of the finance dept. The aim of the Advertising dept will be to advertise and promote the CWU on a National, regional and local level. To create template advertising such as Radio/TV ads, Social media advertising, Newspaper, and magazine ads, and to seek out possible sponsorship opportunities (This list is not exhaustive), which can be used by individual branches and CWU HQ to promote the Union to a wider potential membership base. To produce flyers, pamphlets and other promotional material which can be used at various events to deliver a consistent message of the importance of joining the CWU to those who may not even know what a Union is or that they have the right join our Union. Our Union is fortunate in that it already has an excellent Communications dept in place with a media suite which could be utilised by the Advertising Dept to produce our own audio/visual advertising. Our Union cannot survive without new members. New members will only join if they know who we are and what we do. The only way we can reach those potentially thousands of new members is by telling them 'We are here for you.

BRANCH VOTING:

CONFERENCE VOTING

X	FOR	
	AGAINST	X
	NOT VOTING	

THE MOTION WAS

**NOT
CARRIED**

COMMUNICATION WORKERS UNION

ANNUAL CONFERENCE 2026

BOURNEMOUTH 10th - 11th MAY, OBSERVERS REPORT

Conference - GENERAL CONFERENCE

Motion 37 - Mover - National Executive Council

Secunder - Formally

Delete current rule 4.1.11 and replace with:

Receive a death benefit consisting of a payment to the spouse, next of kin, or other legal assignee, in the sum of £1,133 should the member die whilst in membership of the Union. This figure will be increased at the same time as membership subscriptions are increased and by the same percentage of any increase. It shall be the responsibility of the NEC that these provisions are implemented.

BRANCH VOTING:

CONFERENCE VOTING

x	FOR	x
	AGAINST	
	NOT VOTING	

THE MOTION WAS

**CARRIED
UNANIMOUSLY**

COMMUNICATION WORKERS UNION

ANNUAL CONFERENCE 2026

BOURNEMOUTH 10th - 11th MAY, OBSERVERS REPORT

Conference - GENERAL CONFERENCE

Motion 38 - Mover - Glasgow and District Amal

Seconder - Formally

Delete Rule 4.3.1 b) and replace with: b) It may also be conferred upon: (i) A National Officer of the Union provided such an Officer has been a member of and rendered distinguished service to the Branch. (ii) Any other relevant persons not otherwise eligible for full membership of the Branch who have rendered distinguished service to the Branch and the Communication Workers Union (or its predecessors). Insert new Rule 4.3.1 d) d) Only those awarded Branch Honorary Membership under Rule 4.3.1 a) and Rule 4.3.1 b)(i) will qualify to have their Union subscriptions paid by their awarding Branch.

BRANCH VOTING:

CONFERENCE VOTING

X	FOR	X
	AGAINST	
	NOT VOTING	

THE MOTION WAS

CARRIED UNANIMOUSLY

COMMUNICATION WORKERS UNION

ANNUAL CONFERENCE 2026

BOURNEMOUTH 10th - 11th MAY, OBSERVERS REPORT

Conference - GENERAL CONFERENCE

Motion 39 - Mover - Great Western

Secunder - Formally

Amend Rule 6.1.2.d to read

Rule 6 d) Keep members informed on local and national matters, including AGMs, Branch nominations and elections, by email, text and the branch website (if the branch has a website) and where there are no email and telephone contact details held by the branch they are to inform the member by post.

BRANCH VOTING:

CONFERENCE VOTING

	FOR	
X	AGAINST	X
	NOT VOTING	

THE MOTION WAS

**NOT
CARRIED**

COMMUNICATION WORKERS UNION

ANNUAL CONFERENCE 2026

BOURNEMOUTH 10th - 11th MAY, OBSERVERS REPORT

Conference - GENERAL CONFERENCE

Motion 40 - Mover - National Executive Council

Secunder - Formally

Delete rule 8.2 and replace with: 2. President and Vice President 1. The Union shall have a President and Vice-President. These offices shall rotate annually between the Chairs of each Industrial Executive. 2. The president shall chair the NEC. 3. The chairing of biennial conference will rotate between constituencies and be chaired by the President or the Vice President from the appropriate constituency. In the event a special conference is called, this will be chaired by the President. 4. The Vice-President shall deputise for the President. 5. The President is the principle lay-official of the Union and shall be responsible for ensuring the Union acts in accordance with its Rules.

6. The President may intervene and rule on the inclusion of any motion before General/Special Conference deemed to be out with the Rules. 7. Where any ambiguity arises regarding the interpretation of the Union’s rules, the President shall make a ruling. Subject to relevant standing orders, the President’s ruling on any such matter shall be regarded as final. 8. The President shall be kept informed of any national discussions impinging upon the CWU’s status as defined by the Rules.

BRANCH VOTING:

CONFERENCE VOTING

X	FOR	X
	AGAINST	
	NOT VOTING	

THE MOTION WAS

**CARRIED
UNANIMOUSLY**

COMMUNICATION WORKERS UNION

ANNUAL CONFERENCE 2026

BOURNEMOUTH 10th - 11th MAY, OBSERVERS REPORT

Conference - GENERAL CONFERENCE

Motion 41 - Mover - National Executive Council

Seconder - Formally

Add new Rule 9.2.3 Add new rule 9.2.3 as follows and renumber the rest of current rule 9.2 accordingly: The General Secretary has the power to authorise: (a) The bringing or defending legal proceedings of any type by the Union and funding by the Union of any of its costs including disbursements, of and occasioned by such legal proceedings: (b) Funding by the Union of any costs, including disbursements of and proceedings by any member or members Authorisation for the purposes above may be given retrospectively. The above is without prejudice to the power of the General Secretary, at any time, to impose such limitations, terms or conditions upon the duration, nature or extent of any such funding as the General Secretary shall think fit, irrespective of whether such funding has or has not commenced.

