

# Unite Environment Quarterly

Issue 5 June 2022



**Jim Mowatt**

Convenor of the Unite Environment Taskforce

  
unite  
the UNION

## Foreword: Jim Mowatt - Convenor of the Unite Environment Taskforce June 2022

Dear Colleague,

UNITE Environment Quarterly Issue 5 - (EQ5):

In this issue of EQ5, largely written by Carl Jerromes and assisted by Adam Heppell of our UNITE education team, the emphasis is on providing information, ideas, understandings and ways forward for UNITE workplace representatives, shop stewards and officers so that they're capable of insisting that environmental issues are items on the bargaining table at the workplace, at Company level, at Sector level and politically, too.

The focus of EQ5 is to bring together reports from the national officials of every Sector of UNITE in one publication. By this, our hope is to engage with the maximum number of members in 'winning in the workplace'; successfully bringing **Just Transition** into our industrial relations "winning in the workplace" bargaining strategy.

Frankly, some of the materials are challenging to understand: tactics and strategies to be employed require preparation, development and practice. For these reasons we have generic and bespoke UNITE education courses on the whole range of environmental issues. Plus for those who wish to dive deeper into specifics, there is a comprehensive "sources of information" section at the back of our report.

Politically in the union and in the Labour Party we have two big policies which confront the reality of today's climate emergency. The Labour Party's commitment to huge climate change investment and its plans for major new employment rights for women and men at work are spot on and are vote winners. And this dovetails very neatly into our union's ambitions for our members.

This issue of EQ5 is part of a strategy to get Climate Change investment, jobs, skills, training, retraining and workers' rights onto every bargaining table and political platform.

In solidarity

Jim Mowatt



Convenor  
UNITE Environment Taskforce

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## An Introduction to the Sections of EQ5

This is the fifth edition of the Unite Environment Quarterly. The quarterly publication from the Unite National Education Department and the Unite Environment Taskforce began in 2020. The aim of the quarterly publication is to provide an update on Unite's actions in addressing the issues of climate change in the workplace and within our communities.

The readership of the quarterly publication includes Unite representatives, Unite members, Unite full-time officials and other interested parties that would like to join Unite to address the impacts of climate change.

The subject of the environment and climate change can often seem overwhelming. According to many climate scientists the issues relate to the very survival of our planet as we know it. So, the stakes are high. Failure to address the issues of climate change can no longer be put off until another day, according to most climate scientists.

The report from the Intergovernmental Panel on Climate Change (IPCC) published on 28th February 2022, issues the bleakest warning yet on the impacts to our planet as a result of the breakdown of our climate (climate change):  
<https://www.theguardian.com/environment/2022/feb/28/ipcc-issues-bleakest-warning-yet-impacts-climate-breakdown>

<https://www.bbc.co.uk/news/science-environment-6054181>

The outbreak of war in Ukraine could make the task of addressing climate change even harder. It was reported that Germany will be slowing their decline of coal production to offset their reliance on Russian oil and gas for their energy supply:  
<https://www.mining.com/web/germany-may-extend-coal-use-to-replace-russian-gas/>

It is estimated that the EU receives up to 40% of its energy from Russia. There have been talks of energy rationing in Europe and across the world, because of Russia's invasion of Ukraine. So, the pressure to extend coal production to meet the global energy needs could increase. The fears of another global recession are apparent. This could happen either because of the spiralling global oil and gas prices, or from nations reducing their reliance on Russia for their energy supply. This would reduce the global energy supply, which would mean that energy may need to be rationed. <https://www.ft.com/content/a6227910-751b-443c-883f-2ed41a828426>

It could be the case that the war in Ukraine will have a negative impact on tackling climate change, at least in the short run. The transition to renewable energy could be disrupted by the immediate need to ensure that we have enough energy to keep homes and businesses running. This could have a detrimental effect on transitioning our economies to reduce global emissions by 45% by 2030, in line with the targets of the IPCC's 1.5C Report and the Paris Climate Agreement. This would subsequently affect the ability to meet the net zero carbon emissions target by 2050, for most nations.

As we can see, climate change is such a huge subject. It is interconnected to changes in the geo-political / economic order. From a Unite perspective, we have tried to focus our attention on what we can do to support our members, representatives, colleagues, and communities in addressing climate change. We believe that Unite's focus on climate change, should be directed at ensuring that our members are protected from the transitions that will take place in our economies and societies as nations decarbonise.



The phrase 'Just Transition' is used by the trade union movement to highlight the movement's aims to ensure that the transition is fair and equitable (just). This means that Unite will negotiate on behalf of our industrial and community members to secure jobs and secure the training required to become active workers and community members in the green economy and green society to which we are transitioning to.

Edition 5 of the Unite Environment Quarterly has four main sections.

**Section 1** focuses on what is happening in Unite's Industrial sectors. Each industry sector represented by Unite has submitted an Environment report which identifies what is taking place in these sectors to tackle the issue of climate change. We have received a fantastic response from Unite's industrial sectors. This highlights the great work that is taking place within Unite on the issue of climate change. It is testament to the work undertaken by the Unite Environment Taskforce, over the last 12 months, in raising the profile of tackling climate change within the union.

**Section 2** concentrates on Just Transition case studies that are taking place within organisations where Unite represents members. It is hoped that the information from these case studies can be used as best practice examples for our representatives, members, and full-time officers when negotiating on Just Transition matters within the workplace, across industries and within our communities.

**Section 3** looks at how the Just Transition argument is progressing in Scotland. In many ways, Scotland has been leading the way on Just Transition negotiations compared to the other nations of the United Kingdom. Bodies such as the Just Transition Commission Scotland (JTCS) and the Just Transition Partnership (JTP) have allowed trade unions in Scotland to undertake talks about Just Transition with the devolved Scottish Government to an extent that has not happened elsewhere in the UK, yet.

However, dialogue around Just Transition is also beginning to progress in Wales and in the Yorkshire and Humber region in England: <https://www.wcpp.org.uk/publication/achieving-a-just-transition-in-wales/>

<https://yorksandhumberclimate.org.uk/page-success-story/just-transition#>

Whilst in theory, debates over Just Transition in Scotland seem to be at an advanced stage compared with the other nations within the UK, we wanted to assess if the rhetoric is backed up with progressive actions towards achieving a Just Transition.

**Section 4** provides summary reports on the COP26 event that took place in Glasgow in November 2021. The COP26 summit brought Parties (Nations) together to accelerate action towards the goals of the Paris Climate Agreement and the UN Framework Convention on Climate Change: <https://ukcop26.org/>

We include reports from Colin Potter (Unite Researcher) and Jackson Cullinane (Unite Scotland) who both represented Unite at COP26 in Glasgow. We also include a report on the closing statement of the Trade Union Non-Government Organisations (TUNGO) at COP26. TUNGO is the collective term used by the United Nations Framework Convention on Climate Change (UNFCCC) for the trade union movement that was present and participated at COP26.

## Section One

# Unite Industry Sectors' Environment Reports (Nov 2021 - Apr 2022)

## Automotive Sector

**This is an edited version of a report produced on behalf of the Unite national officers for the Automotive sector, Des Quinn and Steve Bush.**

### Automotive sector, "A Just Transition"?

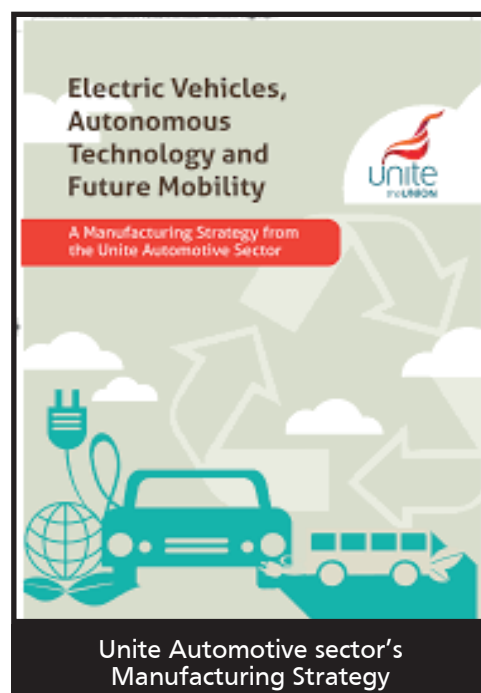
#### How is Climate Change impacting the Automotive sector?

- Everyone in the UK must by now know that from 2030 you will not be able to buy new petrol, diesel and some hybrid vehicles.
- This will have a huge impact on the automotive sector and for anyone using a car. Motor manufacturers will need to phase in new models at affordable prices whilst maintaining the profits needed to be able to employ people.
- Is anyone going to buy a new car with an internal combustion engine (ICE) in 2028/29? This is unlikely as second-hand ICE car values will depreciate more than ever before. It will resemble having negative equity in the housing market.
- How will individuals charge an electric vehicle (EV) if they are going to buy an EV instead of a petrol or diesel vehicle?

Some people, like Stuart Rowley (CEO of Ford Europe) are saying there will need to be a charging point for every single car. But how is this going to happen for ordinary people that, for example, live in a tower block of flats or narrow terraced streets where parking alone is a challenge.

Research by Unite has identified that the UK would require five new power stations to power the electronic charging points for the estimated increase in electric vehicles.

- If we manage to get the charging points in the numbers that we require, how will we create sufficient power to charge the EVs. Most people would look to charge their EVs when returning from work. This could create an enormous energy power surge, which the UK would currently struggle to meet.



- So, a huge infrastructure programme is required to increase chargeable points for EVs, along with ensuring that we have the necessary energy power to charge them.
- When people stop paying for petrol and diesel, the Chancellor of the Exchequer will have to replace the tax generated from these sales. Will this reduction in the national tax take be passed on to workers like the recent rise in National Insurance Contributions for the NHS and Social Care budget?
- These are big questions that have not been thought through in the UK Automotive sector. This is even before we have considered the building and servicing of cars.

For example, if you make or build parts for the engines and gearboxes of internal combustion engine vehicles, these jobs will disappear. Electric vehicles are controlled by electric drive units. There are fewer component parts in an electric vehicle compared to a internal combustion engine vehicle. This will mean that there will be a reduced need for workers in the manufacturing and servicing of electric vehicles. What will happen to these workers?

If you work in a servicing garage, what does it mean? Electric cars will need less servicing. E.g., there will be no need for oil or filter changes, which could mean less work for vehicle mechanics.

- What about the mining and transporting of the raw materials to make the batteries. How does this impact the environment? How do we recycle EV batteries as they cannot be disposed of in land fill or simply dumped in the sea?
- The mining of raw materials used in the batteries for EVs is often done unethically. This is particularly the case in Africa, where workers (including children) are subjected to appalling working conditions as they mine for lithium and cobalt. The extraction of these resources also requires large quantities of energy and water: <https://www.nature.com/articles/d41586-021-01735-z>
- None of the questions asked above are insurmountable, and we must find answers to these questions so that we can address climate change. However, the unilateral decision taken by the UK Government to stop new sales of petrol, diesel, and some hybrid vehicles from 2030, was done without the input of important stakeholders in the Automotive sector. This includes the motor manufacturers, the trade unions, and the UK taxpayer. The UK taxpayer may be asked to pay more tax because the tax take from petrol and diesel sales will fall due to the decline of internal combustion engine vehicles on the road.

- Now is the time to start that conversation and get answers before jobs are lost and communities are left behind, as happened with the closure of the mines, deindustrialisation, and the offshoring of UK jobs. Successive UK Governments have allowed this to happen, and this has resulted in the regional disparities in the UK regarding economic and social wellbeing. The current UK Government is saying that it is trying to address this through its levelling up programme. Time will tell if this is just another empty promise from a Conservative Government whose policies over the years have been the main cause for these left behind communities.
- An industrial strategy is required from the UK Government with a full implementation plan for Just Transition. Then again maybe we have a government that just likes soundbites, and is short on detail and has little or no understanding of what "a Just Transition" really is?

The following articles provide a further insight into the issues raised in this report regarding the future of the UK Automotive sector:

[Electric car sales soar, but chip shortages hit the market – 06.01.22](#)

[UK needs millions more charging points, says car industry – 29.06.21](#)

[New homes in England to have electric car chargers by law – 22.11.21](#)

[Ola, Nissan and Britishvolt deliver triple boost for electric cars in Britain - 28.01.22](#)

## Aerospace & Shipbuilding Sectors

**This is an edited version of a report constructed by Rhys McCarthy, Unite national officer for the Aerospace and Shipbuilding sectors.**

The Aerospace sector generates £24.9 billion in turnover and supports many communities with 116,000 directly employed workers and thousands more indirectly employed through the supply chains of these industries. Major employers include Airbus, Bombardier, GKN, and Rolls-Royce. These employers provide skilled jobs in concentrations in the South West, East Midlands, North West, Wales and Northern Ireland. The Aerospace sector has been hit hard by the COVID-19 pandemic.

Aviation produces around 2% of CO<sup>2</sup> emissions and is responsible for 12% of CO<sup>2</sup> emissions from all transport sources, compared to 74% from road transport: <http://www.atag.org/facts-figures.html>

It isn't surprising that tackling challenges such as climate change is high on the Aerospace industry's agenda. This is evidenced by the signing of a decarbonisation declaration by some of the Aerospace industry's biggest & most influential players: <https://www.asdnews.com/news/aerospace/2019/06/19/aviation-industry-declares-commitment-future-clean-aviation-partnership>

In September 2020, Airbus revealed three concept aircrafts, codenamed "ZEROe". These were the world's first climate neutral zero-emission commercial aircrafts. It has been suggested that these could enter service by 2035.

These net zero flight concepts rely on hydrogen as a power source. Airbus believes that these concept aircrafts could help them meet their climate neutral targets.

In June 2020, the UK's Secretary of State for Transport, Grant Shapps, announced the creation of the Jet Zero Council (JZC). At the briefing, Shapps said:

"We're bringing together leaders from aviation, environmental groups and government to form the JZC. It'll be charged with making net-zero emissions possible for future flights." Shapps went on to say "And today we're backing a company called Velocys who are building a plant for aviation biofuels in Lincolnshire. I'm also excited about a Cambridge University and Whittle Labs project to accelerate technologies for zero carbon flights."

Responding, Airport Operators Association's chief executive, Karen Dee, said: "This body will help ensure government and industry work together to make net-zero carbon emissions for the aviation industry a reality. Funding for sustainable aviation fuels will help to pump-prime an entirely new industry, generating jobs and economic growth, while reducing aviation emissions": <https://www.internationalairportreview.com/news/118837/uk-government-jet-zero-council/>

In an attempt to save aerospace jobs during the COVID-19 pandemic, Unite has made a series of proposals designed to help the UK Aerospace industry survive, rebuild, and recover. They include, for example, 'The creation of an aircraft replacement / scrappage scheme to reduce the UK's carbon footprint.' This ties in with the general scope of the JZC. Such an initiative would encourage airlines to replace older, more CO<sup>2</sup> emitting aircraft with newer ones.

This would combine the type of technological advances sought by the newly formed JZC, and outlined by the likes of Airbus in their net zero emission concept aircraft strategy.

A goal of the JZC is for the UK Airline companies to have more efficient and environmentally friendly aircraft. This would include the manufacture of UK produced aircraft wings and engines. This will help the Aerospace and Aviation sectors meet their Carbon Offsetting and Reduction Scheme for International Aviation (CORSIA) pledge to sustain and create greener jobs. This could lower passenger prices and crucially refill original equipment manufacturers' (OEM) order books.

Additionally, FlyZero led by the Aerospace Technology Institute (ATI) and backed by the UK Government, has set a target to achieve zero-carbon emission commercial aviation by the 2030s. A team of experts from across the UK is conducting a detailed and holistic study of the design challenges, manufacturing demands, operational requirements and market opportunities of potential zero-carbon emission aircraft concepts: <https://www.ati.org.uk/flyzero>

Furthermore, [Sustainable Aviation](https://www.sustainableaviation.co.uk/about-us/our-story/), has brought together major UK airlines, airports, manufacturers, air navigation service providers and key business partners in an attempt to deliver a sustainable future for aviation: <https://www.sustainableaviation.co.uk/about-us/our-story/>

The Road-Map for Sustainable Aviation shows that the industry can accommodate a 70% growth in passengers by 2050 whilst reducing net carbon emissions from just over 30 million tonnes of carbon dioxide a year (30Mt of CO<sub>2</sub>/y) down to zero through the following sustainable approaches:

- 1. Improving aircraft and engine efficiency:** Manufacturers are investing heavily in technology e.g., efficient gas-turbine engines, hybrid/fully electric aircraft. The carbon dioxide savings from this are estimated to be 23.5 million tonnes (23.5Mt).
- 2. Sustainable fuels:** These have the potential to reduce UK aviation emissions by up to 30% by 2050, equivalent to 14.4 million tonnes of carbon dioxide.
- 3. More efficient operations and airspace:** This includes the most significant upgrading of route networks in UK airspace since the 1950s. This could reduce carbon dioxide emissions by up to 3.1 million tonnes.
- 4. Global Market Based Measures:** Carbon offsets and investment in new carbon removal solutions will address residual UK aviation emissions by 2050. The estimated reduction in carbon emissions from this are 25.8 million tonnes.
- 5. Carbon pricing impact on demand:** Gradually applying a carbon price using Global Market Based Measures is likely to cut demand for flying, and so reduce carbon emissions as a result.

The Unite national officer for the Aerospace industry, Rhys McCarthy, told the Unite Environment Taskforce that companies like Rolls Royce and Airbus are committed to decarbonising the Aerospace industry as part of the industry's goal for zero emission aircrafts and zero emission aviation. These companies acknowledge the important part that they can play in helping the UK reach its target of net zero carbon emissions by 2050.

Other Readings on the Aerospace sector, include:

[Rolls Royce conducts first tests of 100% sustainable aviation fuel – 01.02.21](#)

[Accelerating the transition of long-haul aviation towards net zero – 14.10.21](#)

[Rolls Royce all-electric aircraft breaks world records – 21.02.22](#)

[Airbus looks to the future with hydrogen planes – 21.09.20](#)



## Shipbuilding

To transform waterborne transport into a climate-neutral mode, significant investments from the entire maritime sector, including shipyards and the maritime equipment industry, will be essential.

These investments must be underpinned by a framework that offers legal certainty as well as stimulates investments in the production of green ships, green technologies, sustainable fuels, and their integration on-board vessels. The same principle applies to the deployment of the distribution and storage infrastructure of future sustainable alternative fuels.

Carbon dioxide and greenhouse gases are released in the production of fuels, regardless of whether they are fossil fuels, bio fuels, synthetic fuels or non-carbon fuels. A lifecycle assessment of carbon neutral fuels needs to be undertaken to correctly identify their potential for reducing GHG emissions.

Many fuels, such as biofuels and synthetic fuels, offer a significant emissions reduction potential. They can be utilized with minimal or moderate retrofitting of ships, at least as a transitional mid-term option.

Therefore, current energy converters, such as internal combustion engines, will play a role in the decarbonization of waterborne transport, if used with climate neutral synthetic fuels:

[https://www.seaeurope.eu/images/Fit\\_for\\_55\\_Package\\_SEA\\_Europe\\_Press\\_release\\_July\\_2021.pdf](https://www.seaeurope.eu/images/Fit_for_55_Package_SEA_Europe_Press_release_July_2021.pdf)

The UK Government is supporting this by investing £20 million into a competition to develop innovative zero emissions vessels and to make clean port infrastructure a reality.

<https://www.gov.uk/government/news/20-million-fund-to-propel-green-shipbuilding-launched>

Rolls Royce has produced a roadmap which sets out how they will achieve a major reduction in emissions by 2030 through Net Zero Power Systems. This could help decarbonise the shipping industry.

Other Readings on the Shipbuilding sector, include:

[UK drive for zero emission ships: The future or a fantasy?](#)

[Maritime UK publishes priorities ahead of National Shipbuilding Strategy refresh](#)

[ETUC resolution on “Fit for 55” package](#)

## Just Transition

The idea of a Just Transition must be at the heart of our approach and means workers impacted must be directly involved in leading the change. The development of greener, lighter materials and design innovation, such as laminar wing and ultra-fan engines in aerospace, will require both state and industry investment and resources to flourish. The transitioning of workers, providing them with the skills to develop and build these new greener technologies is critical.

Other Reading on Just Transition:

[https://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS\\_826717/lang-en/index.htm#](https://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS_826717/lang-en/index.htm#)

<https://ukcop26.org/supporting-the-conditions-for-a-just-transition-internationally/>

<https://www.industrialunion.org/just-transition-declaration-adopted-at-cop26>

<https://www.etuc.org/en/pressrelease/cop-26-just-transition-declaration-time-all-countries-sign-it>



## Civil Air Transport (CAT) Sector

This is an edited version of a report constructed by Colin Potter, the Unite researcher for the Civil Air Transport sector.

The Aviation industry has since its conception, sought ways to become ever more fuel efficient. The driving factor behind greater fuel efficiency is a desire to reduce fuel costs, and to travel greater distances on reduced amounts of fuel.

Fuel is currently the costliest item on the balance sheet of Aviation companies. Aviation companies are actively looking at ways to reduce the weight of aircraft, and ways to cut the costs of aviation fuels that they use.

