



# SHARON GRAHAM'S MANIFESTO

LET'S GET  
BACK TO THE  
WORKPLACE



## PRIORITY

### Across Our Union: Ireland, Scotland, Wales, Gibraltar, Isle of Man and the Channel Islands

*As General Secretary I will look to give greater autonomy to all of our nations and islands. For example, where this is not already the case, our local Shop Stewards and Reps will be given greater freedom to choose their own political path, including the power to decide how best to spend their own contributions to the Political Fund.*

*It goes without saying that everything that I discuss in this section of the Manifesto, is in addition to the plans I have already outlined to change our Union.*

### **Ireland will be an equal partner**

If elected as General Secretary I will make sure that our work across the Irish Region will receive adequate resources and undertake comprehensive campaigns.

Despite our long history, for too long the Union has treated our role within trade unionism on both sides of the border with indifference. That will end and where a tailored approach is required on communications, campaign materials or on politics that will be done.

Whilst it is obvious that representing two jurisdictions within one Region presents challenges, I firmly believe that there are also considerable opportunities for cross-border campaigns. As part of a comprehensive Organising plan for the Irish Region, I will devote resources to organising workers in both areas. It is also clear that the lack of legal protection for Union recognition in the Republic of Ireland is a real issue and as General Secretary I will devote the resources required, including Leverage, to secure collective bargaining for workers'.

I will make it a priority to tackle our longstanding issues with the so-called 'spheres of influence' and make sure that all workers are able to freely choose their Union. As General Secretary I will lead a delegation to ICTU and demand change. The demarcations that have often prevented workers from receiving adequate representation will be reviewed, and I will lead the discussions.



# SHARON GRAHAM'S MANIFESTO

LET'S GET  
BACK TO THE  
WORKPLACE



In addition, as General Secretary I will ensure that Branch Officials and Shop Stewards are given full access to bespoke training and to their membership. We will invest in our internal systems and throughout our Union we must look to be more transparent and communicate much better with workers. I will do this on both sides of the border and any existing barriers that prevent our Reps consulting fully with the members will be removed and our education programme will be tailored to take into account the different legislative environments.

## If elected, I will:

- Prioritise delivering a fully resourced, **comprehensive industrial growth strategy for Ireland**.
- **Tailor Shop Steward education** and training to take into account different industrial relations frameworks.
- **Review demarcations and spheres of influence** with other trade unions in Ireland.
- Provide our Branch Officials and Shop Stewards with full access to their membership and invest in internal systems.
- Fully support **local political decision making** and priorities, including campaigning in The Republic of Ireland for a statutory right to bargain collectively through a Union of choice.
- Within 6 months of being elected I will refurbish and **re-open Transport House** in Belfast to provide a crucial platform for our Union.
- **Re-open the Limerick Office** to provide a platform for growth in the South and mid-West of Ireland.

## **Activists in Scotland will be given greater decision-making powers and a plan for growth**

Our activists in Scotland will be given full control of their political decision-making. It is not the role of head office to order what our Union should say or do with regard to the Scottish Parliament or the independence question.

Upon being elected General Secretary, I will undertake a review that will make practical recommendations to ensure that political decisions impacting members in Scotland are made in Scotland. For example, I believe that contributions made to the political fund by members living in Scotland should be spent in Scotland. If Rule changes are required, then I will actively support practical proposals that fully devolve political decision-making.



# SHARON GRAHAM'S MANIFESTO

LET'S GET  
BACK TO THE  
WORKPLACE



However, when I talk about handing back greater decision making powers, I don't mean just swapping a London bureaucracy for one based in Glasgow or Edinburgh. I want to see our workplaces and branches become actively involved in taking the big decisions and that is what I will be making recommendations on.

I believe that our members in Scotland can help set the pace politically. The opportunities to go beyond regulations imposed by Westminster are very real and to that end I will begin the process of developing a Workers' Manifesto for Scotland.

In the workplace, our Shop Stewards from Scotland will obviously be key players in the new networks of Reps that will cover our entire Union. In addition, we will deliver a specific national growth plan for Scotland that will be fully resourced.

**If elected General Secretary, to give our members in Scotland more power to make decisions that are best for them, I will:**

- Prioritise delivering a fully resourced, **comprehensive industrial strategy for Scotland**.
- Ensure that **political decision-making will be fully devolved**, including contributions from the Political Fund.
- See to it that a **growth plan for Scotland** is developed, resourced and delivered.
- Provide our Branch Officials and Shop Stewards with full access to their membership.

**I will deliver a growth plan for Wales and activists will be given control of the relationship with the Welsh Labour Party.**

It is not the role of talking heads in London to command what our Union should say or do with regard to the Welsh Assembly. It should be up to our activists in Wales to define the relationship with the Welsh Labour Party.

Upon being elected General Secretary, I will undertake a review that will make practical recommendations to ensure that political power is passed back to Wales. I believe that contributions made to the political fund by members living in Wales should be spent in Wales and if Rule changes are required, then I will actively support them.



# SHARON GRAHAM'S MANIFESTO

LET'S GET  
BACK TO THE  
WORKPLACE



It is clear to me that our members in Wales are almost uniquely positioned to set new standards politically and drive forward a programme of renewal on behalf of workers. As General Secretary I will fully support and encourage positive ideas. In the workplace, our Reps and Shop Stewards from Wales will be critical players in the new industrial Combines that will cover our whole Union. I will also deliver a specific national growth plan for Wales and make sure that strategic organising campaigns are fully resourced.

**If elected General Secretary, I will; grow our membership in Wales, fully involve our activists in my Industrial Programme and let our members make the decisions regarding Welsh Labour:**

- Prioritise delivering a fully resourced, **comprehensive industrial growth strategy for Wales.**
- Ensure that **political decision-making will be fully devolved** and that the relationship with Welsh Labour is determined by activists in Wales.
- Provide our Branch Officials and Shop Stewards with full access to their membership.
- See to it that a **national growth plan for Wales** is developed, resourced and delivered.

**I will engage directly with activists from Gibraltar, the Channel Islands and the Isle of Man**

As General Secretary, I will be actively involved with these areas, providing far greater and more regular engagement with activists from each. I will provide practical support for political decisions taken at a local level and devote resources to building our Union after identifying concrete targets for growth.

**If elected, I will:**

- Hold a **Gibraltar conference of activists** from each location within 12 months of being elected.
- Hold **quarterly meetings** with officials and set concrete bargaining targets.
- Develop a comprehensive growth plan and **resource specific organising targets** in each location as appropriate, including the allocation of one full time Organiser based in Gibraltar.
- Provide our Branch Officials and Shop Stewards with full access to their membership, including **bringing the Gibraltar Membership System back to the rock.**



# SHARON GRAHAM'S MANIFESTO

LET'S GET  
BACK TO THE  
WORKPLACE



- Ensure that **Shop Stewards from each place are fully included** within our new industrial Combines wherever relevant.
- Bring a **new focus to membership retention** by dedicating appropriate resources, particularly in Gibraltar.
- Provide practical support to all areas to empower our activists and **develop effective, tailored political responses** to austerity and other societal issues.