BRANCH VOTING:

CONFERENCE VOTING

	FOR	X
X	AGAINST	
	NOT VOTING	

THE MOTION WAS

CARRIED

COMMUNICATION WORKERS UNION

ANNUAL CONFERENCE 2026

BOURNEMOUTH 10th - 11th MAY, OBSERVERS REPORT

Conference - GENERAL CONFERENCE

Motion 42 - Mover - Greater Mersey Amal

Secunder - Formally

Delete Rule 10.1.2 and replace with The normal length of the Biennial Conference shall be 6 days with 3 days allocated to General Conference of which half a day will be dedicated to Equality Policy and up to half a day dedicated Rule Revision session and 3 days allocated to the Postal and Telecoms and Financial Services Conference.

BRANCH VOTING:

CONFERENCE VOTING

	FOR	
X	AGAINST	X
	NOT VOTING	

THE MOTION WAS

**NOT
CARRIED**

COMMUNICATION WORKERS UNION

ANNUAL CONFERENCE 2026

BOURNEMOUTH 10th - 11th MAY, OBSERVERS REPORT

Conference - GENERAL CONFERENCE

Motion 43 - Mover - Harrow and District Amal

Secunder -

Amend Rule 10.5.2 add at end

e) Regional Retired Members committee shall be entitled to submit one motion to General Conference. f) Regional Young Workers committee shall be entitled to submit one motion to General Conference

BRANCH VOTING:

CONFERENCE VOTING

	FOR	
	AGAINST	
	NOT VOTING	

THE MOTION WAS

WITHDRAWN

COMMUNICATION WORKERS UNION

ANNUAL CONFERENCE 2026

BOURNEMOUTH 10th - 11th MAY, OBSERVERS REPORT

Conference - GENERAL CONFERENCE

Motion 44- Mover - Leeds No.1 Amal

Secunder - Formally

Delete rule 10.7 and replace with

“Voting Procedures Voting at the General Conference shall normally be by a show of hands. A card vote may be called for either by the Chair of the General Conference or when thirty delegates are on their feet calling for such a vote. When a card vote is taken it shall normally be based on the General Conference Branch Membership count including retired members, except where the motion does not affect Retired members. A proposition shall be treated as carried if it obtains a simple majority of the votes cast.”

BRANCH VOTING:

CONFERENCE VOTING

X	FOR	X
	AGAINST	
	NOT VOTING	

THE MOTION WAS

**CARRIED
UNANIMOUSLY**

COMMUNICATION WORKERS UNION

ANNUAL CONFERENCE 2026

BOURNEMOUTH 10th - 11th MAY, OBSERVERS REPORT

Conference - GENERAL CONFERENCE

Motion 45 - Mover - Midland No.1

Seconder - Formally

Consequential - If carried 46, 47, 48, 49 and 50 Fall

Labour Party Relationship Conference notes that the NEC Special Report acknowledges serious political and economic failings, including the failure to tackle wealth inequality and the need for a significant change in direction. Conference believes that continued affiliation to the Labour Party, in the absence of demonstrable and material change aligned with CWU policy, weakens the political leverage and independence of the Communication Workers Union. Conference therefore instructs the NEC to amend the Special Report by deleting the section proposing the continuation of affiliation and replacing it with: 1. That the NEC take the necessary steps, in accordance with CWU Rules and statutory requirements to terminate the Union's affiliation to the Labour Party. 2. That the Political Fund be retained and deployed in line with Rule to advance the industrial and economic interests of CWU members. Conference affirms that political support must be accountable, strategic and condition

BRANCH VOTING:

CONFERENCE VOTING

	FOR	
X	AGAINST	X
	NOT VOTING	

THE MOTION WAS

**NOT
CARRIED**

COMMUNICATION WORKERS UNION

ANNUAL CONFERENCE 2026

BOURNEMOUTH 10th - 11th MAY, OBSERVERS REPORT

Conference - GENERAL CONFERENCE

Composite Motion 46 - Mover -

Secunder -Manchester Amal

Consequential - If Carried 49 and 50 Fall

Add after: "and to use any and all necessary means to achieve this change." In bullet point 1 of the proposals The NEC are therefore instructed to approach other affiliated unions with the aim of developing a campaign within the Labour Party involving trade unions, MP's, CLP's and Party members, to bring this about. The NEC are further instructed to produce material directed at our Reps and members explaining the background and reasoning for this policy and why they should become involved in this campaign and how.

BRANCH VOTING:

CONFERENCE VOTING

X	FOR	X
	AGAINST	
	NOT VOTING	

THE MOTION WAS

CARRIED

COMMUNICATION WORKERS UNION

ANNUAL CONFERENCE 2026

BOURNEMOUTH 10th - 11th MAY, OBSERVERS REPORT

Conference - GENERAL CONFERENCE

Motion 47 - Mover - Glasgow and District Amal

Seconder -

Consequential - If Carried 49 and 50 Fall

At the end of the Special Report, insert the following additional bullet point

: “- To develop a strategy for maximising CWU influence and participation within the Labour Party by identifying and utilising existing assets and resources at all levels of the Party and promoting and encouraging Labour Party membership and activism in pursuit of legitimate CWU and wider trade union interests through the existing structures.”

BRANCH VOTING:

CONFERENCE VOTING

	FOR	
	AGAINST	
	NOT VOTING	

THE MOTION

FELL

ANNUAL CONFERENCE 2026

BOURNEMOUTH 10th - 11th MAY, OBSERVERS REPORT

Conference - GENERAL CONFERENCE

Motion 48- Mover - North West Central Amal

Secunder -

Consequential - If Carried 49 and 50 Fall

Bullet Point 3, Page 3 - Add at end: In addition to the 2021 policy, Conference agrees that the Labour Party's continued use of various "Gig Economy" Postal Providers represents an affront to the CWU Membership. The CWU will explore all options, not excluding additional withholding of finances in order to bring this matter to a conclusion acceptable to the membership.