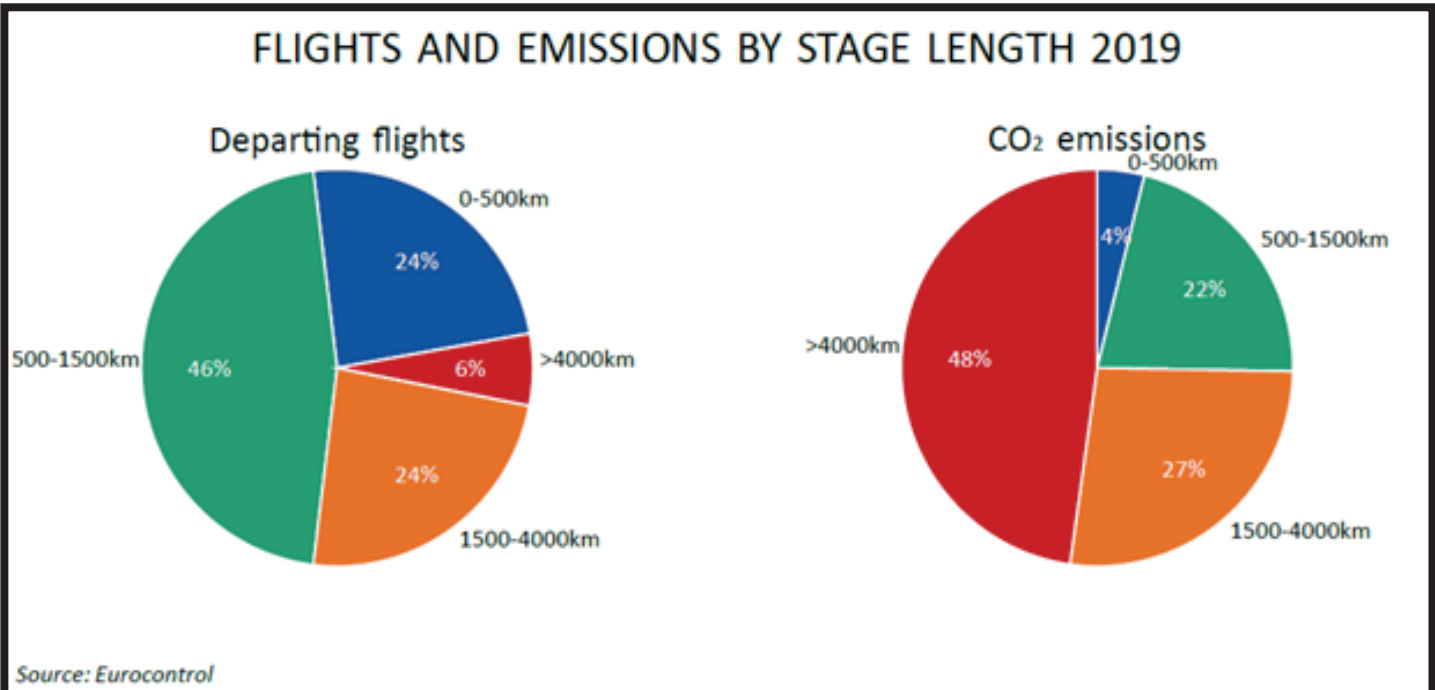
The Aviation industry has come under fire for its carbon footprint. The industry is now trying to adapt quickly to reduce its fuel bill and cut its carbon footprint to help address climate change. By doing this, the Aviation industry believes that it will improve its image with the public.

The technology that would allow people to fly off for their two weeks holiday in the sun, without any of the carbon footprint is already known. The problem is building or adapting the aircraft and producing the fuel in the volumes needed to transport air passengers.

Over half of all Civil Aviation emissions are created by the 6% of passengers that fly over 4,000 km. i.e., further than Jordan or Sham El Sheikh (Egypt) from London Airports.

Most passengers fly much shorter distances than this, e.g., a flight from Gatwick to Alicante in Spain is less than 1500 km.

The Airbus ZEROe project is aiming to create hydrogen powered aircrafts. But hydrogen requires four times the space of conventional fuel. This means that the distances that air passengers would be able to travel would be capped at 4,000 km. These changes would mean that aircraft from 2035 onwards would look radically different to what they do now.



The above charts highlight that only 6% of departing flights are over 4000km. But 48% of CO2 emissions from aviation flights are linked to these relatively small number of flights.

To fly to the United States or the Caribbean from the UK is further than 4,000 km. If all flights were limited to 4,000km, then passengers would not be able to fly from the UK to New York without a stop off in Newfoundland, Canada. To fly to New Zealand from the UK would require eight stops en-route. The faster you fly the more fuel you consume. A return to propeller aircraft could cut fuel consumption and speed by a third. But propeller aircraft are used for shorter duration consumer flights and certain cargo planes.

Flights limited to 4,000km could turn a Heathrow to New Zealand flight from a 24-hour flight into a 48-hour flight. This would be like turning the clock back to the early days of passenger air flights.

An alternative would be to turn carbon feedstock from a Direct Air Capture (DAC) device, landfill waste, algae, industrial flue gasses, etc, mixed with hydrogen to produce a drop in sustainable fuel that should stop condensation trails turning into cloud cover. This will also burn less fuel and improve air quality.

But if it were used, more carbon would need to be captured. The EU has introduced legislation that requires airlines to use a steadily increasing amount of these synthetic fuels, initially as a blend with traditional fuels. This legislation has been introduced to encourage the industry to invest in the technologies required to transition into a sustainable industry.

Batteries are simply too heavy for long distance, commercial scale passenger flights, over a few hundred miles. So, battery related flights will mostly be limited to domestic flights. Whilst these domestic flights may become zero carbon emission flights, they will need recharging facilities at the places of take-off and landing.

Air traffic management could cut up to 10% off the volume of fuel burnt on flights and help cut carbon emissions in the process. In an ideal flight scenario, aircraft would smoothly take off to its maximum altitude and then descend slowly over the course of the journey before its final decent into the airport. A jet engine burns ten times the fuel per minute on the ground than it does in the air.

This means that queues of airplanes waiting to depart at airports are not only burning more fuel, they are also creating a far higher carbon footprint. All airports across the world need to stick to set limits on the number of flights that individual airports can handle. It should therefore be the case that any additional departure slots in the UK should only be given to zero carbon emission flights to reduce emissions in the industry. Larger airports could help reduce emissions by reducing the number of aircraft waiting to take off at airports.



Unite's blueprint for the Aviation sector was published in 2020 as a road map for the future of the industry

It is important to note that some domestic and short haul flights are less polluting than travelling these distances by diesel train or petrol / diesel powered cars. Edinburgh to Amsterdam, for example, is only a short distance by air but by rail it requires journeys through London, France, Belgium, and Holland. This rail journey would take on average 12 hours, compared to a 1 hour 35-minute flight. The flight option would burn less CO<sup>2</sup>.

The moral of the story is that Civil Aviation is evolving to meet the challenges of reaching net zero emissions. Organisations and industries are now expected to comply with the necessary changes required to achieve net zero carbon emissions by the middle of this century, as set out in the Paris Climate Agreement.

The sourcing of investment funds is seen as the main problem to the implementation of the necessary changes that are required to decarbonise the Aviation industry. The COVID-19 pandemic has led to old, retired aircraft being brought out of retirement to carry freight, rather than freight being put on some commercial passenger flights. The industry has had to do this because the number of commercial passenger flights during the COVID-19 pandemic has markedly reduced.

Investment into the latest fuel saving technologies is being delayed and manufacturers have mothballed projects aimed at making aviation more environmentally friendly. This is because airline companies have had to use their cash reserves to keep their businesses afloat during the pandemic instead of using their cash reserves for investment purposes.

If you combine all of the emissions from Ryanair's flights in Europe, they would rank number 10 in the worst carbon emitters list in the EU.

Ryanair would be behind a seaborne cargo shipping company at number 9, with numbers 1-8 taken up by Europe's largest coal fired power stations. However, if each of Ryanair's passengers drove those journeys rather than flew, then their carbon emissions would be even higher.

The articles alluded to in the Environment report from Unite's Aerospace sector, highlight that the Aviation industry is focusing its attention on achieving net zero emission aviation flights by or during the 2030s. The likes of Rolls Royce, Airbus and Shell are collaborating on producing sustainable aviation fuels to achieve net zero emissions from long haul aviation flights: <https://www.rolls-royce.com/media/press-releases/2021/14-10-2021-accelerating-the-transition-of-long-haul-aviation-towards-net-zero.aspx>.



## Community Youth Workers and Not for Profit (CYW & NFP) Sectors

**This is an edited version of a report that was compiled by Siobhan Endean, the Unite national officer for the CYW and NFP sectors.**

The CYW and NFP sectors have constructed a sector policy motion on climate change that they wish to put forward to the Unite Executive Council (EC). The policy motion includes the following points:

To write to the EC and to ask that:

- Unite declares a climate emergency.
- A round table meeting is set up including members from the not-for-profit sector as well as those from manufacturing, transport and energy and other relevant groups to develop campaign activities in line with Unite's strategy and plans for a Just Transition to a low carbon economy.

To write to all sector branches to encourage them to organise around climate change in the workplace, support the youth climate strikers, and affiliate to the Greener Jobs Alliance.

To encourage dialogue between the different sectors and environmental groups (particularly where Unite organises) on how to campaign together for a Green Industrial Revolution.

To call on the Executive Committee to further develop, publish and implement their plans to cut Unite's own greenhouse gas emissions as quickly as possible as well as report publicly on their progress.

To encourage the union's Executive, senior officers, and political department to further work with the Labour Party to build support for a Green Industrial Revolution with fairness and justice at its heart.

### **ACTION for 2022:**

The COP 26 Demonstration in Glasgow in November 2021 was well attended by Unite CYW & NFP sector branches.

The CYW & NFP National Industrial Sector Committee (NISC) is encouraging members to stand for election as green reps in their workplaces and to attend Unite Environment Reps Courses.

Unite reps in the CYW & NFP sectors are calling on the Unite Executive Council to ensure sustainable development is a core organising principle within our union.

The CYW & NFP sectors are calling on employers to address the climate emergency through Unite's collective bargaining strategies to ensure the following:

- To declare a climate emergency
- Take action to reduce emissions
- Engage with Unite reps through collective bargaining to deliver:
  - A Green New Deal
  - Carbon and Energy Management
  - Ethical investment strategies that are transparent and that have undergone an environmental audit
  - Future decarbonised ways of working
  - Facility time for green reps and time off for training



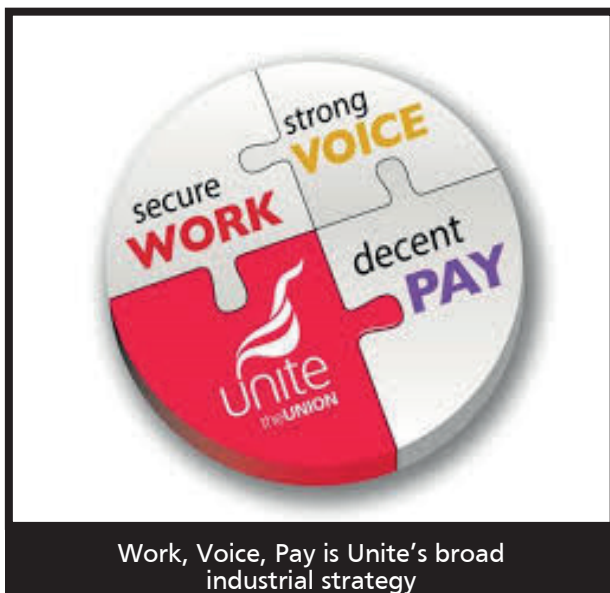
## Construction Sector

This is an edited version of a report that has been compiled by Unite researcher Frank Gray, on behalf of the Unite national officer for Construction, Jerry Swain.

### Green Jobs = Good jobs

UK construction encompasses the environment we rely upon. It is a people and skills, labour intensive industry. The industry needs to be highly skilled, competent, environmentally conscious and engineering technology based. The Construction industry should serve societal needs and have workers that possess high quality skills sets which will be needed as we transition to an environmentally sustainable economy.

Unite in construction works on the simple premise that environmental sustainability can only be achieved by investing in a sustainable skills base. This includes the training and development of a respected and skilled workforce with bona fide, industry recognised qualifications and skills competencies. These should be underpinned by the continuity of direct employment, fair work and world class pay, and terms and conditions.



Unite officers have been consistently pushing forward our agenda with key industry bodies, e.g, The Construction Leadership Council (CLC). Unite participates in the CLC, including the Senior Advisors Group, the People and Skills Network, and associated working groups including, Apprenticeships and Competency.

In March 2021 the CLC published the Industry Skills Plan for the UK Construction sector 2021 – 2025. The plan outlines the importance of developing the skills required to deliver net zero carbon targets within the industry, with particular attention to retrofit, new build and construction operations.



### Direct employment is key:

The union has long campaigned around the issue of direct employment and the employment status of workers in construction. Direct employment is key if the industry is to meaningfully deliver on ambitions for decent jobs, sustainability, the environment, and the commensurate skills required by the workforce. Routes into bogus self-employment have plagued the UK construction industry for decades, undermining national agreements, enabling the exploitation of working people, and undermining investment in training and apprenticeships.

In February 2021, the Joint Industry Board (JIB) for the Electrical Contracting Industry published "Direct Employment: A study of business, economic and social outcomes" by Professor Howard Gospel of Kings College, London. Unite is an equal partner with the Electrical Contractors Association (ECA) on the Joint Industry Board for the Electrical Contracting Industry.

The report identifies the negative consequences of bogus employment arrangements, including the adverse effect on skills and apprenticeship. <https://www.jib.org.uk/compelling-report-calls-for-the-enforcement-of-direct-employment>

In the role of Unite assistant general secretary, Gail Cartmail called upon all stakeholders, including government, clients and employers to "ensure we seize on the opportunity to move towards an environment that will help to deliver society's future construction and infrastructure requirements. The opportunity, for all, is to make sure that this report doesn't sit on a virtual shelf but becomes a catalyst to action in the work we are all embarked upon to create a more innovative, productive, sustainable, and attractive industry."

### Engineering Construction:

Unite are the largest signatory trade union to the NAECI (National Agreement for the Engineering Construction Industry). The skills of the Engineering Construction workforce will be at the forefront of enabling the net zero agenda, by lowering emissions through the construction and ongoing repair and maintenance of large-scale UK infrastructure projects.

Unite appointed representatives sit on the ECITB (Engineering Construction Industry Training Board) and the ECITB Awarding Organisation.

### Building Services Engineering (electrical, plumbing, heating, ventilation, and air conditioning [HVAC]):

Equally, the installation of environmental technologies, whether retrofit or new build, should only be undertaken by fully qualified craftspeople to ensure maximum consumer safety and competent installation. They will require occupationally competent workers that already have the requisite core skills sets, gained through industry recognised apprenticeships. <https://www.jib.org.uk/compelling-report-calls-for-the-enforcement-of-direct-employment>

The Construction sector is lobbying for the increased investment that is needed for the Continuing Professional Development (CPD) of the existing workforce through accessible and meaningful funding and grants with registered training providers, and for the corresponding advanced apprenticeships.

In a positive development, Unite successfully supported the development of a skills matrix by the Scottish Government. This captures the requisite 'bolt-on' competencies and CPD for the safe and competent installation of Environmental Technologies in domestic and commercial environments.

This will enable the aforementioned qualified craftspeople to undertake the work competently across the array of Environmental Technologies.



As Unite AGS Gail Cartmail called for more sustainability in Construction



## Chemicals, Pharmaceuticals, Process and Textiles (CPPT) Sectors

This is an edited version of a report that was constructed by Frank Gray, Unite researcher, on behalf of Tony Devlin, the Unite national officer for the CPPT sector, and Jim Mowatt, the national officer for INEOS.

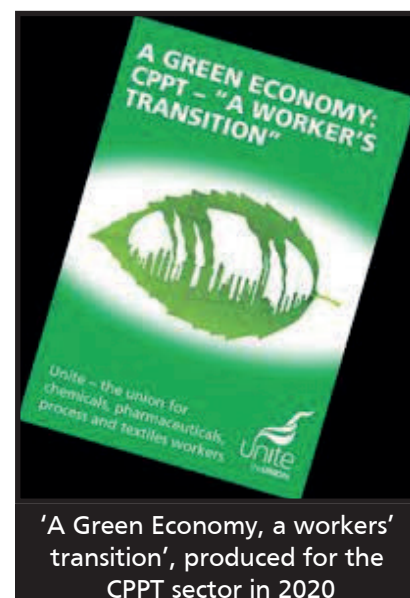
### The Future of work in a decarbonised society:

CPPT reps have set out their strategy for a worker led transition to a green economy in the Unite strategy document 'A Green Economy, a workers' transition' (2020). The central aim of this is to establish workers power in the workplace through collective action to provide secure futures for our members as industries decarbonise. Our priorities are:

- A government led industrial strategy for the CPPT sector where jobs and communities are protected and supported by public investment and ownership, including a Just Transition Commission where workers' voices are represented.
- A dedicated, fully funded department of government whose sole focus is on a green economy and a Just Transition for the UK.

- Trade Union engagement and involvement at national, regional, and sectoral level to support industrial strategies to deliver a Just Transition for workers.
- Public policy and investment to secure a positive future for workers in affected industries and communities with targeted economic investment in industry cluster areas.
- Identification and strategic planning to identify and support the green jobs that workers in affected industries will transition into.
- A skills transition policy with job and income protection for workers while developing any new and necessary skills.
- A supportive industrial relations landscape where trade unions can support fair work and good quality jobs in workplaces.

These key priorities have underpinned work that our members across the wide range of industries in the CPPT sector are now taking forward with individual companies and industry networks.



In oil and gas for example, our members working on offshore sites have contributed to an industry survey. The outcome of the survey has led to the call for investment in transferable skills to support a worker led transition into renewable industries in the medium to long term: <https://edm.parliament.uk/early-day-motion/57701/just-transition-campaign-for-offshore-oil-and-gas-workers>

The key issue in terms of new job roles for oil and gas workers is how easy will it be for them to transition into green job roles in renewable energy, sustainable construction, Carbon Capture Utilisation and Storage (CCUS), and the development of sustainable fuels.

In the refining sector we have established a group of Unite representatives from our existing oil refinery and terminal committee that are committed to securing a future for their members as the decarbonisation of the industry develops. These include members across the refinery sector, such as process workers, operators, engineers, and chemical workers. We are coordinating this work by bringing together Unite representatives from across UK refineries to share information concerning company investment priorities linked to decarbonisation. This will allow Unite to plan and develop a workers' response to decarbonisation based on the potential impact to jobs, skills, pay and conditions and other impacts on our members. This group will produce a report in 2022.

Offshore workers such as engineers, electricians, plumbing/gas engineers and wider construction trades could/should be able to easily transition into other renewable industries and into the development of technologies and systems that will decarbonise the economy, (e.g., Heat Pumps, other decarbonised heating systems, Onshore and Offshore wind, Hydrogen by CCUS or electrolysis).

The problem is the consistent lack of government policy planning for this eventuality and the outsourcing of green jobs which has taken place. This has particularly been the case in the renewables / offshore wind sector in Scotland, where contracts linked to offshore and onshore wind contracts have been won by foreign companies that have outsourced a large proportion of the green jobs to nations outside of Scotland and the UK for production cost and economies of scale reasons.

Our members are clear that they have the base skills necessary to adapt and transition. However, there is a need for a visible road map to help workers transition into green jobs. This will require the necessary investments to fund credible re-skilling and upskilling programmes.

It is critical for barriers and costs associated with the energy transition to be dealt with urgently. Unite therefore supports calls for:

- An Offshore Training Passport which will allow workers to move freely between offshore and onshore energy sectors (i.e., renewables, oil and gas, and decommissioning) with a standardisation of certification across roles and sectors, and assurances that a certificate in date does not need to be repeated.
- This has the potential of saving workers thousands of pounds by ending the need to undertake training programmes, which they have already undertaken as part of their job roles in the oil and gas sector.
- A training fund for the Offshore Training Passport should be established as part of the North Sea Transition Deal to directly support workers. This could be accessed by individuals, the self-employed and contract workers rather than just through employers.

## Glass Sector:

We have established a Glass combine. Unite reps from major companies across the glass sector are sharing information on the developments at their firms with a focus on decarbonisation policies. This involves workers from plants connected to low carbon hubs earmarked for investment and support from the UK Government. We're bringing together reps from companies such as Encirc, NSG, Ardagh Glass and OI Glass. They are working together to understand and influence the development of decarbonisation policies, and the potential of developing a hydrogen economy to power furnaces. They are working on this with their employers to try to secure future work for their members and communities. <https://hynet.co.uk/wp-content/uploads/2021/07/08072021-BEIS-Minister-Visit-Release-Encirc-joins-HyNet.pdf>

## CCUS:

The UK Government continues to develop its policy regarding Carbon Capture Utilisation and Storage (CCUS), predictably with a laissez faire free market approach being proposed. This includes the decommissioning regime and the sourcing of investment funds to finance these projects.

