



Resolution Date: 10th January 2017

Resolution Title: Salary Replacement for Reps Training

This branch notes that Unite does not currently pay salary replacement for representatives to attend training courses. Instead, the union encourages all reps to insist on facility agreements being honoured and legal requirements being met by their employers in respect of paid time off for union training.

This branch agrees that the hard won right to paid facility time and union training should be protected, and can only be protected if it is enforced with our employers.

However, this branch also notes that not all our elected representatives work for employers who recognise trade unions, nor are reps always able to use their annual leave for training. Nonetheless, training for all reps is an essential part of their development and can help them build sufficient organisational strength for the union to gain recognition where this doesn't already exist.

We therefore ask that Unite change its practice and pay salary replacement by exception where:

1. The representative has been democratically elected by members within a workplace.
2. The employer does not recognise the union.

The union might also consider a reasonable limit to the daily rate, or establish a single set amount for the daily rate, so that the union is not subject to excessive expenditure.