BRANCH VOTING:

CONFERENCE VOTING

	FOR	
	AGAINST	
	NOT VOTING	

THE MOTION WAS

NOT REACHED

COMMUNICATION WORKERS UNION

ANNUAL CONFERENCE 2026

BOURNEMOUTH 10th - 11th MAY, OBSERVERS REPORT

Conference - GENERAL CONFERENCE

Motion 49 - Mover - UTAW National

Secunder -

Consequential - If carried 50 falls

Replace "We are therefore proposing to take the following steps, in continuing our Labour affiliation:" with

"We are therefore proposing to disaffiliate from the Labour Party, and also:" Replace "To reaffirm our 2021 policy to abstain from paying any donations to the central Labour Party, outside our affiliation fees and to only support politicians who support our members and trade unionism. " with "To increase member level engagement and democratic control of our political strategy and spending, starting with organising regular open political meetings for members."

BRANCH VOTING:

CONFERENCE VOTING

	FOR	
	AGAINST	
	NOT VOTING	

THE MOTION

FELL

COMMUNICATION WORKERS UNION

ANNUAL CONFERENCE 2026

BOURNEMOUTH 10th - 11th MAY, OBSERVERS REPORT

Conference - GENERAL CONFERENCE

Motion 50 - Mover - South Central Postal

Secunder -

Amend the Policy as follows Remove the word "continued" from the second line of the report. Following the paragraph ending, "This is about trade unions, community groups and working-class people calling for change and using all political, industrial and social levers available to us to achieve this change." Insert a new paragraph, Considering the above the CWU also recognises that the Green Party has campaigned on left wing policies and is having success. This includes the Gorton and Denton by-election stopping Reform UK. The CWU also recognises that Jeremy Corbyn, who has always supported the CWU, and Zarah Sultana, who supported the Enough is Enough Campaign, and others have launched Your Party and will be standing in forthcoming elections. Remove the word "continuing" from "We are therefore to take the following steps, in continuing our affiliation" on the second page. Remove the second bullet point on the second page and replace with,

"To reaffirm our 2021 policy to abstain from paying any donations to the central Labour Party. To also go further and end our affiliation and only support politicians, in and out of the Labour Party, who support our members and trade unionism

BRANCH VOTING:

CONFERENCE VOTING

	FOR	
	AGAINST	
	NOT VOTING	

THE MOTION WAS

FELL

COMMUNICATION WORKERS UNION

ANNUAL CONFERENCE 2026

BOURNEMOUTH 10th - 11th MAY, OBSERVERS REPORT

Conference - GENERAL CONFERENCE

Motion 51 - Mover - National Executive Council

Secunder - Formally

Conference agrees that the policy contained within the Special Report entitled 'Labour Party relationship' together with the amendments that have been carried by this Conference now form CWU policy on our Labour Party relationship.

BRANCH VOTING:

CONFERENCE VOTING

X	FOR	X
	AGAINST	
	NOT VOTING	

THE MOTION WAS

**CARRIED
UNANIMOUSLY**

COMMUNICATION WORKERS UNION

ANNUAL CONFERENCE 2026

BOURNEMOUTH 10th - 11th MAY, OBSERVERS REPORT

Conference - GENERAL CONFERENCE

Motion 52 - Mover - Leeds No.1 Amal

Seconder - Formally

Conference agrees that since Redesign, the overwhelming principle was to streamline the CWU and bring the whole union together as One Union. Conference notes that there have been many positive changes in moving towards that goal. Conference also notes that within the Union's Rule Book as it is currently written, has some contradictions to achieving a truly One Union. Conference notes the following rules: Rule 15.1.4: Each proposal to amend the rules receiving a majority in support including a majority within each of the following; a) the Postal Constituency b) the Telecoms and Financial Services Constituency shall then form part of the rules of the Union. Rule 15.3.4: At each General Conference Rules Revision session each proposal to amend the rules receiving a two thirds majority in support, including a two thirds majority within each of the following; a) the Postal Constituency b) the Telecoms and Financial Services Constituency shall then form part of the rules of the Union. Conference therefore instructs the NEC to consult with Branches about possible changes that could include, rule changes being carried by simple majority at all Conferences, harmonising 15.3.4 in line with 15.1.4 for example, before bringing forward rule changes that address the contradictions and that meet the principle of a One Union approach. The NEC is instructed accordingly.

BRANCH VOTING:

CONFERENCE VOTING

	FOR	
X	AGAINST	X
	NOT VOTING	

THE MOTION WAS

NOT CARRIED

COMMUNICATION WORKERS UNION

ANNUAL CONFERENCE 2026

BOURNEMOUTH 10th - 11th MAY, OBSERVERS REPORT

Conference - GENERAL CONFERENCE

Motion 53 - Mover - Midland No.1

Secunder - Formally

Conference notes: • The important role that dedicated organising support has played in recruiting, supporting and consolidating members in non-core and unrecognised workplaces. • That the CWU has a duty to represent and support members in noncore workplaces. This includes the reasonable expectation of those member to be supported by the Union to secure collective bargaining rights and effective workplace representation. • That the CWU Organising Department has been dismantled, creating uncertainty about how organising support for non-core companies will now be delivered.

- The document discussing Organising within the context of CWU restructuring which was presented by the SLT on behalf of the NEC to the 2025 Restructuring Conference in Blackpool provided no detailed analysis of Organising within CWU and no serious cost benefit analysis.
- The Employment Rights Act 2025 (formerly the Employment Rights Bill), which received Royal Assent on 18 December 2025, introduces significant changes to worker rights in the UK, including improved access rights for trade unions.