Unite, on behalf of workers in the oil and gas sector, responded to a recent BEIS consultation. Unite stated that there was a clear role for public ownership. Unite also stated that decent work, jobs and skills should be protected by collective bargaining. This should be built into the UK Government's investment in CCUS, as part of their strategy to decarbonise the UK economy.



## Docks, Rail, Ferries and Waterways (DRF&W) Sectors

**This is an edited version of a report that was constructed by Colin Potter, the Unite researcher for these sectors.**

Moving goods by water is the most sustainable way to move large volumes of goods. This can be seen from the legacy of our inland waterways. When a large barge or ship is moving, they will continue to drift almost frictionless until they either hit a bank, quay, or harbour. Moves were made to make ships and barges as long and as wide as possible to fit through the locks in either the Suez Canal or Panama Canal. By doing this, it enabled the maximum amount of freight to be carried with the minimum amount of crew members.

Today's ship owners are looking at automating the shipping process as much as possible. This could lead to a situation where there are no human beings on-board ships at all, and the ships will be operated by a fully automated system.

To cut costs, shipping companies have used scrapings from the oil industry as fuel oil to burn and produce power. Sulphur limits have forced the industry to switch their fuels to natural gas, which is a lower sulphur version of traditional oil, or traditional oil with the flue gasses diverted to remove the sulphur. In most cases, this fuel is then dumped into the sea to avoid acid rain, but it can have the effect of killing corals in the sea.

The shipping industry has started to report its CO<sup>2</sup> emissions, and the industry is now seeking ways to sail from A to B with the lowest carbon footprint possible. Shipping owners are now considering a return to the age of sail, and sailing at a speed that will ensure they arrive just as space appears on the quay.

In the Docks sector, some ports have had their roofs covered in solar panels. On occasions wind turbines have been situated near to the port locations, making the ports more sustainable. Rolls Royce has been working on automated tugs to help ships into the ports, but nothing should replace a skilled pilot to guide the vessel to its destination safely in ever changing sea channels.



Unite's Docks, Rail, Ferries & Waterways sectors

The Dockers have seen crane operators working remotely and are fearful of further automation in the industry. On the quayside until a single fuel type has been universally agreed upon, tankers with these new fuel options must be accommodated. While tankers can drive from a refinery or get fuel flow through a pipeline, the biggest challenge will be with electrically powered shipping.

Cruise ships are asking for quay power so that the cruise ship can power down its engines, and in some cases conduct repairs. This avoids the need to burn fuel oil in ports, to keep the lights on in the cruise ship. The amount of power required however would normally be enough to light up a town. The sudden demand from the grid may be impossible to provide without a warning to the grid about a huge leap in energy.





Unite members in the rail sector are seeing more rail tracks being electrified

Some ferries are experimenting with battery powered ferries and tugs. To charge these vessels will either require a replacement set of batteries or a way to deliver a lot of power when needed to fast charge the vessels. It has been speculated that stack after stack of old electric car batteries might be an option to build up and store the charge. The problem for Dockers is that they have never been trained to operate around such voltages.

Rolls Royce has produced a roadmap which sets out how they will achieve major reductions in emissions by 2030 through Net Zero Power systems. This could help decarbonise cruise ships and ferries: <https://www.rolls-royce.com/media/press-releases/2021/20-07-2021-rr-power-systems-sets-out-road-map-for-climate-neutrality-with-net-zero-at-power-systems.aspx>

On the Rails, more lines are being opened and more tracks electrified. Members are now seeing the introduction of electric trains services to run on lines which have yet to be electrified using power derived from a bank of hydrogen fuel cells. Just like diesel these trains can be refuelled in minutes but unlike diesels there are no-point-of-use emissions. Currently, the hydrogen is being produced at a chemical plant that extracts the hydrogen from the methane in natural gas and then vents the waste gasses (Grey Hydrogen). The trains may just as well have been running on natural gas. The technology is there when the train lines receive a source of green hydrogen.

Other measures that have been introduced include half mile long freight trains. Like boats on the water, once moving these are very hard to stop due to the lack of friction between the

tracks and the wheels. Longer passenger trains have also been introduced on some lines giving commuters more space to sit (if they are willing to walk the length of the train to find a spare seat). Longer passenger trains will require longer platforms at train stations. In some areas this has been difficult to achieve without the purchase of land from neighbours and the demolition of homes, gardens, warehouses, etc.

The Docks, Rail, Ferries and Waterways (DRF&W) National Industrial Sector Committee (NISC) has supported a call to enhance the lines from the Channel tunnel. This is to allow the transit of double height European shipping containers from the Channel tunnel towards London, the Midlands, the North and beyond.

By enhancing the train lines from the Channel tunnel so that more freight can be carried safely throughout the UK, it is hoped that this will increase the prosperity of those regions where the freight will be transported to. It is also hoped that this will reduce the volume of freight train journeys from the Channel tunnel and improve the wellbeing of train drivers as a result. This change in the train driver rota system could enhance the physical and mental health of the train drivers.

### An update on Freeports:

The following articles provide updated information on the Freeports / Greenports situation:

<https://www.bbc.co.uk/news/uk-scotland-scotland-politics-60368377>

<https://www.thetimes.co.uk/article/freeports-get-green-light-kickstart-economy-scotland-wvmcjh5z0>



Rolls Royce Power Systems sets out road map for climate neutrality with 'Net Zero at Power Systems' - Major reduction in emissions by 2030

## Education Sector

**This is an edited version of a report that was compiled by Siobhan Endean, Unite national officer for the Education sector.**

This environment report will form part of Unite's Education sector strategy document that will go to the Unite sector conference in November 2022.

### Policy On Climate Change - 'Unite for a Green New Deal'

Climate change is a concern for all workers, both in the UK and internationally. The 1.5C Report (2018) of the Intergovernmental Panel on Climate Change (IPCC) stated that 2010 carbon emission levels would need to be reduced by 45% by 2030 and be net zero by 2050. This is required to keep average global temperatures below 1.5C this century. Climate scientists have identified 1.5C as a tipping point, and if average global temperatures rise above this, then climate scientists believe this will lead to catastrophic outcomes for the planet.

The Unite Education sector believes that any solution to the climate crisis must involve fully decarbonising energy generation; bringing the means of energy generation into public ownership; and creating and implementing Just Transition plans for workers in industries affected by a transition to a zero-carbon economy. We welcome proposals for a "Green Industrial

Revolution" and a "Green New Deal" as good starting points for a Just Transition to a zero-carbon economy.

Workers in the education sector have a special role to play in the fight for climate justice:

- We have a duty to produce engaged, climate-conscious citizens through our teaching.
- A duty to develop sustainable technology through our research.
- We would expect to play an integral role in any Just Transition plan by providing retraining for workers affected by the transition to a zero-carbon economy.
- Educational institutions also make up a considerable part of the British economy. They could and should use their economic power to secure a Just Transition for all.

The transition to a zero-carbon economy may also create considerable disruption to the education sector, particularly the higher education sector. A substantial portion of universities' income currently derives from international student fees and research partnerships with carbon-intensive companies. A more sustainable economic model must be found, one which remains internationalist, and is designed by students and education workers.





Conference also notes and applauds the inspirational Youth Strike 4 Climate, and the heroic struggle of Unite members at Harland & Wolff in Belfast, fighting for green jobs in their shipyard instead of redundancy.

#### Conference resolves:

- To write to the Executive Council to ask that:
  - Unite declares a climate emergency.
  - Members from the Education sector are included in decision making in relation to Unite's strategy and plans for a Just Transition to a zero-carbon economy.
- To write to all sector branches to encourage them to organise around climate change in the workplace, which might include:
  - Calling on employers to declare climate emergencies and develop climate justice strategies.
  - Calling on educational institutions to ramp up efforts to educate students and the public about the dangers of climate change.
- Calling on universities to implement a "sustainable research criterion," which must be met for projects to receive research ethics approval.
- Calling on universities to ringfence proportions of income from international student fees and carbon-intensive research to fund exclusively green research.
- Calling on the education sector pension funds to divest from fossil fuel companies and invest in the green economy.
- To encourage dialogue between the Unite Executive Council and environmental researchers and educators on how to campaign for a Green New Deal.
- To declare public support for Youth Strike 4 Climate, and to call for no sanctions against students in schools, colleges, and universities on strike for the climate.
- To call on the Unite Executive Council to further work with the Labour Party to build support for a Green New Deal, including a government backed Just Transition Fund for the Education sector.



Unite members campaigning in the Education sector

## ACTION 2022:

The COP 26 Demonstration in Glasgow in November 2021 was well attended by Unite's University Branches.

The Unite Education National Industrial Sector Committee (NISC) is encouraging members to stand for election as green reps in their workplaces and to attend Unite Environment Reps Courses.

Unite's Leeds University branch is engaged with the university's sustainability department looking at climate planning at the university. Unite's Bristol University branch is negotiating a collective agreement with the employer based on emission reductions and union engagement in climate planning. Our North East, Yorkshire and Humberside Education Regional Industrial Sector Committee (RISC) has discussed engaging with the student movement over the student strikes.

The Unite Education sector is calling on further education and university employers to address the climate emergency through our collective bargaining strategies to ensure the following:

- Declare a climate emergency
- Take action to reduce emissions
- Engage with Unite reps through collective bargaining to deliver:
  - A Green New Deal
  - Carbon and Energy Management
  - Transparent and accurate environmental auditing
  - Ethical investment strategies
  - Future ways of working
  - Facility time for green reps and time off for training

## Energy & Utilities Sectors

**This is an edited version of a report constructed by Colin Potter (Unite researcher for these industry sectors), and Simon Coop (acting Unite national officer for these industry sectors).**

The plans of the current UK Government are to retain the use of Natural Gas by putting the gas through a decarbonising process to turn it into Hydrogen. The waste CO<sup>2</sup> from this process is captured and placed into permanent underground storage. The problem with this plan is that no UK hydrogen creation plant, currently in use, captures the CO<sup>2</sup> and waste gasses. These gasses are vented into the atmosphere.

To capture the CO<sup>2</sup> element of the process will also require a large volume of electricity to turn the pumps and heat the capture medium when it becomes saturated so it can be reused. Following this course of action will also make the UK electricity prices closer to that of the Natural Gas prices.

Consequently, the UK will become increasingly reliant on renewable energy and nuclear power as our energy supply decarbonises. Currently, a third of renewable energy power comes from the incineration of landfill waste and wood pellets from felled Canadian forests. Half comes from onshore and offshore wind, and the remainder comes from hydro and solar power.

In Quarter 3 (Q3) 2021 we were reminded that renewables, reliant on the weather, could not be relied on to meet all the UK's energy needs on their own. Despite increases in installed energy capacity, changes in the UK weather caused the amount of power generated to drop to just over half the energy levels that were needed in the UK.

This meant that more power had to come from fossil fuels, including coal, to provide the UK with enough energy in this period.

The UK has also needed to import record levels of energy in 2021. Coal will soon be gone, and the older generation of wind turbines have already reached the end of their working life (typically 10-25 years). So, the UK must look for more dependable energy options going forward. This will include huge increases in solar, wind and wave energy, and will also require nuclear energy for a carbon free energy mix.

The advisors to the UN recommend that the world needs to create an industry that produces carbon credits. This would mean sucking carbon out of the sky in huge volumes if we are to stay below 1.5°C of global warming. Net Zero means that we balance the atmospheric release of carbon emissions with an equal amount of captured and stored carbon emissions.



Unite representing members in the Energy & Utility sectors

It takes a lot of energy to capture and store CO<sup>2</sup> from flue gasses and it is the same process to industrially extract CO<sup>2</sup> from the atmosphere. Tree planting, re-establishing peat bogs, growing seaweed etc., will help but the volume of CO<sup>2</sup> that will need to be extracted from the atmosphere needs to be far higher if the UK is to reach Net Zero by 2050, and start to correct the damage done so far to the planet from greenhouse gas (GHG) emissions.

If the UK is to move away from natural gas, then 85% of UK households will need to have energy adjustments to them. Gas boilers in UK households will need to be replaced with either hydrogen boilers or ground and air-source heat pumps. The UK needs to insulate homes and businesses to cut down on wasted energy and make the UK more energy efficient. We need to use waste heat from industrial plants and electrical generation. We need to extract hydrogen from a range of sources including sewers, animal waste, seawater, and mine for it. But extracting hydrogen from water or ammonia requires electricity.

As we move from petrol and diesel internal combustion engine vehicles to electric battery vehicles, we need to find a way of charging the batteries for electric vehicles in vast numbers.

This is required so that motorists will be able to make private car journeys in electric vehicles in large numbers. As a result, all new homes are now being fitted with three phase electrical supply cables as standard.

Unite has been working with the Department for Business, Energy, and Industrial Strategy (BEIS) to provide advice regarding the future of energy power generation in the UK. This includes a focus on ensuring that a Just Transition for workers in the energy industry takes place.

Opportunities for affected workers to use and adapt their skill sets developed in the fossil fuels energy sector, for employment in the decarbonised energy sector will be required. If this is not possible, then the affected workers in the energy industry should be given the opportunity of fully funded retraining for alternative employment in the decarbonised economy.

During 2021 and 2022, the discussion around nuclear energy being a vital part of the UK's decarbonised energy mix has become re-energised. On 9 November 2021, the UK Government announced that they were investing £210 million in new small nuclear technology, commonly called Small Modular Reactors (SMRs). Each SMR would have the capability of powering one million homes, equivalent to a city the size of Leeds. The government funding of £210 million will be matched by private sector funding of over £250 million. It was announced that Rolls Royce had set up Rolls Royce SMR Ltd to undertake the project which was backed by the UK Government's funding of £210 million. Regarding the UK Government's announcement of committing funding for the development of SMRs in the UK, it stated that: <https://www.gov.uk/government/news/uk-backs-new-small-nuclear-technology-with-210-million>



Rolls Royce to create 6000 UK jobs with nuclear power station plans



- New nuclear is critical to strengthening energy security as we reduce Britain's dependency on volatile fossil fuels.
- Secretary of State for the Department of Business, Energy & Industrial Strategy (BEIS), Kwasi Kwarteng said "This is a once in a lifetime opportunity for the UK to deploy more low carbon energy than ever before and ensure greater energy independence.

Rolls Royce has produced a publication called 'Small Modular Reactors: Pioneering Intelligent Power': <https://www.rolls-royce.com/innovation/small-modular-reactors.aspx#/>

The publication states that Rolls Royce's SMR programme is one of the ways that Rolls Royce is meeting the need to ensure that the UK continues to develop innovative ways to tackle the global threat of climate change. With the Rolls Royce SMR technology, we have developed a clean energy solution which can deliver cost competitive and scalable net zero power for multiple applications from grid and industrial electricity production to hydrogen and synthetic fuel manufacturing.

On 14 February 2020, Trade Unionists for Safe Nuclear Energy (TUSNE) produced an article titled 'UK Must Follow France and Become Nuclear Power Leader': <https://www.tusne.org/about-us>

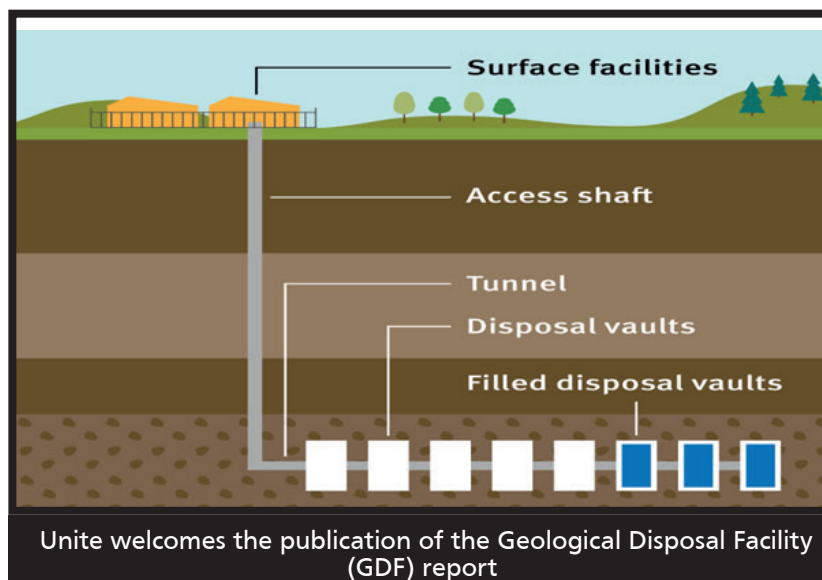
Jim Mowatt (Chair of TUSNE and convenor of the Unite Environment Taskforce) said:

"Whilst President Macron hails the rebirth of France's nuclear industry, the UK's sector is stuck in the doldrums. The science is clear that net zero needs nuclear, and it needs a lot more than the single plant currently being built in the UK."

"We need a fleet of reactors to provide a reliable, low carbon baseload to stabilise the grid, give us energy security, keep prices under control and level up areas across the country. Failure to act now will be a testament to the government's lack of vision and will severely undermine our ability to reach net zero."

Unite Live published an article on 18 February titled 'Safe nuclear waste disposal – Unite welcomes publication of Geological Disposal Facility (GDF) report': <https://unitelive.org/safe-nuclear-waste-disposal/>

The GDF annual report outlines progress of the nationwide programme. Among the highlights are the formation of Community Partnerships in Mid Copeland, South Copeland, and Allerdale, Cumbria, and a Working Group in Theddlethorpe, Lincolnshire.



Responding, Jim Mowatt, said: "TUSNE recognises the huge significance of projects like a Geological Disposal Facility for future environmental protection and long-term economic development. Building a GDF to deal with higher activity nuclear waste will be a major infrastructure development, offering high-quality long-term jobs and skills and investment in communities. We welcome the progress that is being made in delivering this important national project."

Nuclear Waste Services deputy CEO, Karen Wheeler, said: "A GDF will be one of the biggest infrastructure programmes in the UK and provide a major investment for the host local community and its economy, as well as being a vital project for the UK."

"It is about acting now to deliver for future generations, an essential solution to radioactive waste which will protect our environment, boost our economy, and invest in local communities."

The following link provides further reading on regulating a geological disposal facility to protect the environment: <https://environmentagency.blog.gov.uk/2021/12/01/regulating-a-geological-disposal-facility-to-protect-the-environment/>

In January 2022, Unite acting national officer for Energy and Utilities, Simon Coop, told the Unite Environment Taskforce that Unite were in the process of setting up a Renewables Combine. Unite were looking to target companies such as Siemens, SSE, RWE, EDF and GE to negotiate

Just Transition recognition agreements. It is acknowledged that the Smart Metering project by the UK Government will wind down in the next couple of years. This presents a potential situation where workers trained to become smart meter engineers will no longer be required and could lose their jobs.

However, Unite are looking to negotiate with the aforementioned companies to implement a Just Transition for the smart meter engineers. The aim would be to retrain these workers to work on decarbonisation projects such as: energy efficiency / retrofitting campaigns and heat pump engineering, and other decarbonisation projects.

Simon recognised the importance of nuclear energy in the UK energy mix as the UK aims to decarbonise its energy power. This includes the Sizewell C and SMR projects that will be needed to replace the previous nuclear power sites in the UK that are being decommissioned.

Sizewell C will generate enough low-carbon electricity to supply six million homes. It will help reduce around nine million tonnes of carbon emissions each year, compared to a gas fired power station. The project will support 70,000 jobs across the UK and rely on over 3,000 UK-based suppliers. It will create thousands of local jobs and contribute around £4 billion to the regional economy.



Sizewell C will generate low-carbon electricity to supply six million homes



## Water

The change in the climate means we can expect changes in the rainfall patterns. This puts in doubt the amount of power that can be generated from hydroelectric plants.

It also means that the water companies need to start building storage or desalinisation plants. The problem with the desalination plants is that they need huge amounts of electrical power.

The growth of towns, cities, roads, and even the concreting of gardens to make driveways, means that the rain when it does come runs off the surface faster.

This causes flooding, rather than seeping through farmland and gardens to replenish the water table.

The drains and water supply pipework of the UK have not kept pace with demand and have not been maintained to the same standard that they were in before privatisation. The Water companies have also run up debts in the billions paying dividends to shareholders.

It will therefore need a huge cash injection to grow wastewater management and stop raw sewage dumping in the Thames and in other rivers around our coastlines. Fining private water companies is often not sufficient to change their behaviour, as the fines are simply added to their debt mountains. This could lead to further job cuts to reduce the debt, in a situation where more workers are needed in the water industry not less.



Changing rainfall patterns puts in doubt the amount of power that can be generated from hydroelectric plants

## Engineering and Manufacturing Sectors

This is an edited version of a report constructed by the Unite national officers for these sectors, Linda McCulloch, and Harish Patel.