PTO

BRANCH VOTING:

CONFERENCE VOTING

	FOR	
X	AGAINST	X
	NOT VOTING	

THE MOTION WAS

NOT CARRIED

Conference believes:

- **The recruitment of members from outside the core employers can increase overall CWU membership and counter the falling membership rates driven by reduced headcount in core employers.**
- **That without a clear strategy and dedicated resources, members in noncore members risk being locked out of collective bargaining.**
- **That the Union must proactively target non core employers where existing CWU memberships meet the threshold to pursue Recognition through the statutory process in order to fulfil the obligation described above. Conference therefore instructs the NEC to:**
- **Produce a specific cost benefit analysis of the organising campaign within Wincanton/Screwfix as this represents a discrete example of a successful organising project that has won collective bargaining rights for non core members.**
- **In light of the above produce and report back within 6 months on a clear plan for how the Union will provide dedicated organising and membership support to non-core members in the absence of a standalone Organising Department.**
- **Allocate appropriate resources, staff time and training to ensure effective organising support for non-core members.**
- **Monitor and report annually on membership trends in non-core workplaces and the impact of organising interventions.**

COMMUNICATION WORKERS UNION

ANNUAL CONFERENCE 2026

BOURNEMOUTH 10th - 11th MAY, OBSERVERS REPORT

Conference - GENERAL CONFERENCE

Motion 54 - Mover - Gloucestershire Amal

Secunder -

Conference will remember when we passed Motion 34 at General Conference 2022 (reproduced below for ease of reference) "This was so reps and members could easily understand the important documents and communications coming out of HQ. The deluge of Initialisms, acronyms and abbreviations makes some of these hard work to understand if you are not familiar with the terminology." Unfortunately, this policy is not always being adhered to. The NEC is therefore instructed to familiar itself with the contents of the motion and follow them as instructed as a curtesy to reps and members. Conference agrees that as a Union we should proactively seek to reduce barriers to participation in all parts, and at all levels of the Union.

Understanding communications on new agreements, policies and legislation can be daunting to both new and experienced reps. It is widely accepted within most, if not all fields and disciplines that initialisms, acronyms and abbreviations are spelled out in full when used for the first time in any document. Many initialisms, acronyms and abbreviations may well be extremely familiar to almost everyone such as A/L for annual leave or CWU for Communication Workers Union, but it is unfair to assume everyone would understand all of them, especially when some even get reused to mean something different. Conference therefore instructs the National Executive Committee to ensure that at every level, initialisms, acronyms and abbreviations used within our field must be spelled out in full the first time they are used in every document or communication (or a comprehensive appendix provided for their meanings) from the Union forthwith.

BRANCH VOTING:

CONFERENCE VOTING

	FOR	
	AGAINST	
	NOT VOTING	

THE MOTION WAS

ACCEPTED

COMMUNICATION WORKERS UNION

ANNUAL CONFERENCE 2026

BOURNEMOUTH 10th - 11th MAY, OBSERVERS REPORT

Conference - GENERAL CONFERENCE

Composite Motion 55 - Mover - Eastern No. 6

Secunder - Formally

Conference fully supports and commends the ongoing campaigns led by the CWU Retired Members Committee, the CWU National Executive Committee, and UK pensioner organisations on behalf of retired, elderly, and disabled people across wider society. Conference recognises, however, that far more must be done. The growing perception among this section of society that political parties are sidelining their needs demands a renewed and urgent response from the wider trade union movement. Conference therefore agrees that the movement must press the Government to deliver meaningful improvements in the following areas:

1. Social Care and Pensioner Poverty

- Campaign for improved social care provision for elderly members.
- Defend and enhance entitlements that protect older people from all forms of pensioner poverty.

2. Protection of Cash Payments

- Campaign for legislation making it unlawful for food outlets, restaurants, pubs, and retailers to refuse cash payments or insist on card-only transactions.
- Ensure that cash remains a viable, accessible method of payment for all.

PTO

BRANCH VOTING:

CONFERENCE VOTING

X	FOR	X
	AGAINST	
	NOT VOTING	

THE MOTION WAS

CARRIED UNANIMOUSLY

3. **Ending Digital Exclusion • Work with UK pensioner organisations to insist that Government enforces the Equality Act to eliminate digital exclusion.**
 - **Challenge companies that fail to provide non-digital customer service or complaints Channels.**
4. **UN Convention on the Rights of Older Persons**
 - **Press the Labour Government to stop delaying its position on the proposed UN Convention on the Rights of Older Persons.**
 - **Demand that the UK joins the 64 countries already committed to developing protective legislation for older people.**
 - **Support the Early Day Motion currently before Parliament and encourage MPs to add their names in support of this vital cause.**
5. **Tackling Energy Unaffordability**
 - **Campaign for the extension of the Warm Home Discount beyond April 2026. • Oppose the Government's continued "consultation" delays, which leave vulnerable households in uncertainty.**
6. **Strengthening Trade Union Leadership on Retired & Disabled Members' rights.**
 - **Recognise the power of trade unions to deliver progressive change, as demonstrated by the recent employment rights bill.**
 - **Instruct the CWU National Executive to work with like-minded unions to urge the TUC to lead a national campaign to defend and improve the inadequate entitlements currently available to retired, disabled, and less able citizens.**
 - **Commit to raising living standards and ensuring dignity, inclusion, and fairness for all in later life.**

COMMUNICATION WORKERS UNION

ANNUAL CONFERENCE 2026

BOURNEMOUTH 10th - 11th MAY, OBSERVERS REPORT

Conference - GENERAL CONFERENCE

Motion 56 - Mover - Midland No. 1

Secunder - Formally

State Pension payments should be exempt from the Personal Allowance taxation threshold and therefore remain untaxed when in payment. Tax thresholds have been frozen until April 2031 and for tax year 2025/6 the Full State Pension of £11,973 is perilously close to the Personal Allowance of £12,570. Meaning that, an increase of more than .45% will cause tax to be payable on that Full State Pension payment. Tax should be liable on all income and State Pension payments should be included in the figures for general taxation but there are those whose only source of income is the State Pension and they should be exempt from tax. Conference therefore instructs the National Executive Committee to raise this matter with government and to encourage the Labour Party, the TUC and all pensioner groups to campaign for a State Pension Tax Payment Exemption.

BRANCH VOTING:

CONFERENCE VOTING

X	FOR	X
	AGAINST	
	NOT VOTING	

THE MOTION WAS

**CARRIED
UNANIMOUSLY**

COMMUNICATION WORKERS UNION

ANNUAL CONFERENCE 2026

BOURNEMOUTH 10th - 11th MAY, OBSERVERS REPORT

Conference - GENERAL CONFERENCE

Motion 57 - Mover - Retired Members Conference

Secunder - Retired Members Committee

Conference agreed that Pensioners are worse off because of the frozen personal allowance of £12750 introduced by the Conservative government in 2022 and some don't get the full benefit of the triple lock because this brings them above the tax threshold, it is said that the personal allowance will not rise until 2028 or maybe later. Therefore, conference instructs the NEC to work with the RMC, TUC and all other interested bodies to put pressure on the government to provide an exemption to the Personal Allowance for the State Pension.

BRANCH VOTING:

CONFERENCE VOTING

X	FOR	X
	AGAINST	
	NOT VOTING	

THE MOTION WAS

**CARRIED
UNANIMOUSLY**

COMMUNICATION WORKERS UNION

ANNUAL CONFERENCE 2026

BOURNEMOUTH 10th - 11th MAY, OBSERVERS REPORT

Conference - GENERAL CONFERENCE

Motion 58 - Mover - Young Workers Conference

Secunder -Formally

Over 15% of people in the workplace have an existing mental health condition and there are many who suffer in silence. Last year the Samaritans reported that there were 5656 suicides, which is 372 more than 2022. Mental health is a prevalent topic that is always overlooked and never thoroughly supported whether that's by us as individuals or by employers in the workplace in general. Just like how there is always someone qualified to deliver first aid on site, we believe similar provisions should be made for mental health support. As a Union we believe the presence of mental health first aiders would play a role in combating mental health and offer the real workplace support workers deserve with mental health first aiders available at every workplace and ready to response. Conference instructs the National Executive Committee to ensure every branch implements the mental health first aider training that is available, and make sure every branch has a mental health first aider readily available if needed to help improve mental health in the workplace.

BRANCH VOTING:

CONFERENCE VOTING

X	FOR	X
	AGAINST	
	NOT VOTING	

THE MOTION WAS

**CARRIED
UNANIMOUSLY**

COMMUNICATION WORKERS UNION

ANNUAL CONFERENCE 2026

BOURNEMOUTH 10th - 11th MAY, OBSERVERS REPORT

Conference - GENERAL CONFERENCE

Motion 59 - Mover - Wales and Marches Regional Education Committee

Seconder - Shropshire and Mid Wales Branch

Conference notes the significant changes to employment law that are taking place as a result of the Employment Rights Act (2025). Conference also notes the increased willingness of employers to take cases to employment tribunals rather than settle cases privately. As a result of this, conference believes that while employment tribunal work should continue to be conducted by the most experienced reps such as branch secretaries or legal and medical officers, all reps increasingly require discrete employment law training to fulfil their roles effectively. To achieve this conference calls on the NEC to develop and deliver Employment Law courses that cover the following topics: • The fundamentals of Employment Law • The changes to Employment Law resulting from the most recent Employment Rights Act • How to prepare for and support members through employment tribunals • CWU employment tribunal policies and procedures

BRANCH VOTING:

CONFERENCE VOTING

X	FOR	X
	AGAINST	
	NOT VOTING	

THE MOTION WAS

**CARRIED
UNANIMOUSLY**

COMMUNICATION WORKERS UNION

ANNUAL CONFERENCE 2026

BOURNEMOUTH 10th - 11th MAY, OBSERVERS REPORT

Conference - GENERAL CONFERENCE

Motion 60 - Mover - York and District Amal

Secunder - West Yorkshire Branch

Dementia is Britain's leading cause of death, with more people dying of the condition in England and Wales than any other cause. In Scotland it is second only to coronary heart disease. The most underfunded disease and one that has the biggest impact. (Office of National Statistics). Dementia is a cruel and disabling disease. The impact on members and their families are at times devastating. Members can find themselves being carers and having to juggle work and their caring commitments. This adds to the pressure and members may struggle to manage, which ultimately may lead to sickness and staff hitting triggers under sickness policies. Conference, Members suffering from the above need time and understanding and support from Management and others to reduce the impact of Dementia. to reduce some of their stress levels at this difficult time. Conference instructs the NEC in partnership with the / Equality/ Training department to provide training for representatives to enable them to support members with onset of Dementia whilst working and members who care for family and friends with this devastating illness to give a better understanding the impact this has on members working life and to bring it to the forefront of CWU campaigning and organis

BRANCH VOTING:

CONFERENCE VOTING

	FOR	
	AGAINST	
	NOT VOTING	

THE MOTION WAS

REMITTEED

COMMUNICATION WORKERS UNION

ANNUAL CONFERENCE 2026

BOURNEMOUTH 10th - 11th MAY, OBSERVERS REPORT

Conference - GENERAL CONFERENCE

Motion 61 - Mover - Harrow and District Amal

Secunder - Formally

This Conference is committed to supporting a programme of education and training for our activists so that our Reps have the skills and knowledge to provide first class representation for our members. There is currently a mixture of accredited and non-accredited courses available. This conference instructs the NEC to work in conjunction with the Equality, Education and Development department to move away from accredited courses. This will allow more flexibility on the provision of courses as accredited courses can be restrictive on numbers and prohibitive because of cost. The NEC is instructed accordingly.