### The decarbonisation of the Engineering and Manufacturing sectors:

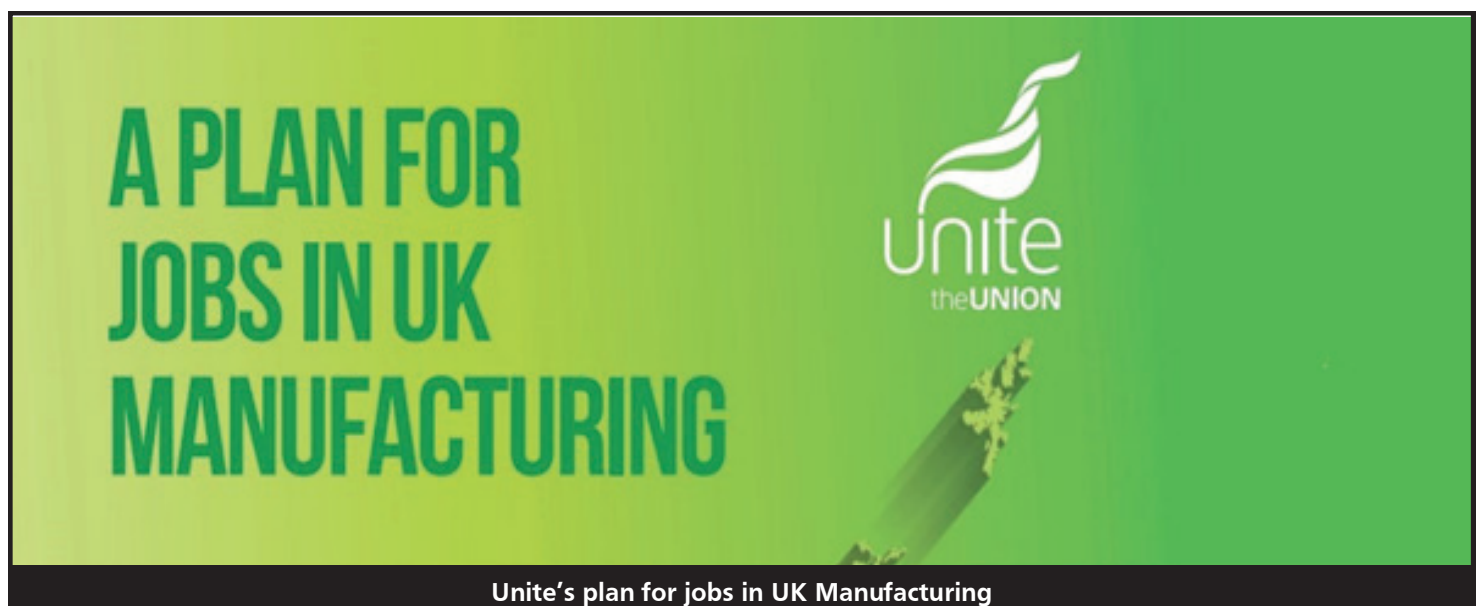
The decarbonisation of the Engineering and Manufacturing sectors will help towards achieving net zero carbon emissions by 2050. This is planned to be achieved by implementing the following strategy:

1. **Improving efficiency:** Manufacturers are investing heavily in new greener, efficient technologies.
2. **The production of technologies to produce sustainable energy:** e.g., GE's production of offshore wind turbines.
3. **Global Market Based Measures:** Carbon offsets & investment in new carbon removal technology solutions.

4. **Carbon pricing impact on demand:** Gradually applying a carbon price using Global Market Based Measures is likely to cut demand for high carbon emitting older technologies.

We need our whole economy to transition to one that is sustainable to meet our global environmental obligations and tackle the climate crisis. We will need to transform the UK economy into one that has equality, social justice, and sustainability at its heart.

Engineering and manufacturing have a crucial role to play in helping to transition our existing industries and to help develop the industries of the future. These industries of the future will create and produce the goods that will allow the UK to transition into a decarbonised economy and society. There is an opportunity for the UK to become a world leader as a decarbonised economy and society if the government seizes the opportunity.



The creation of large amounts of 'green jobs' is a central aim of Unite's efforts to meet wider social policy and climate change commitments. This will come from a recovery plan with manufacturing at its core. That means supporting the manufacturers of products that we will need to transition our economy, along with an army of installers and maintainers that will reshape our nations to meet the climate and social challenges ahead. The transition will require strong, strategic state intervention and collaboration between government, industry, and trade unions, at national, devolved, regional and local government levels, including regional mayors.



GE's production of offshore wind turbines

Decarbonising our economies will also mean the creation of new sustainable manufacturing jobs. These will be found in new industries such as the production of offshore wind turbines in the UK. Additionally, new green jobs can be created in existing industries. These include supporting investment in Small Modular Reactor developments. Risk and reward funding can help support UK manufacturers in the global marketplace. Other support from the UK Government to help the engineering and manufacturing sectors decarbonise include asset-based loans for technologies such as carbon capture and storage; heat pumps, and the safe decommissioning of North Sea oil platforms when they come to the end of their working lives.



The UK Government have part funded Rolls Royce's Small Modular Reactor project

The speed at which manufacturing sites were able to diversify to produce PPE, ventilators, and other urgent equipment for the COVID-19 pandemic, shows how quickly manufacturing sites can change their production runs to meet demand. This means that altering production runs to concentrate on the production of products to help decarbonise the economy should be achievable within a reasonable timeframe. This is especially the case where Unite reps are present, as was the case in Airbus with the ventilator challenge programme.

A UK industrial strategy must take full advantage of opportunities from new manufacturing technologies linked to clean energy generation, such as tidal power or hydrogen production. Despite the vast potential, the Department for Transport has spent only £8.8 million to improve access to hydrogen infrastructure in Britain.



Unite members in Airbus helped diversify production in order to produce ventilators for the UK Government's 'Ventilator Challenge' to assist the NHS in the battle against COVID-19

As UK Steel observes: “neither the UK nor the EU has yet devised a workable policy framework that will deliver the vast amounts of investment that decarbonisation will require whilst ensuring manufacturing remains competitive. Instead, policy makers have exclusively relied on the EU Emissions Trading System (ETS) that gradually increases the carbon costs to EU industry, whilst those elsewhere continue to operate without such costs.”

The UK must look beyond ‘market-based solutions’ like carbon trading schemes or a simplistic target-driven approach and commit to working on a tripartite basis. This would involve government, trade unions and industry working together to devise more effective strategies to address the climate crisis, not a narrow focus on UK territorial emissions. Such a strategy must consider the entire supply chain of industries.

Every 1,000 tonnes of UK steel produced saves 150 tonnes of carbon dioxide emissions (CO<sub>2</sub>) compared to imported EU steel, and saves 560 tonnes of CO<sub>2</sub> compared to imported Chinese steel. Unite backs the Labour Party’s National Transformation Fund which has allocated £6.2 billion of investment funds to develop a home-grown renewable industry. It also includes an £83 billion investment to strengthen our manufacturing sector by using public sector buying power to help support local businesses, with the aim of re-shoring thousands of jobs to regions where jobs have been lost.

The idea is to encourage local government to undertake public procurement policies that support local businesses in the tendering process. It is hoped that this will reinvigorate local economies and bring back employment to

those areas where jobs have been lost through the closure of coal mines, deindustrialisation and outsourcing / offshoring.

In addition, large scale public works projects which create jobs and sustain a strong, stable internal UK manufacturing sector must be undertaken. Projects such as the Swansea Bay Tidal Lagoon, utilising turbines produced by Unite members, are integral to achieving net zero emissions by 2050.

Unite is calling for large scale investment in wind, solar and hydro power generation, gigawatt battery factories, recycling facilities, carbon capture and hydrogen production, sustainable public transport, and housing. Some £250 billion of direct public investment should be delivered through a National Transformation Fund, while another £250 billion should be available for developing Research and Development (R&D) and supporting developing industries, including reshoring supply chains through a National Investment Bank.

### Just Transition

The idea of a ‘Just Transition’ must be at the heart of our approach. Affected workers must be directly involved in leading the transition. The development of greener, lighter materials and design innovation, such as laminar wings and ultra-fan engines in aerospace, will require both state and industry investment and resources to flourish.

Providing workers with the skills to develop and build the new greener technologies is a critical part of the Just Transition process.



The Swansea Bay Tidal Lagoon project



## Finance and Legal Sectors

**This report has been constructed by Dominic Hook, Unite national officer for the Finance and Legal sectors. This is an edited version of this report.**

The report is split into five sections:

- Homeworking emissions – White Paper
- Glasgow Financial Alliance for Net-Zero
- Net-Zero Banking Alliance
- Net-Zero Insurance Alliance
- Action for Unite reps

### 1. Homeworking emissions – White Paper:

The White Paper was written by EcoAct in partnership with the Lloyds Bank Group and the NatWest Group. Emissions were looked at from three areas: office equipment; heating and cooling systems (in some geographical areas). The COVID-19 outbreak in 2020 led to many staff in the financial sector working from home. It is likely that homeworking will become more commonplace because of COVID-19, with 'hybrid working' becoming the norm. Hybrid working involves workers splitting their working week between working in the office and working from home.

The Homeworking emissions White Paper looks at changes in organisations' emissions as a result of increased homeworking and hybrid working. The paper produces a simple guide for organisations on how to measure organisational emissions resulting from increased homeworking in order to meet their commitments to reducing GHG emissions. This simple guide is based on measuring emissions from office equipment, heating, and cooling systems.

### 2. Glasgow Financial Alliance for Net-Zero – (GFANZ):

GFANZ was set up in April 2021. Its chair is Mark Carney the former governor of the Bank of England. His current role is the UN Special Envoy on Climate Action and Finance. GFANZ has assets of over \$130 trillion secured from its members which include 450 financial companies from forty-five countries.

Members are accredited by the UN Race to Zero campaign. They are required to use science-based guidelines to reach net-zero emissions and cover all emission requirements, including reaching 2030 emission reduction targets, with transparent reporting and accounting.



It is believed that GFANZ will be able to accelerate the transition to a net-zero emissions global economy by bringing together existing and new net-zero finance initiatives. Members of GFANZ are committed to science-based actions to reach net-zero through several workstreams which turn commitments into actions.

GFANZ has a Principals Group which sets and monitors strategy to reach net-zero. The Principals Group includes leaders, such as CEOs from the financial industry. An ambitious programme has been constructed by the Principal Group. This consists of gaining the commitment, engagement and investments required to secure the transition to a net zero global economy. The Principals Group includes the following organisations where Unite represents workers: Allianz; AXA; HSBC; Legal & General and NatWest.

### 3. Net-Zero Banking Alliance – (NZBA)

The NZBA was also launched in April 2021, it is the banking element of GFANZ. It is led by the banking industry under the guidance of the UN Environment Programme Finance Initiative (UNEPI). The NZBA includes banks from many countries that have committed to matching their lending and investment portfolios to help achieve net-zero carbon emissions by 2050.

The NZBA has set an intermediate target for emission reductions by 2030 or sooner. It has agreed to follow robust science-based guidelines for reaching net-zero emissions. The NZBA's role is to implement decarbonisation strategies in the banking industry through reinforcing, accelerating, and supporting the decarbonisation strategies of organisations and governments.

The NZBA provides an international framework for the banking industry, with pioneering banks providing peer learning. The NZBA recognises the crucial role that the banking industry will need to play to help the real economies across the world to transition to become net-zero emissions economies.

### 4. Net-Zero Insurance Alliance (NZIA):

The NZIA is guided by the UN. It brings together insurers and reinsurers to help accelerate the transition to net-zero emissions. The NZIA is committed to transitioning their underwriting portfolios to help achieve net-zero emissions by 2050.

The insurance industry has a crucial role to play in the transition to a net-zero economy, through its role in risk management, as insurers and as investors. Intermediate targets will be set every five years to reduce carbon emissions. These targets will be science-based. An annual report will be published independently to monitor the NZIA's influence on carbon emission reductions.

The NZIA will build on the pioneering work of the Net-Zero Asset Owner Alliance, which has set science-based decarbonisation targets for investment portfolios. These targets are in line with achieving net zero emissions by 2050.

The founding members of NZIA are AXA, Allianz, Aviva, Generali, Munich Re, SCOR, Swiss Re, and Zurich. Unite are recognised in AXA, Allianz and Aviva and have a small bargaining group in the Zurich organisation. <https://www.unepfi.org/net-zero-insurance/>

### 5. Action for Unite reps:

Unite has recommended that its reps speak to their employers in the finance industry to gain updates on their commitments to GFANZ. Unite reps will need to be aware of the changes that will take place in the workplace regarding the actions taken to reach net-zero emission targets by 2050. These changes could take place at an accelerated rate.

## Food, Drink & Agriculture (FDA) Sectors

**This is an edited version of a report that was constructed by Bev Clarkson, Unite national officer for these industry sectors.**

No jobs on a dead planet, is a sobering slogan from environmental protests. But what if your job is in one of the most polluting industries on the planet? That is the dilemma facing Unite members in the food, drink, and agriculture (FDA) sectors.

The food industry creates a third of the world's greenhouse gas emissions. The livestock industry – beef, dairy, poultry – creates vast amounts of greenhouse gases and uses vast amounts of the world's natural resources. In creating so much of the world's pollution, the food industry is also speeding up its own demise. The food industry must change its practises to prevent its demise. The FDA sectors are highly vulnerable to climate change. Faced with the scale of this challenge, what can Unite reps in the FDA sector do to help tackle climate change.

The recent Change at Work course for Unite's FDA reps focused on the climate crisis and precarious work in the FDA sectors, and what trade unions can – and must – do to tackle these issues. The climate crisis which is engulfing the planet needs global solutions.

Appropriately then, FDA delegates from retail and food manufacturing met assistant general secretary James Ritchie of the International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Association (IUF) and deputy general secretary Emilio Somaglia from IUF's European organisation, European Federation of Food, Agriculture and Tourism (EFFAT). The course, skilfully led by Georgia Montague-Nelson from the Global Labour Institute, was held whilst COP26 was taking place in Glasgow. Events at COP26 highlighted the challenges that we have as trade unionist and global citizens to tackle the issues of climate change.

As with other Change at Work courses, delegates shared experiences and trends in the workplace, including of course COVID-19 and Brexit, but also business responses to the climate emergency. Most major employers in the food industry are introducing 'sustainability' measures, and are committed to reducing their carbon emissions by half by 2030, and become net zero by 2050 in line with the UK Government's legal commitment to this: <https://www.edie.net/news/7/UK-food-and-drink-sector-to-halve-emissions-by-2030--under-updated-WRAP-targets/>



Unite represents workers in the Agricultural sector

The other approaches that the FDA sectors are looking to introduce to reduce their carbon emissions and become more sustainable include:

- Responsible sourcing in supply chains, e.g., fish that are 'caught with care' and 'regenerative agriculture'.
- Commitments to net zero/decarbonisation, and investment in renewable energy.
- Cutting water use or becoming 'water positive': <https://www.theguardian.com/environment/2021/oct/14/water-positive-pledge-corporations>
- Cutting down on packaging, removing plastic, and moving towards reusable/recyclable packaging, e.g. zero waste shops: <https://www.theguardian.com/environment/2019/apr/21/the-zero-waste-revolution-how-a-new-wave-of-shops-could-end-excess-packaging>
- Investing in sustainable products, e.g., plant-based alternatives to meat.

But what do these mean in practice; are companies doing enough; and are they doing it fast enough – it is not clear. Is this 'greenwashing,' and how can these changes be sustainable if they still rely on mass production, rising consumption, and the exploitation of workers?

Delegates at the Unite FDA sectors 'Change at Work' course discussed two key themes:

1. What workplace practices contribute to carbon emissions in your organisation?
2. What are the main emissions sources in your organisation's supply chain?



Unite are committed to sustainable FDA sectors

Key points from the discussion that followed included:

Workplace	Supply Chain
Import of raw materials (meat and dairy from livestock farming, parts for machines e.g. metal)	Transportation of products (import/export): Shipping/Aviation/Road Haulage
Export of finished goods	Overseas production practices
Machines left running overnight/weekend	Water usage
FLT (Gas) CO2	Electricity Usage / Energy usage
Electricity Usage / Energy usage	Intensive agriculture e.g. monoculture
Water usage	Intensive livestock production methods, including emissions from animals, production of animal feed, clearance of land
Pollution of chemical products into ground/surface waters	Production of chemical supply
Refrigeration of products	Agrochemical run off and pollution to ground/surface water



The FDA activists put forward some questions relating to Unite's work on the climate crisis:

- Unite needs to engage with members so that our priorities and actions really reflect the make-up of our union. At the same time, members need to know what Unite's climate crisis policies are.
- We know it is important to build decarbonisation into collective bargaining agreements. But what does this look like in practice?
- To work on the climate crisis, activists need tools and training to negotiate with an employer on issues such as emissions.
- Are Unite products – such as energy deals for members – 'sustainable'? What about our own energy policies?



Unite members in the FDA sectors have been involved in 'Change at Work' workshops looking at ways of decarbonising these sectors

James Ritchie looked at how the workings of the FDA sectors have impacts on climate change. Intensive livestock production has a massive effect. Livestock production is the most emissions-intensive sector in the global food system. The livestock supply chain is responsible for about 14.5% of total global emissions. The top twenty global companies producing meat and dairy products emit more greenhouse gases together, than Germany, Canada, Australia, France and the UK. At the same, climate change is increasingly having a negative impact on farming. A progressive socio-economic transformation of the global economy is needed to tackle the root causes of the climate crisis.

In the discussion after James' presentation, the FDA reps looked at:

- **The damage to the environment from the food industry:** e.g., methane from beef and dairy cattle adds to global warming; chemical run-off from agrochemicals into the water system; and plastic packaging which pollutes the environment.
- **Consumers must change their behaviour:** 24/7 retailing, buying fruit and vegetables out of season, and eating meat every day is not sustainable for the planet and is not good for workers either.
- **Workers face a huge challenge:** When unions are tied up with daily industrial issues, it can be difficult for them to get the time required to focus on climate change issues in the workplace. 'Worrying about the planet is a luxury,' as one rep put it. Tackling the climate crisis must become a fundamental part of Unite's work and education programmes.
- Workers also need to know how the intersection of their rights and the exploitation of the planet are joined together along global supply chains. A global response from unions and workers is required to improve workers' rights and reduce the exploitation of the planet. This is because global supply chains involve millions of workers.

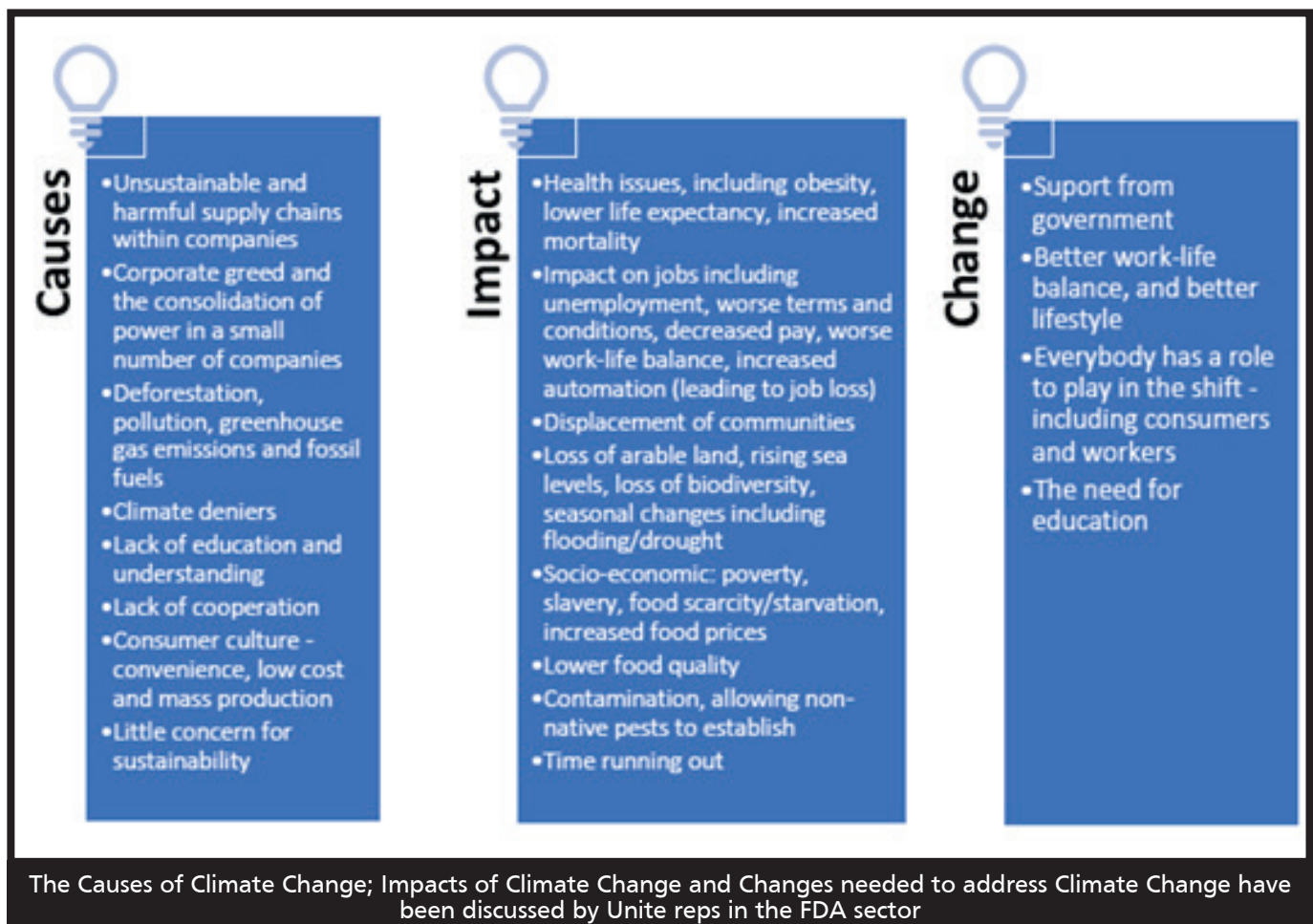
- Saving the planet should go hand in hand with the right to decent and affordable food. But too often highly processed and unhealthy food, that is more damaging to the environment, is all that people can afford. Government policies can underpin the right to food, such as subsidies for organic food to make it more affordable.