BRANCH VOTING:

CONFERENCE VOTING

	FOR	X
X	AGAINST	
	NOT VOTING	

THE MOTION WAS

CARRIED

COMMUNICATION WORKERS UNION

ANNUAL CONFERENCE 2026

BOURNEMOUTH 10th - 11th MAY, OBSERVERS REPORT

Conference - GENERAL CONFERENCE

Motion 62 - Mover - Essex Amal

Secunder -

This conference notes that the UK has the highest energy prices in the world. Part of the reason for this is the enormous cost of Nuclear Power. The original costs of Hinckley Point 'C' in Somerset have soared from the original cost estimate of £18 billion to £35 billion, with total costs potentially exceeding £48-£50 billion in current prices. The latest estimate for Sizewell C in Suffolk is £40 billion, with the likelihood of increased cost in the future. The Regulated Asset Base (RAB) model of funding for Sizewell adds to household energy bills for at least a decade. Added to that are the costs for nuclear waste disposal. Estimates for cleaning up Britain's historic nuclear legacy range from £99 billion to over £260 billion. It is not just the cost of nuclear energy that is a major problem but the potential for catastrophe and threat to human life, demonstrated over the years by the accidents at Windscale, Three Mile Island, Chernobyl and Fukushima. There is potential for terrorist attacks, insider sabotage, cyberattacks or aircraft crashes that could all lead to widespread disaster. There are also problems of transportation of waste and safe storage of waste products which have radioactive lifespans of hundreds of thousands of years. The mining of Uranium is also a major health and safety issue and at the current rate of uranium consumption, with conventional reactors the world supply of viable uranium will run out by the end of the century.

PTO

BRANCH VOTING:

CONFERENCE VOTING

	FOR	
	AGAINST	
	NOT VOTING	

THE MOTION WAS

NOT REACHED

Conference recognises that the problems of carbon emissions and global warming have to be dealt with by moving away from the burning of fossil fuels. But there is the availability of alternative cheaper low carbon renewable energy supplies, rather than nuclear energy. 1100 wind turbines can generate the same output as the Hinckley Point C reactors at less than a quarter of the cost. Variability in wind power production can be offset with hydro output at peak demands. Hydro capacity currently accounted for 15.4% of total power plant. The new 'high-density' hydro system near Plymouth shows the huge potential for future development. In addition to UK hydro capacity the 450-mile submarine power cable to Norway that opened in October 2021 allows the export of wind generated power to renew hydro capacity and importation of electricity at peak demand. The production of green hydrogen and using it as an energy storage medium is also a solution to enabling large scale renewable integration. Other renewable supply includes solar energy that currently provides 6.3% of UK electricity and is also a cheaper alternative to nuclear energy. Tidal power stations, such as the EDF Rance power station in Brittany, have paid for themselves in 20 years and show the enormous potential in the UK. The Southampton ground source heat pump energy scheme and the new mini power station and lithium extraction plant near Redruth in Cornwall show the huge potential for geothermal projects. The proposed 650-mile Icelink electricity interconnector between Iceland and Great Britain would also enable the import of reliable geothermal electricity. Wave power generation in the UK also has tremendous potential if investment was made. All of these projects could provide jobs and offset any job losses involved in abandoning nuclear energy.

This Conference therefore instructs the NEC to:

- Oppose proposals for new nuclear energy projects both within the TUC, the Labour Party and other CWU affiliated organisations
- To oppose the classification of Nuclear Energy as a 'green energy' and to argue the case for a renewable energy supply.
- To oppose the classification of Nuclear Energy as a "green energy" and to argue the case for a renewable energy supply.

COMMUNICATION WORKERS UNION

ANNUAL CONFERENCE 2026

BOURNEMOUTH 10th - 11th MAY, OBSERVERS REPORT

Conference - GENERAL CONFERENCE

Motion 63 - Mover - Greater Manchester

Secunder -

In the last four years the Standing Charge levied by energy and water companies has tripled, rising nearly 300% above inflation. The average person is now paying more than £300 per year before they use any utility. It is wrong that people are charged even if they don't use energy adding to the already vast profits of the utility companies. This conference agrees that the CWU will lead a campaign called New Utility Deal (as with the "New Deal for Workers") amongst Trade Unions, political parties, the NPC and similar organisations to lobby the Labour government to scrap the Standing Charge on all Gas, Electricity and Water bills as well as making it illegal for companies to charge those on prepayment meters a higher rate than any other standard tariff. To start the campaign an appropriate motion will be put to the Labour Party and TUC conferences and any other appropriate body or forum at the earliest opportunity. The NEC is instructed accordingly

BRANCH VOTING:

CONFERENCE VOTING

	FOR	
	AGAINST	
	NOT VOTING	

THE MOTION WAS

NOT REACHED

COMMUNICATION WORKERS UNION

ANNUAL CONFERENCE 2026

BOURNEMOUTH 10th - 11th MAY, OBSERVERS REPORT

Conference - GENERAL CONFERENCE

Motion 64 - NOT ADMITTED TO THE AGENDA

Mover -

Seconder -

Conference remembers when the first learning agreements were drawn up in around 2009 that they were a partnership with our respective employers. Broadly, this meant that the employer would provide the premises and release for the ULR and the ULR would run the learning centre, analyse learning needs, promote learning, find courses, arrange learning, and provide information, advice and guidance for all staff on site. ULRs are expected to serve the whole workforce, which is why the amount of release that they are afforded is not related to CWU membership size. ULR release is enshrined in the Employment Act 2002 c. 22, Part 4 Miscellaneous Section 43, and has been hard fought for over the last 17 years within our industries. Conference therefore instructs the NEC to ensure that ULR release should not now, nor ever be, frittered away as a bargaining chip with an employer for IR release.