Unite members in the FDA sectors have discussed how they can help tackle the climate crisis by identifying changes that can be made in the workplace and supply chains

To understand fully how the FDA sectors contribute to climate crisis, the Unite reps on the 'Change at Work' course discussed the main causes of the climate crisis alongside the main impacts of the climate crisis. The Unite reps looked at the impacts to countries, communities and workers, before thinking about what changes will be needed to help tackle the climate crisis (refer to the graph at the bottom of this page to see the findings of the Unite reps).

The IUF has produced the following publication: 'Fighting For Our Future - An IUF Guide on Tackling the Climate Crisis in Intensive Livestock Production'. The publication is a new chapter in the IUF's work to integrate climate and environmental stability with the fight for equality and democratic rights: <https://www.iuf.org/wp-content/uploads/2022/02/IUF-Climate-Crisis-Guide-Activity-book-ENGLISH-24.02.2022-on-line.pdf>



## Government, Defence, Prisons & Contractors (GDP&C) Sectors

This is an edited version of a report constructed by the Unite national officer for these sectors, Caren Evans.

Across the Civil Service, including Government Departments and Agencies, targets have been set to achieve the standards for net zero workplaces. Each department must set out a plan to reduce their carbon footprint. These should include all government estate buildings. This report provides two examples of how government departments and agencies are tackling the challenge of climate change to achieve net zero emissions.

**The Environment Agency** is committed to reducing carbon emissions by 45% by 2030, which is in line with the recommendations of the IPCC's 1.5C Report (2018). The Environment Agency has adopted a tough, internationally recognised definition of net zero which counts direct emissions associated with the Environment Agency and the emissions of their suppliers. The Environment Agency's targets are based on the science of the IPCC's 1.5C Report (2018). These are aligned to the targets in the Paris Climate Agreement which aims to prevent average global temperatures rising above 1.5C during this century:

<https://www.ipcc.ch/2018/10/08/summary-for-policymakers-of-ipcc-special-report-on-global-warming-of-1-5c-approved-by-governments/>

As well as the above initiatives, the Environment Agency has already made significant changes to its office accommodation. Horizon House, the Environment Agency's Bristol office, opened in 2010 and was the UK's highest BREEAM-rated office. It features:

- Recycled concrete and sustainable timber in construction
- Natural ventilation
- Ground source heat pumps
- Solar water heating and photovoltaic panels for renewable energy
- Rainwater collection and grey-water toilet systems
- AI-controlled office light

[http://www.btreeam.com/BREEAMUK2014SchemeDocument/content/01\\_introduction\\_newcon/2introductiontobreeam\\_nc.htm](http://www.btreeam.com/BREEAMUK2014SchemeDocument/content/01_introduction_newcon/2introductiontobreeam_nc.htm)



BREEAM - Building Research Establishment's Environmental Assessment Method



BREEAM (Building Research Establishment's Environmental Assessment Method) is the world's first sustainability rating scheme for the built environment and has contributed to the UK's strong focus on sustainability in building design, construction and use.

All of the Environment Agency's buildings will have to meet strict energy-efficiency standards. This includes new acquisitions. If a building being considered for occupation is not efficient enough, the cost of bringing it up to standard will be accounted for and included in the business case. All of the Environment Agency's buildings are powered with green energy, and they are committed to reviewing their energy sources to ensure that they are always using the best option for the environment. All appliances and equipment in the offices of the Environment Agency will also need to be as energy efficient as possible. By 2025, electric hook-ups will be installed at all sites across the country to support the transition to electric fleet vehicles.

**The Ministry of Defence (MOD)** aims to champion a culture of sustainability across its community by mitigating environmental impacts whilst maintaining critical military outputs.

By 2050, as part of the UK-wide Climate Change Strategy, the MOD aims to:

- Adapt, fight, and win in ever more hostile and unforgiving physical environments.
- Contribute towards the UK becoming net zero by 2050 by reducing emissions and accelerating the transition towards renewable energy use.
- For the MOD to act in a way that allows it to become a global leader in responding to the emerging geopolitical and conflict-related threats which are increased by climate change, and to address carbon emissions at the same time.

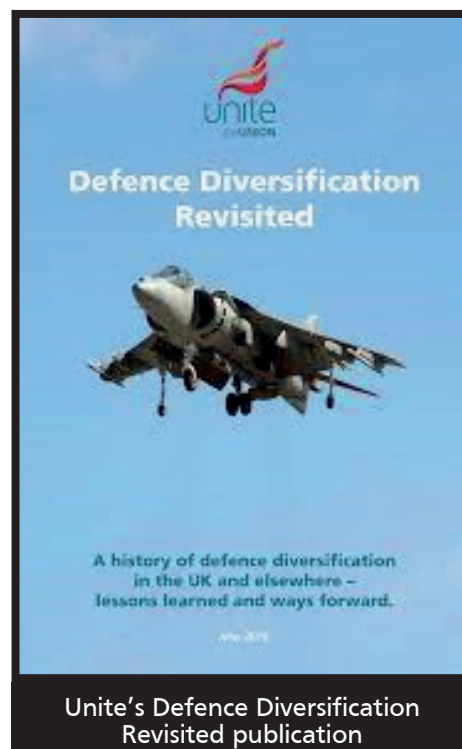
The approach also outlines the MOD's vision for deploying military technologies that are fit for the future. This will include the increased use

of recycled materials for fuel and components, advancing maintenance methods to reduce waste and its carbon footprint, and the continued rollout of its electric vehicle fleet.

The MOD is already working towards becoming more sustainable. The Royal Navy have reduced their Nitrogen Oxide emissions by 95% on their Offshore Vessel Patrols, and the British Army are piloting carbon efficient accommodation across their training estates and will continue this programme into 2022. The RAF have also introduced more environmentally friendly green fuel to power aircraft and have increased the use of synthetics in pilot training which has led to a reduction in fuel demands. The MOD has also committed to enhancing biodiversity across its estates and is developing new agri-environmental programmes.

### Action for NISC and RISC

It is recommended that Unite representatives on RISC's and the NISC for the GDP&C sectors, seek updates from all departments and private contractors within the sector to ensure these ambitious plans are adhered to.





## Graphical, Paper, Media, and Information Technology (GPM&IT) Sectors

This is an edited version of a report that has been constructed by Louisa Bull, the Unite national officer for these sectors and Rick Graham, a senior research analyst at Unite.

The decarbonisation of the GPM&IT sectors to help reduce carbon emissions to net zero by 2050 will be realised through the following measures:

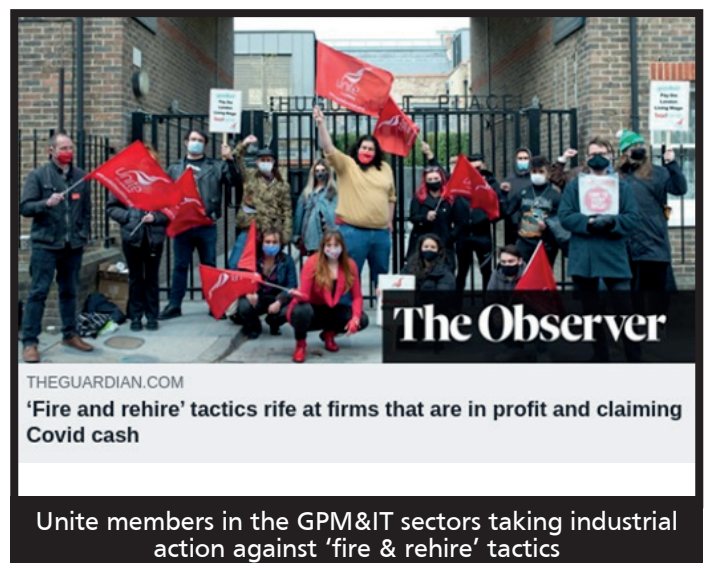
1. **Improving efficiency:** Companies investing in new greener, efficient technologies.
2. **Use of technologies to produce sustainable energy:** e.g., Holmen Iggesund's folding box board at Workington Mill, where in 2013 a biomass boiler was installed. Previously relying on fossil fuels, the mill is now carbon neutral, powered 100% on bio-energy: <https://www.iggesund.com/about/global-presence/the-workington-mill/>
3. **Global Market Based Measures:** e.g., Carbon offsets.
4. **Carbon pricing impact on demand:** Gradually applying a carbon price through the use of Global Market Based Measures should cut the use of high CO<sub>2</sub> emitting older technologies.

The UK economy must transition to one that is sustainable to meet our global environmental obligations towards tackling climate change.

This transition should have equality, social justice, and sustainability at its heart. The GPM&IT sectors will have a crucial role to play in helping to transition our existing industries and to develop the industries of the future. This will result in the creation and production of goods and services that will assist the transition process. There is an opportunity for the UK to become a global leader as a decarbonised economy and society if the UK Government seizes this opportunity.

Creating large numbers of 'green jobs' is a central aim of the GPM&IT sectors to meet wider social policy and climate change commitments. This can be achieved through a green industrial recovery plan. This means supporting the producers of products and services that are needed to transition the UK economy and supporting an army of skilled workers that will be needed to reshape our nations to meet the challenges of climate change going forward. The UK Government and Devolved Governments must recognise the role that they will need to play in the transition process. This will include strong strategic state intervention, and a commitment to work in collaboration with trade unions and industry across the various governance levels in the UK, i.e., UK Government, Devolved Government, Regional Government, Regional Mayors, and Local Government.

Such a strategy must also see the creation of sustainable jobs in the UK. These will include sustainable jobs in the recycling of paper and cardboard sector, in companies like Holmen Iggesund. Their folding box board in their Workington Mill uses biomass boiler technology to supply it with green renewable energy.



Anti-print and paper messages are often aimed at the GPM&IT sectors. However, the unique sustainable and attractive attributes of **print, paper and paper-based packaging** are many. For example, 'Two Sides Ltd' outline the following: <https://www.twosides.info/renewable-energy/>

'Most of the energy used in paper production is renewable, and carbon intensity is surprisingly low. The European pulp and paper industry produces original bio-based products using wood, a renewable material. It is also the largest single industrial user and producer of renewable energy in the EU. The **paper, pulp and print sector** is one of the lowest industrial emitters of greenhouse gases, accounting for 0.8% of European emissions': <https://www.eea.europa.eu/publications/european-union-greenhouse-gas-inventory-2020>

The paper industry's carbon emissions have reduced by 48% per tonne of product from 1990 to 2019: [https://www.cepi.org/wp-content/uploads/2021/10/Cepi\\_energy\\_prices\\_press\\_release\\_13.10.2-1.pdf](https://www.cepi.org/wp-content/uploads/2021/10/Cepi_energy_prices_press_release_13.10.2-1.pdf)

The European pulp and paper industry is also the biggest single user and producer of renewable energy in Europe, with 62% of its primary energy consumption coming from renewable sources: <https://www.cepi.org/statistics/>

The GPM&IT sectors primary on-site energy source (not including bought-in electricity) is biomass at 55%, followed by gas at 28%. The remaining 17% are other fossil fuels and net bought electricity (electricity bought and sold from the Electricity Grid). The industry has consistently increased its use of biomass since 1991, rising by 83% to 754,185 tonnes in 2019. Between 2010 and 2018, the European paper industry reduced its total primary energy consumption by 11.6% and it is now lower than it was at the beginning of this century. The European paper industry produces 54.3% of its electricity onsite, of which more than 96% is generated through highly efficient CHP (Combined Heat & Power) plants: <https://www.cepi.org/key-statistics-2020/>

The print and paper industry is one of the lowest industrial greenhouse gas emitters in Europe, accounting for just 0.8% of emissions. This is low compared to non-metallic mineral product industries (5.6%) and basic metal industries (4.8%): <https://www.eea.europa.eu/publications/european-union-greenhouse-gas-inventory-2020>

Demand for data is rising rapidly as more of the world embraces digital. We see the increased adoption of cloud, Internet of Things (IoT) devices and the emergence of artificial intelligence (AI). Ericsson's Jens Malmrod, commenting on recent research, indicated that the Information Communication Technology industry's (ICT) carbon footprint is 1.3% of total global carbon emissions. During COVID-19, members of the Global Systems for Mobile Communications Association (GSMA) said as data traffic grew by 50%, there was no corresponding increase in electricity usage by networks.

Internet traffic has grown rapidly in recent years, leading to concerns about increases in energy use and carbon emissions. However, since 2010, data centre energy use has only increased by 3%, despite a 12-fold increase in internet traffic and a 7.5-fold increase in data centre demand. It is believed that this is the result of two major drivers of efficiency:

- Efficiency of computing and data transmission doubling every 2-3 years.
- A major shift from smaller, less efficient data centres to much more efficient cloud and hyperscale data centres: <https://spark.adobe.com/page/dey6WTCZ5JKPu/>

The **Tech industry** has a unique dual role in helping to achieve net-zero carbon emissions. This is achieved by the Tech industry through taking a lead in reducing its own emissions, and by investing in and developing green technologies that will help all industries monitor and reduce emissions. Technology has a major role to play in reducing the ICT industry's own emissions, through tracking and monitoring software, product development, and waste management technology.

Laptops, for example, are now said to be much more energy efficient than they were five years ago. Green technologies are being developed through emerging technologies, such as the internet of things (IOT), AI, and digital twins. These require large amounts of processing power via data centres that need to be applied innovatively to offset energy use.

For more information on digital twin technology read: <https://www.twi-global.com/technical-knowledge/faqs/what-is-digital-twin>

Finally, the idea of a 'Just Transition' must be at the heart of our approach to addressing climate change issues. This means that workers impacted by the transition to a decarbonised economy must be directly involved in leading the changes.

The development of greener industries will require both state and industry investment and resources to flourish.

Unite's role in helping our members in the transition process will be critical. This will involve negotiating with government and employers to gain commitments to retraining programmes so that our members will have the necessary skills for those jobs required in a decarbonised economy. It will also require Unite to negotiate to ensure that the transition to a decarbonised economy is one where there will be large scale green job opportunities for our members and the UK workforce: <https://www.unitetheunion.org/campaigns/fighting-for-the-future-of-uk-manufacturing/>

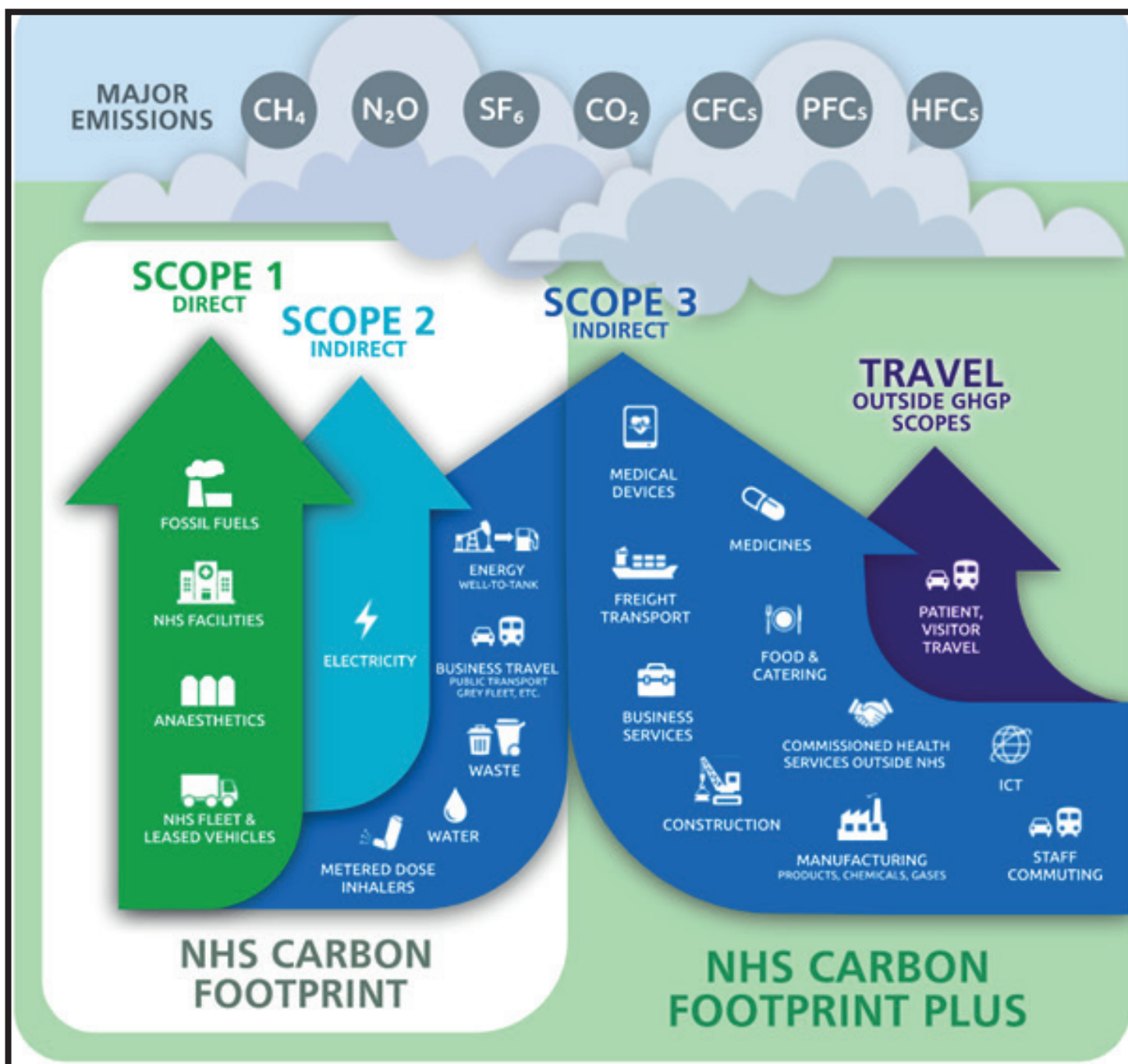


## Health Sector

This is an edited version of a report that was constructed by Colenzo Jarrett-Thorpe and Jackie Williams, Unite national officers for this sector.

Unite Environment reps in the Health sector:

There are currently eight Unite Environment reps in the Health sector. The Guild of Healthcare Pharmacists, an association that is part of Unite, have their own Environment and Sustainability leads in their structures.



NHS England published 'Delivering a net zero health service' in October 2020



## Zero carbon goals in NHS England:

In October 2020, the NHS became the world's first health service to commit to reaching net zero carbon emissions. This was in response to the profound and growing threat to health from climate change. NHS England has produced the following report: 'Delivering a net zero health service'. This is encouraging. However, the NHS in England will have to rely on the 240 plus private companies that undertake services on behalf of the NHS, to ensure that they also implement the required actions to meet the NHS England's decarbonised targets.

## Collective bargaining and the Environment

- Through our collective bargaining and negotiating structures in the NHS in England, the staff side trade unions are attempting to discuss the issue of transport mileage with NHS employers, NHS England and the Department of Health and Social Care.
- Our priority is to recognise NHS workers that use sustainable energy and carbon free ways of conducting their work. Cycling to work should attract a mileage allowance. The NHS should also be looking to supply electric cars to staff members who use their cars for their jobs in the NHS to reduce carbon emissions.
- Health is a devolved matter, so Scotland, Wales and Northern Ireland will take their own approaches to decarbonising their health services. This will also happen in the Republic of Ireland.



**Unite demands £3000 or 15% for NHS workers**

They've been there for us. **Now it's our turn.**

Let's show we're  
**with NHS staff for fair pay.**

#NHSpay15    #WithNHSStaff

## Local Authorities Sector

**The following report is an edited version of a report constructed by Richard Clarke, national apprenticeship and skills officer for Unite Construction.**

With support from Jim Kennedy (Unite national officer for Local Authorities) the North East, Yorkshire & Humber region (NEYH) have established a Retrofitting of Homes Task Force, involving colleagues from the Local Authorities and Construction sectors of Unite.

Funding from UK Central Government is becoming available in 2022 and onwards for bids from local authorities and social housing providers regarding the decarbonisation of social housing. This report aims to identify upcoming funding sources and monitor previous government initiatives in this area. This will enable the Unite Retrofitting of Homes Taskforce to be fully versed in what is required when the new rounds of funding bids are invited by the UK Government.

The Task Force has been set up to follow through on a 2021 motion from the North East, Yorkshire & Humber Regional Committee. The motion has been approved by the Unite Executive Council (EC). The motion can be found on pages 50-51 of this edition of the Unite Environment Quarterly (EQ5).

The Task Force, as part of their considerations, are discussing bona fide industry recognised training. This includes upskilling, continuing professional development (CPD), apprenticeships for decent craft jobs, and competence assurance and building safety in construction and the built environment. Therefore, some of this will be equally relevant in discussions with the Labour Party in the Just Transition working group which members of the Unite Environment Taskforce sit on.



Unite in local authorities - fighting for you

The Unite Retrofitting of Homes Taskforce has produced a working document that maps funding sources and upskilling and training opportunities for this retrofitting campaign. Information from this working document is provided below.

### Information from the Unite Retrofitting of Homes Taskforce meeting on the 16th December 2021:

#### Background and purpose:

The North East, Yorkshire & Humberside Regional Committee (NEYH) April 2021 motion: "Retrofitting of Homes", has been adopted as policy by the Unite Executive Council.

The Unite Retrofitting of Homes Task Force has been established to pursue this policy decision of the union.

This policy decision calls for the following five points to be pursued by the union in the NEYH region:

#### 1. Urgently utilising Green Homes Grants and demanding their extension.

The Green Home Grants scheme closed to new applicants on 31 March 2021, a year earlier than planned.

#### 2. Seeking and campaigning for further financial methods of funding for whole house retrofits.

#### Green Homes Grant Local Authority Delivery (LAD) scheme:

- Phase 2: funding allocated to Local Energy Hubs (updated 28th October 2021).
- Measures available include external and cavity wall insulation, double glazed windows and doors, loft insulation, solar panels, heat pumps and smart heating controls.

- £800m for the Social Housing Decarbonisation Fund, which can be used by social landlords, local authorities, and housing associations, to carry out energy efficiency upgrades in their tenants' homes.
- The Social Housing Retrofit Accelerator (SHRA) is a fully funded support service to help social housing providers across England successfully bid into the Government's Social Housing Decarbonisation Fund (SHDF).

#### Public Sector Decarbonisation Scheme:

- Phase 3 of the Public Sector Decarbonisation Scheme opened for applications at 2pm on Wednesday 6th October 2021, with the scheme guidance published on Wednesday 8th September 2021.
- Applications should be for projects incurring costs no earlier than Friday 1st April 2022, and no later than:
- Friday 31st March 2023 for single year projects
- Sunday 31st March 2024 for two-year projects
- Monday 31st March 2025 for three-year projects
- Phase 3 of the Public Sector Decarbonisation Scheme will receive £1.425 billion of funding over the period 2022/23 to 2024/25

#### Home Upgrade Grant Scheme:

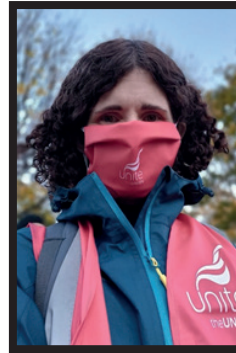
- £950m – Local authorities can access the Home Upgrade Grant Scheme to support low-income households by upgrading the energy efficiency of properties off the gas network in England.
- The grant can be used by local authorities to support low-income households with carrying out energy efficiency upgrades.

## Green Heat Network Fund:

- The Green Heat Network Fund (GHNF) will support low-carbon technologies like heat pumps, solar and geothermal energy in the roll out of the next generation of heat networks. In the March 2020 Budget, the Chancellor announced £270m in funding for the Green Heat Network Fund (GHNF). It will open to applicants in April 2022 and is anticipated to run to 2025. It will be available for public, private and third sector organisations in England.
- Funding for local authorities and housing associations to help improve the energy performance of homes.

## Construction Leadership Council National Retrofit Strategy:

- The industry campaign for a National Retrofit Strategy calls for a combined public sector and private sector partnership.
- The campaign involves BEIS, and major construction contractors. It recommends £5.3bn Government investment over the next 4 years. It is estimated that this could create up to 500,000 jobs by 2040.
- Unite's NEYH region has lobbied for regional funding for retrofitting campaigns.
- Unite's NEYH region has liaised with Unite's research department to identify other potential funding streams.



Unite's City of Edinburgh Council (CEC) Branch supports the retrofitting of social housing

3. Ensuring works carried out are undertaken by those with the appropriate skills, following thorough assessment of each dwelling, using safe and good quality materials, and that completed works are inspected for full compliance with safety and energy efficiency standards.

- Construction and built environment contractors will comply with recognised third-party certification schemes and personnel certification skills competency schemes.
- Baseline core competency: Construction Skills Certification Scheme (CSCS) and partner card schemes, including Joint Industry Board Electrotechnical Certification Scheme (JIB-ECS) and Joint Industry Board Plumbing Mechanical Engineering Services (JIB-PMES).
- The Unite Construction Charter recognises the right of all construction workers to be employed under the appropriate national industry collective agreement, and be protected by these agreements.
- The Local Authorities are required to comply with all appropriate national agreements applicable to the construction industry.





- Robust budgeting will be required to address unidentifiable and unavoidable remedial works identified in retrofit planning and design and installation. This will enable the effective repair and maintenance and upgrading of housing / building stock (e.g., asbestos, building services [gas, water, electricity], building fabric, structural elements etc.).
- Discussion – Discussions to be held to ensure that private landlords comply with the required renting standards - e.g., complying with the Leeds Rental Standards, etc.

#### 4. Ensuring that the skilled workforce is available and proper apprenticeships are provided using the facilities of the Building Colleges.

The local authority should seriously consider creating an “in house” workforce, with fully negotiated terms and conditions of employment.

- Industry recognised skills and apprenticeships to be specified in all relevant areas of procurement.
- Construction and built environment contractors will comply with recognised third-party certification schemes and the Construction Skills Certification Scheme (i.e., CSCS and relevant partner card schemes), industry apprenticeships, upskilling and training provision. Training providers to include: Leeds College of Building, JTL, Construction Industry Training Board (CITB), etc..

- JTL was formed by a predecessor union of Unite and the Electrical Contractors’ Association (ECA) in 1990. It provides apprenticeships and training in building related careers.
- Direct Labour Organisation (DLO) - To negotiate for “in-house” workforces. This will involve negotiations between reps, regional officers and the regional political officer from Unite and city councillors.
- The term DLO dates back to the 1980s and refers to a unit of a local authority or social housing organisation that delivers building and maintenance works. It relates to bringing property repairs and maintenance services back in-house under direct control of the local authority or social housing organisation: [oneserve.co.uk/blog/retain-rise-dlo/](https://oneserve.co.uk/blog/retain-rise-dlo/)

#### 5. To convene a meeting involving all the parties above at the earliest opportunity, to explore the detail of the programme outlined.

- The inaugural meeting of the Retrofitting of Homes’ Task Force was held on Tuesday 16th November 2021. This meeting identified that the Leeds City Council Local Authority area should be the main focus for pursuing the policy objectives. The regional political officer, supported by the Task Force, is to facilitate discussions with the Local Authority.
- The Task Force would aim to work with the Local Authority to develop initiatives and systems of best practice. These can then be used as a template for working across other Local Authority jurisdictions to rollout throughout the NEYH region.



**TO: EXECUTIVE COUNCIL  
MOTION FOR CONSIDERATION OF THE  
EXECUTIVE COUNCIL**

**From: Region/Sector: NEYH**

**Date of Meeting at which motion was agreed:  
April 19th 2021**

**Date sent to EC Admin: April 27th 2021**

**Name of regional secretary/national officer with  
responsibility for the committee: Karen Reay**

**Title of motion: Retrofitting of Homes**

The North East, Yorkshire & Humber Regional Committee adopted the following motion and agreed to refer it to the Executive Council.

“The NEYH Regional Committee is calling for a programme of retrofitting of homes with energy efficiency measures and for a collaboration between trades unions, local authorities, educators and others to expedite such a programme.

This NEYH Regional Committee believes that we need to rapidly eliminate the burning of fossil fuels to keep the increase of global temperatures within manageable limits.

To date there have been concerns that a policy based on the elimination of fossil-fuel energy might have an adverse impact on employment. Creating good quality jobs is a pressing concern, more than ever in the context of an economic recession resulting from the COVID pandemic.

We note that the energy used for domestic heating and hot water accounts for around 20% of the UK’s greenhouse gas emissions, and so slashing these emissions must be a priority if we are to succeed in limiting global heating.

Great strides have been made in the development of renewable sources of energy for electricity generation in the form of wind, solar, tidal, and geothermal energy.

However, a successful transition to fully renewable energy also depends on an overall reduction in the amount of energy required.

Regardless of what energy source is used, the key to eliminating emissions from domestic heating and hot water is first and foremost to reduce demand by retrofitting/upgrading all homes with insulation and other measures, to excellent standards of energy efficiency.

Reducing the energy needed to heat homes to a high standard of comfort would have the advantage of eliminating fuel poverty and its many related health problems, whilst at the same time reducing the burden on renewable energy systems. For example, it would make it possible for heat pumps to become the main system for heating and hot water, using relatively little electricity.

An ambitious domestic energy efficiency programme would also create a large number of high-quality skilled jobs. Exact figures depend on the timescale and scope of the programme adopted but it is possible that 9 million UK homes could receive whole house retrofit measures within the remaining course of this parliament, saving 15% of total domestic energy demand and creating 117,000 new jobs in year one and peaking at 382,000 in year four. Estimates by the Parity Project suggest that getting all UK homes to an Energy Performance Certificate level C by 2030 would require 223,387 additional tradespeople immediately, rising to around 400,000 over the decade. Bringing the majority of housing stock within the region up to an optimal EPC rating of A/B would require an even more ambitious programme.

The government funding currently available for upgrading/retrofitting homes is a fraction of what is needed: for example, the Social Housing Decarbonisation Fund is worth £380 million a year for 10 years. But covering even half the cost of retrofitting social rented sector homes falling below EPC level C would require £1.8 billion per year over the same period. The Green Homes Grant, worth a total of £2 billion, is a welcome step, but far more is needed.

In order to fully benefit from such measures, Unite the Union calls on local trades councils, trades unions, local authorities, education, and training establishments such as Building Colleges, as well as community organisations and retrofitting practitioners, to work together to enable whole house retrofits to be carried out within the region by:

1. Urgently utilising Green Homes Grants and demanding their extension.
2. Seeking and campaigning for further financial methods of funding whole house retrofits.
3. Ensuring works carried out are undertaken by those with the appropriate skills, following thorough assessment of each dwelling, using safe and good quality materials, and that completed works are inspected for full compliance with safety and energy efficiency standards.
4. Ensuring that the skilled workforce is available and proper apprenticeships are provided using the facilities of the Building Colleges and that the local authority should seriously consider creating an "in house" workforce, with fully negotiated terms and conditions of employment.

5. To convene a meeting involving all the parties above at the earliest opportunity, to explore the detail of such a programme.

#### References:

<https://www.greenfinanceinstitute.co.uk/wp-content/uploads/2020/06/Financing-energy-efficient-buildings-the-path-to-retrofit-at-scale.pdf>

Liz Laine 2020 Net Zero Housing Workforce  
<https://parityprojects.com/net-zero-housing-workforce/>

Institute for Public Policy Research (IPPR) 2020:  
 All hands to the pump: a home improvement plan for England:

<https://www.ippr.org/research/publications/all-hands-to-the-pump>

## Passenger Transport Sector

### Buses

**This is an edited version of a report constructed by Bobby Morton, the Unite national officer for the Passenger Transport sector. The report focuses on the Bus sector.**

Approximately 2% of England's local operator bus fleet operates with zero emissions, either through electric batteries or hydrogen fuel cells.

The Government's Zero Emission Bus Regional Areas (ZEBRA) scheme is set to provide up to £120 million in 2021/22 for the delivery of 4,000 new zero emission buses. This is the largest investment ever made in zero emission buses, and they will replace around 12% of England's local operator bus fleet. Another £50 million of investment will be provided through the All-Electric Bus Town or City scheme. This will fund up to 300 zero emission buses. And over 100 zero emission buses will be funded by previous green bus funding schemes.

The Government has said it expects zero emission buses to deliver long term operating cost savings. Unite believes these cost savings should be reinvested to provide more frequent bus services, lower fares and used towards improving pay and conditions and upskilling bus workers.

Beyond the physical decarbonising strategies put forward, there needs to be a better integration of buses with other decarbonised modes of transport. This could involve integrated electronic ticketing and more bus routes serving railway stations. It could also involve improving the integration of bus services with cycling and walking routes, along with networks that reduce the need for private car use, and better connect communities with these decarbonised modes of transport.

While the take up of zero emission buses is crucial to improving the carbon footprint of the bus sector, there is an imbalance between the costs of bus fares in different regions. Making transport more affordable and more accessible to all members of society will be an important factor behind attempts at increasing the use of buses by the public, and reducing carbon emissions from internal combustion engine (ICE) private car use.



London Mayor, Sadiq Khan, has committed to all new buses in London being zero emission buses



## Regional developments

In London, Mayor Sadiq Khan has announced that all new buses will now be zero emission buses. Transport for London (TfL) has already significantly invested in zero-emission buses, with 950 zero-emission buses on the road or on order.

Transport for Wales is expanding its demand responsive “fflecsi” bus service in North West Pembrokeshire. The service can adjust its route to pick up and drop off passengers and has the potential to transform public transport services in rural areas.



The ‘flecsi’ bus service is set to transform public transport in rural areas

The City of York has one of the largest electric bus fleets in the country. The City of York Council and First Bus have introduced 33 electric buses for the city’s park and ride service. These electric buses are funded through the Government’s Low Emission Bus Scheme and Green Bus Fund. In 2017, the City of York Council secured £3.3 million from the UK Government to introduce 21 electric double decker buses and vehicle charging infrastructure points. These new buses began operating in July 2020 and are estimated by First Group to save 1.6 million kilos (1,600 tonnes) of emissions every year.

The UK Government announced in 2021 that Coventry had been selected as the winner of the All-Electric Bus Town or City Scheme.

The West Midlands Combined Authority has been awarded £50 million to replace the entire local operator bus fleet in Coventry with electric buses. This funding will support the introduction of up to 300 electric buses and the charging infrastructure needed to support them.



Coventry will become the first All-Electric Bus City in the UK

Scotland is home to several world-leading hydrogen demonstration projects. The European Marine Energy Centre in the Orkney Islands has a £65 million portfolio of renewable hydrogen projects that is still growing. These projects provide a small-scale example of elements of a hydrogen economy. Aberdeen currently has 25 hydrogen double decker buses. An infrastructure has been established in Aberdeenshire to support an ecosystem of over 60 hydrogen fuelled vehicles.



Aberdeen has hydrogen double deck buses & an infrastructure to support 60 hydrogen fuelled vehicles

Northern Ireland is now well-positioned to accelerate hydrogen innovation and deployment. It has significant wind resource, a modern gas network, interconnection to Ireland and Great Britain, availability of salt cavern storage and a strong reputation for engineering and manufacturing. Northern Ireland Water will be procuring a new electrolyser for one of its wastewater treatments works – the first project of its kind in the UK. Translink in Northern Ireland is introducing new hydrogen buses. These will be built by Unite members working at Wrightbus based in Northern Ireland.

Translink is also procuring a new hydrogen fuelling station to service these hydrogen buses with hydrogen fuel.

### Impact on jobs in the sector

A holistic approach is needed in developing solutions to decarbonise transport and reach zero emissions within the target dates. Such solutions must consider the working conditions of bus workers. For example, in England there is currently a bus driver shortage of more than 4000.

This has led to service cancellations which could result in commuters going back to their cars, many of which could be polluting diesel vehicles. A shortage of bus drivers is already adding to high levels of overtime being worked by existing bus drivers. This has the knock-on effect of leading to many bus drivers leaving the sector due to worker fatigue from the long hours that they are driving. A recent Unite survey of bus driver shortages found drivers are mostly leaving the industry due to pay, working conditions and long hours.

Furthermore, moving buses from diesel to electric powered engines will impact engineer jobs in the sector. This is because many of them will not have the required skill sets to be able to work on battery operated engines. To mitigate this, engineers would need to be re-trained, and operators would need to engage with unions to develop a transition plan for retraining and upskilling any jobs that may be impacted by the transition to zero emission buses. Unite Health and Safety reps must also be involved in discussions over the safety of these new zero emission vehicles.



## Road, Transport, Commercial and Logistics (RTC&L) Sectors

This is an edited version of a report constructed by Irina Do Carmo (Unite researcher) on behalf of the Unite national officers for these sectors.

### The scale of the problem

Road transport accounted for 91% of UK domestic transport emissions with heavy goods vehicles (HGVs) accounting for 17% of these emissions. These figures are based on a UK Government Report published in Autumn 2021. Globally the ITF (International Transport Federation) reports that 80% of the global net increase in diesel use since 2000 came from road freight, marking the sector as the fastest growing CO2 emitter: <https://www.gov.uk/government/statistics/transport-and-environment-statistics-autumn-2021/transport-and-environment-statistics-autumn-2021>

### What is being done to address this?

In 2018, the UK Government published its 'Road to Zero' document. This outlined the UK Government's long-term strategy to transition to zero-emission road transport by 2030, pledging £1.5 billion of investment for the transition to zero emission vehicles. Specific to HGVs the UK Government's 'Road to Zero' strategy includes the following:

- Introduces a new voluntary industry-supported commitment to reduce HGV greenhouse gas emissions by 15% by 2025.
- Launches a joint research project with Highways England to identify and assess zero emission technologies suitable for HGV traffic on the UK road network.
- States the UK Government will work with industry to develop an ultra-low emission standard for trucks.

- Will undertake further emissions testing of the latest natural gas HGVs to gather evidence that will inform decisions on future government policy on whether to support natural gas as a potential lower emission fuel for HGVs.

The 'Road to Zero' strategy commits to providing more and better information to road freight operators so that they can take steps to reduce emissions from their fleets to achieve reductions in harmful emissions.

This laissez-faire voluntary approach means that within the transport sector, less policy pressure has been exerted on road freight than on other modes of transport. According to the International Transport Federation (ITF), fuel economy standards apply to more than 80% of light-duty vehicles (cars, vans, SUVs) yet only four countries (Canada, China, Japan, and the US) currently have fuel economy standards for trucks.

### Tackling empty running/ mileage

Empty running, where HGVs are running with empty loads, is a persistent issue in the road haulage sector. This is because some specialised fleets are limited in backload or pickup opportunities when it comes to the types of loads they can carry. Backload refers to the load transported on a return journey. For example, refrigerated trucks designed for delivering chilled foods, or specialist chemical tankers have limited backloads or pickup opportunities. Likewise multi-drop loads will certainly have an empty leg as they return to their depot.

According to the UK Government's Department for Transport (DfT), HGVs covered 16 billion miles on the GB road network in 2014, and 29% of those miles were undertaken by empty trucks.

Reducing this mileage to the 2001 level of 26% would equate to industry savings of around 480 million miles.

This adds up to saving 270 million litres of fuel costing around £340 million and getting rid of 720 million tonnes of CO2.

The Department for Transport (DfT) figures for empty running mileage for HGVs in 2020 was at 30.4%. This has slightly increased from the empty running mileage in 2014 of 29%. So, this problem is not improving.

More efficiency is needed in the road haulage sector to reduce empty running and, therefore, reduce harmful CO2 emissions from the sector. This would also address the chronic levels of overtime and fatigue which significantly impact the health and wellbeing of our members in Road, Transport Commercial and Logistics (RTC&L) sectors: <https://www.unite-theunion.org/news-events/news/2019/september/workers-being-pushed-to-exhaustion-and-beyond-new-unite-survey-reveals/>

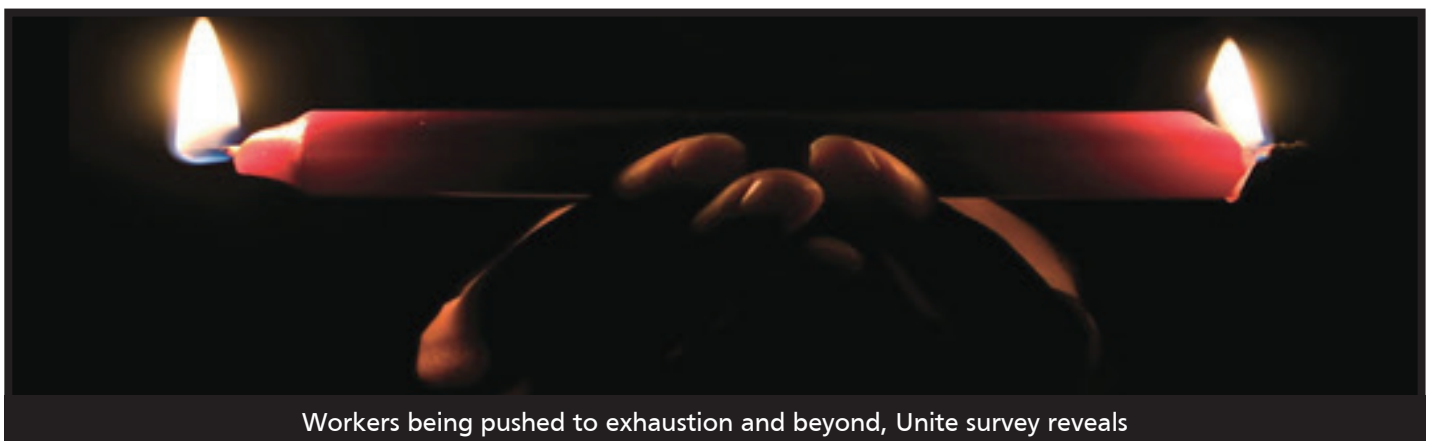
So, what are operators doing about this? Operators are using 'intelligent technology' such as route optimising software and telematics to improve efficiency. Optimisation software enables vehicles at multiple sites to be treated as a single integrated transport resource. This generates route plans with efficient backloads so that movements to and from different depots can be combined into optimised routes to reduce empty running.