BRANCH VOTING:

CONFERENCE VOTING

	FOR	
	AGAINST	
	NOT VOTING	

THE MOTION WAS

COMMUNICATION WORKERS UNION

ANNUAL CONFERENCE 2026

BOURNEMOUTH 10th - 11th MAY, OBSERVERS REPORT

Conference - GENERAL CONFERENCE

Motion 65 - NOT ADMITTED TO THE AGENDA

Mover -

Secunder -

This Conference welcomes the passing of the Employment Rights Act by the Labour Government at the end of 2025. We recognise the important gains for working people in the Act and the subsequent secondary legislation including immediate individual rights to sick pay, parental rights bereavement leave, guaranteed hours and the introduction of comprehensive employment rights after six months. We also welcome improved and simplified balloting arrangements and look forward to the upgrade in collective rights on union recognition, access to the workplace to organise and the removal of restrictions to take industrial action including the 50% threshold. We also welcome the strengthening of equality rights on tackling sexual harassment and unequal pay. Now is the time for the CWU to work with other Labour Party affiliated Unions to press the Government for a second Employment Rights Bill. This should create rights to collective bargaining across all sectors of the economy, a legal 'single status' of worker, and rights to take industrial action that reflects the complex ownership arrangements of modern capitalism. We also call for the second Act to strengthen the restrictions on 'hire and fire' and remove loopholes that allow mass casualisation to be the norm in swathes of the labour market. We also call for a ERB 2 to address the increasing use of Artificial Intelligence (AI) and surveillance culture in contemporary workplaces.

BRANCH VOTING:

CONFERENCE VOTING

	FOR	
	AGAINST	
	NOT VOTING	

THE MOTION WAS

COMMUNICATION WORKERS UNION

ANNUAL CONFERENCE 2026

BOURNEMOUTH 10th - 11th MAY, OBSERVERS REPORT

Conference - GENERAL CONFERENCE

Motion 66 - NOT ADMITTED TO THE AGENDA

Mover -

Seconder -

This Conference notes that access to comprehensive broadband services are vital for economic growth and productivity in the UK. Remote working and learning has become more common as well as online access to public and local services such as health and social security. We demand that the Government supports equal access to technology that is currently denied to many including those who are poorer and more vulnerable. We believe Government should invest in services that can help tackle the digital divide, aid community cohesion and help overcome inequalities. We recognise that telecommunication is an essential service for all citizens and that we will not achieve the real economic, social and environmental benefits that are possible from the development of new technology unless there is better regulation, public investment, future public ownership with greater democratic control of the infrastructure that facilitates the provisions of telecommunications services.

BRANCH VOTING:

CONFERENCE VOTING

	FOR	
	AGAINST	
	NOT VOTING	

THE MOTION WAS

COMMUNICATION WORKERS UNION

ANNUAL CONFERENCE 2026

BOURNEMOUTH 10th - 11th MAY, OBSERVERS REPORT

Conference - GENERAL CONFERENCE

Motion - 67 - NOT ADMITTED TO THE AGENDA

Mover -

Secunder -

Amend Rule 6,7, 8, 9 and 12 In Rule 6 Section 4.6 remove Labour Parties"

In Rule 7 Section 1.2 remove "Regional Labour Parties and"

In Rule 8 Section 10 remove"Labour Party"

In Rule 8 Section 12.4b remove,Young Labour"

In Rule 8 Section 12.4c remove ", Young Labour"

In Rule 9 Section 1.5e remove the Labour Party"

In Rule 12 Section 12.1 remove "and affiliate to Constituency Labour Parties. The condition to affiliate to Constituency Labour Parties shall not extend to Branches in Northern Ireland"

In Rule 12 Section 15 remove "within the Labour Party"

Remove the entirety of Rule 12 Section 13 - Labour Party Conference

Remove the entirety of Rule 12 Section 14 - Labour Party NEC

Reorder Rule 12 Section 15 to Rule 12 Section 13

BRANCH VOTING:

CONFERENCE VOTING

	FOR	
	AGAINST	
	NOT VOTING	

THE MOTION WAS

COMMUNICATION WORKERS UNION

ANNUAL CONFERENCE 2026

BOURNEMOUTH 10th - 11th MAY, OBSERVERS REPORT

Conference - GENERAL CONFERENCE

Motion 68 - NOT ADMITTED TO THE AGENDA

Mover -

Seconder -

Provision of Sanitary Bins in Male Toilets Conference welcomes the work of Prostate Cancer UK's "The Boys Need Bins" campaign, which raises awareness of male incontinence and the need for appropriate disposal facilities in male toilets. The campaign, supported by national organisations and the All-Party Parliamentary Group for Bladder and Bowel Continence Care, calls for mandatory provision of bins in all male toilets. Prostate cancer is the most common cancer affecting men. One in eight men will be diagnosed during their lifetime, rising to one in four among Black men. Up to 60% of men undergoing surgical treatment experience urinary incontinence. In addition, one in 25 men over 40 experiences urinary leakage each year, and one in 20 men aged 60 and over experiences bowel incontinence. For these men, the ability to dispose of incontinence and related hygiene products safely, discreetly, and hygienically is essential to their dignity and wellbeing. The absence of sanitary bins in male toilets can lead to embarrassment, stress, and social isolation. Requiring men to use disabled toilets to access disposal facilities is unacceptable and undermines inclusive provision. Conference therefore recognises the need for sanitary bins in male toilets to enable the proper disposal of incontinence pads, stoma and catheter waste, and other hygiene products.

Conference instructs the NEC to: ·Work with employers where CWU members are employed to ensure that at least one sanitary bin is provided in male toilets.

Lobby the Government to introduce legislation requiring sanitary bins in all male toilets nationally.

BRANCH VOTING:

CONFERENCE VOTING

	FOR	
	AGAINST	
	NOT VOTING	

THE MOTION WAS

COMMUNICATION WORKERS UNION

ANNUAL CONFERENCE 2026

BOURNEMOUTH 10th - 11th MAY, OBSERVERS REPORT

Conference - GENERAL CONFERENCE

Motion 69 - NOT ADMITTED TO THE AGENDA

Mover -

Seconder -

Conference remembers when the first learning agreements were drawn up in around 2009 that they were a partnership with our respective employers. Broadly, this meant that the employer would provide the premises and release for the Union Learning Reps (ULR) and the ULR would run the learning centre, analyse learning needs, promote learning, find courses, arrange learning, and provide information, advice and guidance for all staff on site. ULRs are expected to serve the whole workforce, which is why the amount of release that they are afforded is not related to CWU membership size. ULR release is enshrined in the Employment Act 2002 c. 22, Part 4 Miscellaneous Section 43, and has been hard fought for over the last 17 years within our industries. Conference therefore instructs the NEC to ensure that ULR release should not now, nor ever be, frittered away as a bargaining chip with an employer for IR release.

BRANCH VOTING:

CONFERENCE VOTING

	FOR	
	AGAINST	
	NOT VOTING	

THE MOTION WAS

COMMUNICATION WORKERS UNION

ANNUAL CONFERENCE 2026

BOURNEMOUTH 10th - 11th MAY, OBSERVERS REPORT

Conference - GENERAL CONFERENCE

Motion 70 - NOT ADMITTED TO THE AGENDA

Mover -

Seconder -

This Conference endorses the NEC report published to Branches on 27th February 2026, on the subject of Special Report to CWU Conference: Labour Party Relationship.

BRANCH VOTING:

CONFERENCE VOTING

	FOR	
	AGAINST	
	NOT VOTING	

THE MOTION WAS

COMMUNICATION WORKERS UNION

ANNUAL CONFERENCE 2026

BOURNEMOUTH 10th - 11th MAY, OBSERVERS REPORT

Conference - GENERAL CONFERENCE

Motion 71 - NOT ADMITTED TO THE AGENDA

Mover -

Seconder -

Conference notes and welcomes the NEC Special Report to Conference on the subject of the relationship of the labour Party. However, we believe the report does not allow Conference to fully explore the consequential of its findings and propose the following amendments. On page 3 DELETE the wording "in continuing our labour affiliation". Immediately afterwards to INSERT the wording "To discuss and vote on the issue of our continued affiliation to the Labour Party" The NEC is instructed to act accordingly.

BRANCH VOTING:

CONFERENCE VOTING

	FOR	
	AGAINST	
	NOT VOTING	

THE MOTION WAS

COMMUNICATIONS WORKERS UNION ANNUAL CONFERENCE 2026
GENERAL CONFERENCE

General Conference SOC Report Supplementary No.2 1.

MOTION E1

Conference notes the escalation of the conflict in Iran and the failed ceasefires of April 2026 and Israel's recent escalation of action in Lebanon. Conference condemns the actions of the US and Israel in unilaterally launching the war in Iran. This unnecessary and illegal conflict has wreaked havoc across both Iran and the wider world, with fuel prices spiking as a result of the conflict. Israeli soldiers have also pushed further into Southern Lebanon as part of the conflict and bombed the region, killing 14 people on the 27th of April, including women and children. Horrifying violations of international law and atrocities against civilians have already occurred in Iran, including the killing of over 100 schoolgirls in a US strike on a school in Minab. Over 3000 people have been killed in Iran and key infrastructure, such as bridges and steel plants have been targeted. In addition, sites of cultural and historic significance, including palaces that date back to the 14th century have been damaged or destroyed by US bombs, as well as Iran's universities sustaining critical damage. President Trump's recent rhetoric- commenting that "a whole civilisation will die tonight" if Iran does not make an agreement with the US- demonstrates the ignorance of his administration towards any concerns regarding the civilian population or for a fair resolution to the conflict. This rhetoric and these actions can only be construed as blatant acts of aggression by the US and Israel. Conference agrees that this war must be opposed by the trade union movement. In trade unionism, an injury to one is an injury to all. Part of the CWU's ethos recognises the fact that the political and the industrial are intertwined and that our solidarity should always reach beyond the workplace. It should be the responsibility of every trade union to advocate for the innocent victims of war, both in the UK and abroad, and call for solidarity with those afflicted. The NEC is instructed to call for an end to the war in Iran and Lebanon and to use our influence in both the wider labour movement and with the Government to bring about peace, safety and justice for all people.

National Executive Council

Secunder - Formally

BRANCH VOTING:

CONFERENCE VOTING

X	FOR	X
	AGAINST	
	NOT VOTING	

THE MOTION WAS

CARRIED

**COMMUNICATIONS WORKERS UNION ANNUAL CONFERENCE 2026
GENERAL CONFERENCE
General Conference SOC Report Supplementary No.3**

MOTION E2

Mover - Greater London Combined

Seconder - Formally

'This Conference notes the devastating double stabbing of Jewish residents in Golders Green on the 29th April. It came after an arson attack two days previously on the Memorial Wall in Golders Green which commemorated (amongst others) those killed in the Hamas attack on the Nova Music festival in Israel on 7th October 2023. We further note the arson attack on Hatzola Ambulances in March, also in Golders Green. There has been an exponential rise in anti-semitic incidents in London over the past few years with these hate crimes reaching a new high in April 2026. There have been attacks on Jewish sites and places of worship including the attack in October last year on the Heaton Synagogue in Manchester on Yom Kippur, the holiest day in the Jewish calendar, where two worshippers were killed.

We believe that hate directed at any person because of the race or religion is against our trade union values. Every Human being deserves to be treated with respect and dignity at work and to live freely and safely in society. We stand for unity over division and for dialogue and solidarity between diverse working class communities.

Therefore we instruct the NEC to:

1. Stand in solidarity with our Jewish members and with Jewish communities in the UK facing prejudice and discrimination.
2. Take responsibility for challenging anti-semitic hate in the labour movement and in wider society.
3. Work with organisations that seek to bridge racist and religious divides.

BRANCH VOTING:

CONFERENCE VOTING

X	FOR	X
	AGAINST	
	NOT VOTING	

THE MOTION WAS

CARRIED UNANIMOUSLY