Our members in the RTC&L sectors have raised concerns over the increasing use of telematics (a technology used to monitor vehicles using GPS and on-board diagnostics) to manage fuel. We are aware of many companies across the sector introducing bonuses based on fuel use to "encourage more efficient driving techniques." Goldstar for instance pays drivers a 'green bonus' which it monitors thorough telematics systems.

Unite is concerned over the lack of data available to allow us to evaluate the savings made by companies using telematics and the impact this has on HGV drivers. These drivers can be disciplined or be paid less for failing to use the required fuel levels for a particular journey, as set by companies using telematic technology.

### What is needed?

There has been much discussion over a shift to rail freight as a solution to limit the environmental harm caused by polluting HGVs. However, road haulage offers a level of flexibility, accessibility and service level at competitive costs that limit the possibilities of a shift to rail freight from road freight. In addition, as a trade union we must also consider the impact such a shift would have on jobs in the haulage sector.



Workers being pushed to exhaustion and beyond, Unite survey reveals



So, what is the solution? To begin with we need more efficient logistics, including better fuel efficiency which is essential for decarbonising the haulage sector. This would also improve job quality for our members in the sector. This can be achieved through aerodynamic retrofits, vehicle weight reduction, reduced rolling resistance of tyres, increased engine efficiency, hybridisation, and adoption of alternative fuels. But for this to be widespread, we need Government to set out ambitious standards for fuel economy and stricter CO2 emissions standards for the sector.

What are the alternatives to diesel? Electric roads could power long haul trucks, but this would require significant investment to support the infrastructure needed for this. The benefits of doing this would be limited, as this would only cover some trips. Looking at alternative

fuels, electric batteries; advanced biofuels and hydrogen power, all of these have their specific limitations. But used in synergy they can complement each other. What is needed is considerable investment into alternative fuels.

We also need to construct decarbonisation policies based on evidence from research. Vehicle capacity utilisation technologies exist but are largely owned by private businesses. These must be made widely accessible for public policy purposes and to avoid green washing by profit driven operators.

Ultimately, we need a Just Transition for RTC&L workers as set out in Unite's Transport Matters document: <https://www.unitetheunion.org/media/2749/transport-strategy-brochure-2019.pdf>.

**Without lorry drivers  
the UK *STOPS!***



Without lorry drivers the UK STOPS - Unite's 'Lorry drivers demand respect' campaign

## Service Industry Sectors

This is an edited version of a report that was cowritten by Dave Turnbull (Unite national officer) and Irina Do Carmo and Rick Graham (Unite researchers).

The decarbonisation of the Service Industry sectors will help towards meeting the UK Government's target of achieving net zero carbon emissions by 2050. This will be realised through:

1. **Improving efficiency:** Companies investing in new greener, efficient technologies, e.g., Royal Mail's investment in technologies such as electric vehicles, drones, alternative fuel trucks and energy improvements to their estate.
2. **Global Market Based Measures:** e.g., Carbon offsets.
3. **Carbon pricing impact on demand:** Gradually applying a carbon price through the use of Global Market Based Measures should cut the use of high CO<sup>2</sup> emitting, older technologies.

The UK economy needs to become more sustainable if we are to meet our global environment obligations in tackling climate change. Equality, social justice and sustainability should be at the heart of this transition.

The Service Industry sectors have a crucial role to play in helping to transition existing industries and develop the new industries required in a decarbonised economy. There is an opportunity for the UK to become a world leader as a decarbonised economy and society if the government seizes the opportunity.

The creation of large amounts of 'green jobs' is a central aim of Unite's efforts to meet wider social policy and climate change commitments. This will come from a recovery plan with the Services Industry sectors at its core. That means supporting the service industries that will be needed in the transition to a decarbonised economy and society.

An army of skilled workers in the Services Industry sectors will be required to reshape our nations to meet the climate and social challenges ahead. The transition will require strong, strategic state intervention and collaboration between government, industry, and trade unions, at UK Government, Devolved Government, Regional Government, Regional Mayor and Local Government levels.

In the **hotel sector**, Unite has links to the International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUFA) Global Campaign around greenwashing. Hotel chains are claiming



that if guests opt not to have their rooms cleaned, it will help the environment. However, all it really does is create job insecurity for housekeeping staff. Studies have shown that this type of activity has the opposite effect and is detrimental to the environment. This is because it increases the intensity of the cleaning that is required, which in turn uses more energy and more cleaning agents. So, if a guest checks out of a hotel after a few days without daily cleaning, studies suggest that this is actually worse for the environment. Following this research, an emergency policy conference motion committed Unite to only booking hotels for delegates where daily room cleaning is provided. This now needs to be implemented, with other unions encouraged to take a similar position on this.

In terms of **Royal Mail**, it states that it has the UK's largest 'Feet on the Street' network of over 85,000 postal workers. Royal Mail is said to already have the lowest reported carbon emissions per parcel of any major UK delivery company.

By early 2022, Royal Mail will be using 100% renewable electricity across their estates. Royal Mail claim to be working hard to reduce their emissions across their operations. Royal Mail are building on their network of on-foot deliveries by investing in electric vehicles and building technologies such as renewable energy generation to help reduce their emissions even further: <http://www.royalmail.com/sustainability>.



Royal Mail has announced that all its company cars will be electric vehicles (EVs) by 2030. This is part of a wider ambition for the Royal Mail to become a net zero carbon emission business. It plans for 100% of its vehicle fleet to run on zero emission fuels. By 2025, only EVs will be available to order as company cars.

In 2021, Royal Mail announced plans to add an additional 3,000 low-emission delivery vans to its fleet. Royal Mail currently operates some 300 EVs. This commitment marks a ten-fold increase in the size of its electric fleet vehicles. The new vehicles, the first of which entered operation last summer, will be added to existing delivery routes.

Depots will receive models with load capacities ranging from 3.7 cubic metres (m3) to 6.3m3 depending on their needs.

All Royal Mail delivery offices will need to have EV charging points fitted as part of Royal Mail's decarbonisation plans. The firm has not confirmed where the first vehicles and chargers will be based but said in a statement that it is focusing on urban areas with ultra-low emission zones and green city plans. Cities that have this criteria include London, Oxford, Glasgow, and Bristol, where Royal Mail already hosts 23 pure EVs.

Royal Mail is also exploring alternative fuels as well as EVs. In May 2021, it added 29 40-tonne biogas-powered trucks to its fleet. The firm is aiming to convert entirely to EVs and alternative fuels, phasing out petrol and diesel entirely, but has not set a target date. Royal Mail is also a member of The Climate Group's EV100 initiative, which aims to make EVs "the new normal" by 2030: <http://www.edie.net/news/8/Royal-Mail-to-switch-all-company-cars-to-EVs-by-2030>.



Additionally, Royal Mail is experimenting with two types of 'micro' EVs in a trial that will take place in several towns and cities over a six month period. The vehicles are approximately the size of a quad bike or golf buggy and have been specially designed for routine deliveries of letters and small parcels. Despite their size, the vehicles are said to easily accommodate an average daily round's worth of letters and smaller packages. The EVs are charged using a standard three-pin plug. They will be trialled in residential areas as a potential low-carbon alternative to larger vans. The EVs will be seen operating in Edinburgh, Crewe, Liverpool, London and Swindon: <http://eandt.theiet.org/content/articles/2021/09/royal-mail-trials-micro-evs-for-letters-and-small-parcels/>.

Finally, the idea of a 'Just Transition' must be at the heart of Unite's approach to addressing the economic and social issues involved in the transition to a decarbonised economy.

This will involve Unite negotiating with government and employers to gain commitments to retraining programmes so that our members will have the necessary skills for those jobs required in a decarbonised economy. It will also require Unite to negotiate with government and employers to ensure that the transition to a decarbonised economy is one where there will be large scale green job opportunities for our members.



Unite reps and members support tackling greenwashing campaigns in the hotel / hospitality sector



## Section Two

### Unite Case Studies on Just Transition

#### Airbus, Broughton Plant

##### **Socially Useful Production – The Ventilator Challenge**

In the second edition of the Unite Environment Quarterly published in November 2020, we included an article on the work undertaken by Unite reps in Airbus at the Broughton plant.

This was as part of the UK Government's Ventilator Challenge project to address the COVID-19 pandemic.

For this edition of the Unite Environment Quarterly, we have included a piece by a Unite senior rep at Airbus, Kyle Robinson, on how Unite reps in Airbus helped the UK Government's Ventilator Challenge project.

The article in the second edition of the Unite Environment Quarterly was titled: **Unite reps are helping to organise socially useful production to tackle the COVID-19 pandemic.**

In this article we highlighted that the UK Government set up the Ventilator Challenge project in March 2020, to increase the number of ventilators that could be used by the NHS in the first wave of the COVID-19 pandemic.

The Ventilator Challenge project included a consortium of leading engineering companies collaborating to increase the production of an existing, but slightly altered, ventilator which was produced in smaller quantities by an Oxfordshire based company. Airbus was included in the consortium of engineering companies. The Airbus plant in Broughton converted its production from producing wings for commercial aircraft into making ventilators.

The majority of the 4600 workers at the Airbus Broughton plant are Unite members. Unite had around 80 reps that met on a weekly basis to discuss issues relating to the conversion of production. Unite reps were involved in all stages of the discussions about the production conversion. The production conversion enabled the Airbus plant to continue to operate on a 24/7 basis during the first phase of the COVID-19 pandemic.

Unite's Health and Safety reps at the Airbus Broughton site played an important role in ensuring that the health and safety of the Airbus workforce remained at the top of the agenda, as the workforce continued to work throughout the first phase of the COVID-19 pandemic.



Unite members in Airbus were part of the 'Ventilator Challenge', diversifying their production to produce ventilators for the NHS

During the first phase of the COVID-19 pandemic, there were no vaccinations to combat the spread of the virus. The continued production of commercial aircraft wings was put in doubt as a result of the dramatic reduction of commercial aircraft flights due to the pandemic.

The opportunity to convert production into producing ventilators, allowed Airbus to keep production going at its Broughton site. It also took away the fear of potential job losses due to the grounding of commercial aircraft on a global scale.

Citing the example of the Alternative Corporate Strategy that was constructed by the Lucas Aerospace Combine Committee in 1976, the Unite full-time officers, Unite reps and Airbus management team were able to identify how Airbus could utilise its skills set, experience and technology to become involved in the Ventilator Challenge project.

In December 2021, Kyle Robinson, a Unite senior rep at the Airbus Broughton Site, communicated with the Unite Environment Taskforce about his experiences of working on the Ventilator Challenge project.

Kyle said that the Unite office in Airbus' Broughton Plant was inundated with calls and emails from Unite members who were volunteering to help and offer any support that they could to manufacture ventilators.



This was following the UK Government's announcement of the Ventilator Challenge project in March 2020.

Soon after the UK Government's announcement of the Ventilator Challenge project, Airbus announced that it would be taking part in the project. This led to 550 highly skilled operators being given a short spell of training before working across 5 shifts, around the clock, to provide the support required by the NHS at the time.

This resulted in Airbus and Siemens coming together at the Advanced Manufacturing Research Centre (AMRC) in Broughton to transform the facility into an assembly line to produce medical ventilators on an unprecedented scale. Unite members came together at short notice to work around the clock to build lifesaving ventilators. In just one-week 1500 ventilators were built. This is the equivalent of 6 months production at the normal production rate. In total 13,437 ventilators were delivered to the NHS.

The production of ventilators for the Ventilator Challenge project took place between April 2020 and July 2020, following the UK Government's announcement of the Ventilator Challenge project in March 2020.



A similar approach could be adopted by Airbus to address the issue of climate change by changing production to design aircraft that reduces carbon emissions during flights. In 2021, Airbus announced that they were producing three zero emission concept aircrafts. They hoped that these zero emission aircrafts would be in use by or before 2035.

## Alexander Dennis Limited (ADL) – Investment in electric bus manufacturing

**“Members know that this is the way forward”:**

**Falkirk reps celebrate investment in electric bus manufacturing:**

**This is an edited version of a case study that was constructed through collaboration between the Unite Environment Taskforce, the TUC, and the Global Labour Institute (GLI).**

Unite reps at the UK’s largest bus manufacturing company, Alexander Dennis Limited (ADL), have played an important role in securing investment in electric buses. This has led to a reduction in transport emissions, the saving of jobs, and supporting a green recovery from the COVID-19 pandemic.

As part of the Scottish Government’s strategy to decarbonise transport, backed by Unite and the STUC, investment from the Scottish Government’s Ultra-Low Emission Bus Scheme and other investors has helped ADL secure orders for hundreds of new electric buses. Unions and the ADL management successfully lobbied the Scottish Government for long term investment to help secure jobs at the ADL plant.

The Unite reps recognised that investment in electric vehicles was not just essential for the environment, it was also essential for the security of the 600 jobs at the Falkirk site. Unite convenor Gordon Lyons stated that whilst “the main priority for members is job security”, the transition from producing diesel buses to producing zero emission buses is vital for the future of the ADL workforce in Scotland, and the air quality in Scotland.

Willie Thomson, Unite regional industrial officer, explains that “there has to be a connection between the green agenda, investment and jobs”. The whole environmental outlook must be linked to our communities and the future of public transport.



Unite members in ADL manufactured zero emission buses used at COP26 in Glasgow

The new investment comes after a tough period for the ADL workforce. In August 2020, ADL announced redundancies in Falkirk and Scarborough, and the closure of its Guildford plant. Falkirk lost 140 jobs through voluntary redundancy. The new investment is beginning to reverse this, with twenty-nine new jobs created so far.

The COVID-19 pandemic had a major impact on public transport. Some industry analysts suggested that UK electric bus makers faced a crisis as passenger numbers had dramatically fallen. This uncertainty with passenger numbers put bus operators’ investment plans on hold, as it was uncertain how many passengers would go back to travelling on buses due to increased working from home, and potential long-term hybrid working.

Willie recognised that any new investment in the manufacture of buses would need to see a shift back to an increased use of passenger buses, after the rise in private car use during the pandemic. Willie stated that “the world of work has changed with the rise of home-based and flexible working. We need to encourage people back on to low / zero emissions public transport to help tackle climate change.

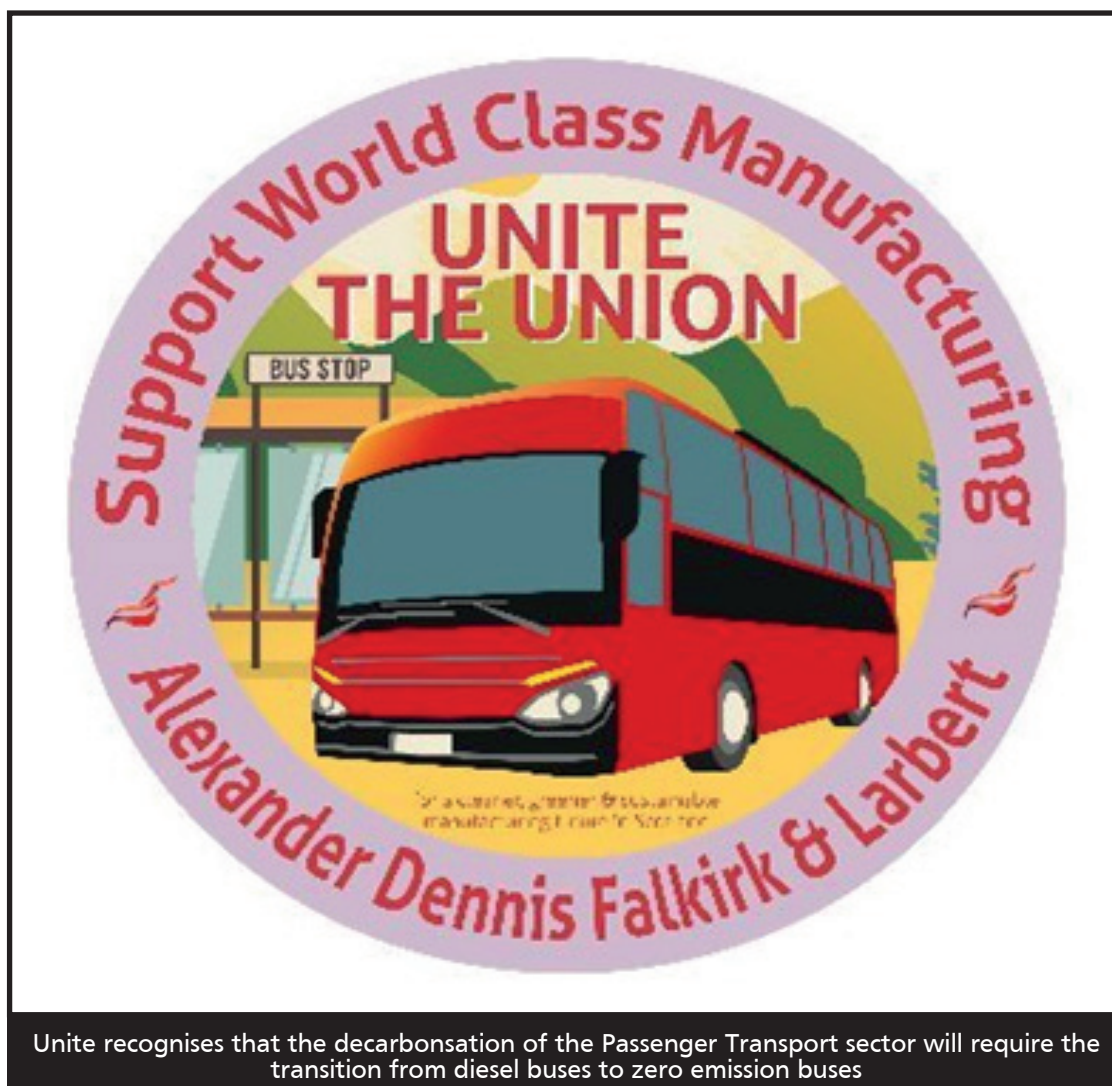
This decarbonisation process in the bus industry involves diesel passenger buses being replaced by zero emission passenger buses.

UK electric bus manufacturers also face major competition from overseas. According to the Financial Times, China's Yutong Bus (the world's biggest producer) sold more than 15,000 low-emission buses in 2020 and is looking to expand exports to the UK. ADL itself is owned by a transnational bus manufacturing company, bought by the Canadian-based NFI Group in 2019.

Despite these fears, production in Falkirk is expanding, with increased further investment promised in 2022 as part of a five-year commitment from the Scottish Government.

According to Willie, the challenge now is to join up the strands of progress on the transition to a decarbonised economy across all the sectors of the economy, not just in transport. "Members have to be part of the solution, not left behind".

A Just Transition requires investment for all within our economy and society, and not left to the marketplace to dictate the nature of the transition."



Unite recognises that the decarbonisation of the Passenger Transport sector will require the transition from diesel buses to zero emission buses



## GKN Driveline, Birmingham - 'A Just Transition Plan to save the factory'

The following report has been constructed with the assistance of Frank Duffy (Unite convenor), the Unite Environment Taskforce, the TUC, and the Global Labour Institute (GLI).

### Unite / GKN members – 'Back Us Don't Sack Us' – Manufacturing Matters

#### Background:

The GKN Automotive factory in Erdington (Birmingham) is the last UK plant producing automotive driveshafts for Jaguar Land Rover, Nissan, Toyota, and other customers worldwide. Melrose Industries, a private equity group, bought GKN in April 2018 in what workers and Unite believed to be a hostile takeover. The sale was opposed by Unite, the workforce and local politicians.

The UK Government undertook a review of the sale of GKN to Melrose Industries and took the decision to approve the sale. Following the sale of GKN to Melrose Industries, it became evident to the workforce that there was little interest shown by the new owners to invest in the Birmingham plant to give it a long-term future.

Since the takeover, the workforce has been determined to improve the operating profits at the GKN Birmingham plant making automotive driveshafts. But it soon became clear to the workforce that Melrose Industries seemed to be more interested in increasing profit through a cost reduction programme, with no long-term commitment to the Birmingham plant: <https://www.theguardian.com/commentisfree/2021/sep/20/green-jobs-car-factory-strikeindustry-offshoring>



Unite reps & members at GKN - 'Back Us Don't Sack Us - Manufacturing Matters

## Frank Duffy's edited report:

On the 28th of January 2021, GKN announced the proposed closure of the GKN Driveline site in Erdington, Birmingham with the loss of 519 highly skilled jobs. The planned closure date for the Birmingham plant was July 2022. The consultation process lasted around 3 months. The union used this process to gather information from the company relating to current and future products. This included the costs of these products and the sourcing information which was used to decide where the products would be made.

The GKN site in Birmingham manufactures and assembles driveshafts and prop shafts. The prop shaft business would eventually disappear as the Automotive industry transitions to electrified vehicles. The prop shaft business is around 40% of the total business. It became apparent to Frank and his Unite colleagues that to safeguard and futureproof jobs at the Birmingham plant, they needed to transition to producing components for electric vehicles. This included new propulsion systems and e-drives. GKN developed a new e-drive system at its Abingdon research facility with the help of UK Government funding through the Advanced Propulsion Centre (APC). The Advanced Propulsion Centre (APC) is a government body set up to help the UK Automotive industry transition to electrification. Sadly, this innovation to create new green jobs for British workers will not help the workforce at the GKN Driveline Birmingham plant.

Unite and its members realised that if they wanted to see a green future for their plant and save their skilled jobs, they could not leave matters to the company. Unite and its members had to take matters into their own hands. The joint consultative committee put together a 90-page Just Transition Plan. The Just Transition Plan detailed how the plant could reorganise current production to save the company money, and how the plant could transition towards producing the new components that would be required for e-drive systems.



Electric vehicle produced at Coventry Polytechnic by UDAP and the Lucas Aerospace Combine

The Just Transition Plan that was constructed at GKN Driveline Birmingham, was the first Just Transition plan to be put together by union reps in a UK Automotive plant. The Just Transition Plan for GKN Birmingham had echoes of the 1976 Lucas Plan. The Lucas Plan was constructed by members of the Lucas Aerospace Combine Committee in 1976/77. The Lucas Plan proposed to convert the existing military production at the various Lucas Aerospace plants across the UK, into the production of socially useful and environmentally friendly products.

The Lucas Plan was constructed against the backdrop of potential job cuts, due to the then Labour Government's decision to cut military expenditure. The image above shows an Electric Vehicle that was made by the Unit for the Development of Alternative Products (UDAP) at Coventry (Lanchester) Polytechnic.

This Electric Vehicle was developed around 40 years ago and is an example of the pioneering products that were included in the Lucas Plan of 1976/77. The EV in the image above is similar in design to an EV being trialed by the Royal Mail for post and parcel deliveries in 2021/22 around forty years later.

The Unit for the Development of Alternative Products (UDAP) at Coventry (Lanchester) Polytechnic and the Centre for Alternative Industrial Technological Systems (CAITS) at North London Polytechnic, were set up by the

Lucas Aerospace Combine Committee. The Lucas Aerospace Combine worked with both polytechnics to put their product designs from the Lucas Plan into product prototypes. The Lucas Aerospace Combine undertook similar initiatives with the Open University.

The Just Transition Plan that was constructed by the GKN reps focused on saving jobs at the Birmingham plant. But it also involved transitioning the plant into becoming an asset to support the UK Automotive sector as it transitions into producing electric vehicles and hydrogen vehicles. The result would be a positive for the workforce, the UK Automotive sector, and the environment. Frank said, "if this is not what is meant by the phrase a Just Transition, I do not know what is". Unfortunately, GKN declined to take the plan forward.

The Unite reps at GKN Birmingham felt that they were left with no alternative but to ballot Unite members for industrial action. The ballot resulted in a resounding 93% voting in favour of action on a turnout of 95% of the members. The ballot result got the company back to the negotiating table, and a meeting was arranged with the company, the trade union, and other stakeholders.

The other stakeholders included the late Jack Dromey (Labour MP for Erdington, Birmingham), Andy Street (West Midlands Metro Mayor), Professor David Bailey (a leading authority on the Automotive sector at the University

of Birmingham and Coventry University), the Advanced Propulsion Centre (APC), and officials from the Department of Business, Energy & Industrial Strategy (BEIS). All the stakeholders agreed that the Just Transition Plan constructed by Unite and the workforce, provided the best outcome for the GKN Birmingham plant and the UK Automotive sector.

Following meetings between Unite, GKN and the other stakeholders, GKN, once again, declined to accept the Just Transition Plan put forward by Unite reps. The company's response was to put together an improved severance package to the workforce at the Birmingham plant.

The Unite reps did not recommend the acceptance of the improved severance package. However, Unite members voted to accept the improved severance package put forward by the company. Frank explained that the Automotive sector is about to go through one of its biggest transitions in decades. The component supply chain is the area in the Automotive sector that is going to take the brunt of the changes. Frank stressed that it was crucial as trade unionists, that we look at how these changes will impact future employment for our members in the Automotive sector. "We need to ensure that this process of change includes a workers led Just Transition to protect our members".





## INEOS Grangemouth (Scotland)

**“We need to transform the energy we use and achieve net zero...But we need government support to get there...”**

**Unite reps champion Just Transition in the oil industry**

**This is an edited version of a case study that was constructed through collaboration between the Unite Environment Taskforce, the TUC, and the Global Labour Institute (GLI).**

As part of plans to cut emissions, the UK and Scottish Governments, the European Union, and members of industry have recently announced ‘The Acorn Project’. The Acorn Project is a programme to establish carbon capture and storage (CCS) and hydrogen infrastructure to reduce carbon dioxide emissions from industry.

Cliff Bowen is the Unite convenor at the Forties Pipeline System (FPS) at the petrochemical complex run by INEOS in Grangemouth, Scotland. As a member of Unite’s Executive Council for the Chemicals, Pharmaceuticals, Process and Textiles (CPPT) sectors, he has long been advocating for a worker-led Just Transition within the sector.

INEOS recently announced a £1 billion investment to upgrade the Grangemouth plant to run on blue hydrogen, as well as further investment in green hydrogen across Europe. Cliff sits on the European Works Council for the company and has used this space to engage the company around issues related to the future of work, and climate change. Cliff advocates that a Just Transition should be central to the company’s sustainability agenda, including supporting the company’s plans for reducing emissions.



Unite represents many members in the INEOS Grangemouth plant

Cliff explains: “We all recognise that the world of energy needs to change. We need to transform the energy we use to achieve net zero. Everyone wants a world where their children and grandchildren can live safely.

Hydrogen is the future, and it is clean. As a business and as a worker this is an ideal situation because we want to have future-proof work and well-paid jobs. But we need government support to get there.”

Cliff also sees investment in hydrogen as an opportunity to attract younger, talented, and more socially conscious workers to the industry:

“This gives us the opportunity to attract young, vibrant workers. Powering these jobs on the back of hydrogen will extend the lifespan of facilities around the country and will also provide green and well-paid jobs.”

INEOS recently signed an agreement with the Acorn Project for existing oil and gas infrastructure to be used for CCS. The company also aims to become a hub for hydrogen. For Cliff, the project is essential for a Just Transition in Scotland: “As a trade unionist, this is a great example of Just Transition – positive for the planet and for workers. We cannot just shut down refineries and hope for the best, because



what happens to those communities, workers, shops and everyone else that relies on the business that comes from workers in these industrial hubs.” Together with other Unite reps across the sector, Cliff is closely monitoring the developments within the Acorn Project and has also been engaging in consultations with the Scottish Government and the Labour Party to ensure that workers are properly represented, and that green jobs are secured.

Cliff recognises that workers must be central to any transition – not only to ensure that the transition is ‘just’ but also because workers have invaluable knowledge and experience that is essential for building a green economy. This is particularly true in the oil industry, as Cliff explains: “You probably won’t get a more transferable workforce than the oil and gas workforce. We have highly transferable skills and training that can enable us to be transferred

from an oil refinery to a hydrogen plant.” Cliff has also been involved in an informal network across the industry within Unite that is engaging the workforce around the issues of the climate crisis and Just Transition. The network has discussions with members of the workforce around Just Transition and the important role of hydrogen in the transition process. This is done to raise awareness amongst members and to ensure ‘buy-in’ from workers.

But challenges remain, as Cliff explains: “We are doing the right thing to move towards hydrogen, but we need more investment, and we need the support of the government. This is no time to be playing politics. This is for the good of the planet.”



The Acorn CCS project is to partner with INEOS & PETROINEOS at Grangemouth to capture & store up to one million tonnes of CO<sub>2</sub> by 2027

## Rolls Royce – Lucas Style Green New Deal and Just Transition Plans

**This article was produced in collaboration between the Unite Environment Taskforce, the TUC, and the Global Labour Institute (GLI).**

In the second edition of the Unite Environment Quarterly, published in November 2020, there was an article titled: **Unite's message to Rolls Royce and links to the Lucas Plan.**

The article referred to Unite's message to Rolls Royce in the Unite Live publication on 4 May 2020: **Rolls Royce, play your part in rebuilding our economy. Don't slash jobs.** The Unite Live article urged Rolls Royce to play its full part in developing an industrial strategy that helps develop and deliver the jobs of tomorrow. Unite recognised that the demands of the climate emergency and major public infrastructure projects required engineering solutions. Unite suggested that UK manufacturers like Roll Royce should be prepared to diversify their production to help address the climate emergency alongside undertaking major public infrastructure projects.

Unite recognised that COVID-19 had exposed dangerous weaknesses in the ability of the UK manufacturing sector to produce personal protective equipment (PPE), ventilators, automotive components, and products required to tackle the climate emergency.

In quarter 1 of 2022 (Q1 2022), it was announced that billions of pounds may be written off by the UK Government because of the purchase of unusable PPE from foreign companies during the pandemic. It was also announced that production in the automotive industry has been hit by a failure to secure components from foreign companies during the pandemic.

The Ventilator Challenge project introduced by the UK Government in March 2020, showed UK manufacturing at its best. A consortium of UK manufacturers and foreign owned

manufacturers operating in the UK, converted their production into producing ventilators for the NHS to help the fight against the COVID-19 pandemic. This led to 13,437 ventilators being produced for the NHS between April 2020 and July 2020. The consortium was able to produce the usual 6-month production of ventilators (1500) in one week.

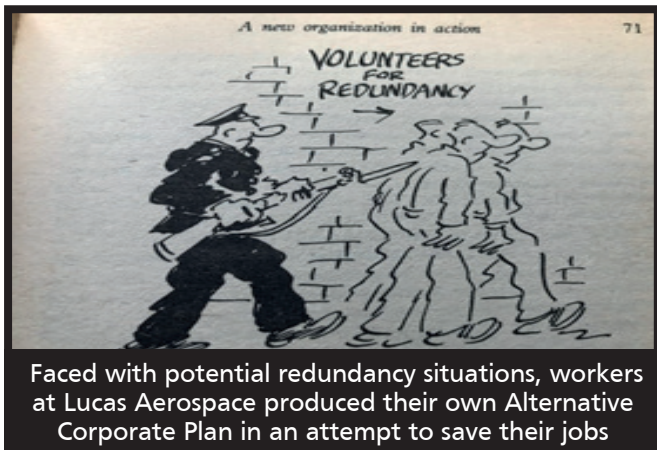
The Unite Live article on 4 May 2020 urged UK manufacturers like Rolls Royce to support a UK industrial strategy that put Britain back to work. The article stated that engineering excellence and manufacturing capabilities should be at the heart of the industrial strategy, which should be expanded throughout the UK.

In the article '**Unite's message to Rolls Royce and links to the Lucas Plan,**' in the second edition of the Unite Environment Quarterly (November 2020), the Unite Environment Taskforce highlighted how Unite's message to Rolls Royce included themes that were similar to the Alternative Corporate Strategy that was constructed by the Lucas Aerospace Combine Committee in 1976/77.

The Labour Government elected in October 1974 was committed to an election pledge of reducing military expenditure. Faced with the threat of job losses due to a reduction in demand for their military aerospace products, the Lucas Aerospace Combine Committee produced a plan, commonly referred to as the Lucas Plan. The Lucas Plan looked at how Lucas Aerospace could diversify their production of military aerospace products into products that were socially useful and environmentally friendly.

The article suggested that a similar alternative plan could be put forward to Rolls Royce, to look at alternative options to keep the workforce employed throughout the pandemic and to tackle the climate crisis going forward.

Following the publication of the article in November 2020, Frank Keogh (Unite political officer in the West Midlands) contacted Jim Mowatt (convenor of the Unite Environment Taskforce). Frank acknowledged the article which linked the current predicament of Unite members in Rolls Royce with the situation faced by the Lucas Aerospace Combine Committee and the Lucas Aerospace workforce between 1974-1977.



Faced with potential redundancy situations, workers at Lucas Aerospace produced their own Alternative Corporate Plan in an attempt to save their jobs

Frank stated that Unite were in discussions with Rolls Royce at the Ansty Plant (Coventry) about the possibility of constructing a Lucas Style Plan targeted at a Just Transition and a Green New Deal. These discussions were aimed at safeguarding the long-term future of the plant and the jobs of Unite members. The construction of the Just Transition / Green New Deal Plan involved Unite full-time officers, senior Unite reps, Unite reps, Hilary Wainwright (Lucas Plan Academic), Zarah Sultana (Labour MP for Coventry South) and Coventry for a Green New Deal.



Labour MPs, Taiwo Owatemi (Coventry North West), Zarah Sultana (Coventry South) and Rolls Royce staff at the Ansty Plant (Coventry).

Rolls Royce were considering major restructuring plans to cope with the temporary shutdown of the aviation industry in the first phase of the COVID-19 outbreak in 2020. Unite's full-time officers and senior representatives were aware that the major restructuring plan being considered by the Rolls Royce board could lead to a loss of 9,000 jobs globally. The Ansty, Barnoldswick and Inchinnan plants in the UK were being threatened with closure as part of this restructuring plan.

In response to these threats, Unite and GMB joined forces with environmentalists and community activists to campaign against the threatened closure of these three Rolls Royce plants. Following protests and strike actions from Unite and GMB members, Rolls Royce agreed to a memorandum of understanding (MOU) in Q1 2021 for the Ansty, Barnoldswick and Inchinnan plants. The MOU agreement committed to the Barnoldswick plant being kept open for at least ten years and the Ansty and Inchinnan plants being kept open for five years. The MOU also committed to a training centre at the Barnoldswick plant that would support the development of green technologies to reduce the carbon emissions in Rolls Royce's production and products.

A memorandum of understanding is an agreement between two or more parties outlined in a formal document. It is not legally binding but signals the willingness of the parties to move forward with a contract. The MOU can be seen as the starting point for negotiations as it defines the scope and purpose of the talks: <http://www.investopedia.com/terms/mou>

The TUC article on 28 October 2021 'Pushing for a Green New Deal at Rolls Royce' provides an update on the work undertaken by Frank Keogh and others at Unite in attempting to forge ahead with a Lucas Style Plan to create a long-term future for the Rolls Royce plants at Ansty, Barnoldswick and Inchinnan. The article includes interviews with Derek Texeira (Unite convenor at the Ansty plant) and Kevin Wright (Unite convenor at the Inchinnan plant): <https://www.tuc.org.uk/blogs/pushing-green-new-deal-rolls-royce>



In discussing the memorandum of understanding agreements for the Ansty, Barnoldswick and Inchinnan plants between Unite, GMB and Rolls Royce, Kevin saw these agreements as an immediate solution to stop plant closures and save jobs. However, Kevin acknowledged that the MOU agreements only provided the Ansty and Inchinnan plants with a reprieve of five years before the plants could be closed. Most of the work that is undertaken at the Ansty and Inchinnan plants are small bits of work linked to historical contracts, not from new contracts.



Rolls Royce, Ansty Plant - Coventry

Derek Texeira provided an account of the work undertaken at the Ansty plant. A Green New Deal team, which included Unite, Zarah Sultana and Coventry for a Green New Deal, was formed to construct the Just Transition / Green New Deal plan. Derek contacted his fellow convenors at the Inchinnan and Barnoldswick plants about the work being undertaken at the Ansty plant. This led to the Roll Royce Combine Committee designing workshops to discuss whether a Just Transition / Green New Deal plan could be implemented at the Ansty, Inchinnan and Barnoldswick plants.

The workshops were designed to look at ways to futureproof the jobs of workers at these plants. The workshops led to the construction of an alternative production plan, based on the production of environmentally friendly (sustainable) products.

Kevin Wright highlighted that the Rolls Royce Combine Committee held three workshops. In the workshops, the workforce was invited to think about developing new sustainable product

ideas that could be produced by the plants, given the skill sets of the workforce and the technology that they had to work with.

Following the workshops, the Rolls Royce Combine presented the idea of manufacturing wind turbine gearboxes at the Ansty Plant to the Rolls Royce management. The idea received an indifferent response from the Rolls Royce management team. Derek Texeira noted that a particular issue for the Rolls Royce management team was the fact that the alternative production plan had come from the workforce.

The Lucas Aerospace Combine Committee experienced the same response from the Lucas Aerospace management team when they submitted their Alternative Corporate Strategy Plan in 1976/77.

In the second edition of the Unite Environment Quarterly (November 2020), it was highlighted that the Lucas Aerospace Combine Committee believed that their Alternative Corporate Strategy Plan was dismissed by the management of Lucas Aerospace because it challenged the power relations within capitalism.

The Alternative Corporate Strategy (Lucas Plan), challenged the power relations within capitalism because the workforce controlled much of the decision-making process, regarding what products would be developed and what products would be produced. This effectively took away management decision making in this area of the organisation. It fundamentally changed the established decision-making structures within the capitalist organisation model as a result.

Former Lucas Aerospace Combine members speaking in 2018, said that the vested interests of capital viewed their Alternative Corporate Strategy Plan as a threat to the existing order within capitalism. In this existing order the directors and senior management manage organisations in the interests of owners / shareholders, where profit maximisation is the primary goal.



To achieve this, the workforce is managed in a way that produces the maximum amount of work at minimal cost (wage). This helps to create the surplus value from production (market price of a product minus the cost of production) which is the key driver behind capitalism.

The aim of the Combine was to produce products that were of value to society (socially useful products), including environmentally friendly products. The Combine believed that they were fighting back against a system that exploited workers (labour) in the production process and kept workers out of the industrial and economic decision-making process. The Combine recognised the support they received from Tony Benn and were aware that Benn had been a catalyst behind the Alternative Corporate Strategy Plan. Tony Benn was the Secretary of State for Industry (March 1974 - June 1975) and Secretary of State for Energy (June 1975 - May 1979) in the Labour Governments of 1974 to 1979.

Benn, as a Labour Government minister, had written papers advocating for greater industrial democracy and greater worker participation in industrial and organisational decision making. These ideas were contained in Tony Benn's Alternative Economic and Industrial Strategy policy documents, which became known as the 'Strategy B' policies.

These policies were a socialist alternative to the monetarist policies (the forerunner to neoliberalism) that would eventually be adopted by Dennis Healey (Labour Chancellor of the Exchequer) and James Callaghan (Labour Prime Minister) in December 1976 following the acceptance of loans from the International Monetary Fund (IMF) to finance government spending. Benn referred to the monetarist policies as the 'Strategy A' policies, which he was against.

Benn believed that the rejection of his socialist policies for Healey's monetarist-lite (austerity-lite) policies would mean that the Labour Government would be seen to be taking the side of capital over labour. Benn believed that this would create a big division between the Labour Party and its support base and would lead to electoral defeat at the next election, which it did in 1979 with the victory of Margaret Thatcher. Benn believed that the decision to pursue monetarist policies from 1976 would lead to the terminal decline of the Labour Party as the main opposition to capital.

Unite convenor, Derek Texeira, informed the Unite Environment Taskforce in January 2022, that the Rolls Royce management team had yet to reply to the 'alternative production plans', which were put forward by the Rolls Royce Combine Committee six months earlier.



Unite helped saved hundreds of Rolls Royce jobs at Barnoldswick, North England

However, Derek said that the Rolls Royce Combine was still campaigning around the Just Transition / Green New Deal plan with the support of the workforce, local MPs, and local communities.

Mark Porter (Unite convenor at Barnoldswick) recently informed the Unite Environment Taskforce that following the initial MOU agreement, further industrial action took place at the Barnoldswick plant. This was following complaints by the workforce about how the training centre was being run at Barnoldswick. The training centre to support the development of sustainable technology was part of the initial MOU agreement. The industrial action led to an extended agreement with a commitment to no compulsory redundancies for 5 years and guaranteed new work for the existing workforce. In return, the Unite members agreed that the training school could be built elsewhere. This is most likely to be in Derby and likely to focus on the Small Modular Reactor (SMR) project.

The updated agreement for Barnoldswick has the wording 'pursuing green technology, in particular SMR manufacturing.' The updated agreement at Barnoldswick has secured a commitment to a 10-year viable manufacturing facility, and the words 'beyond 10 years' is also in the agreement.

In February 2022, the Unite national officer for the Aerospace sector, Rhys McCarthy, informed the Unite Environment Taskforce that there was hope that Rolls Royce will re-engage in discussions with Unite about the Just Transition / Green New Deal plans put forward by the Rolls Royce Combine. Rhys said that Rolls Royce had needed to undertake some restructuring plans, as the aerospace side of the business had been badly affected by the pandemic due to the international grounding of aircraft. He believed that Rolls Royce were now ready to enter into discussions with Unite on how they could work together to decarbonise the business and their products. In 2021 Rolls Royce published 'Leading

the Change to Net Zero Carbon': <https://www.rolls-royce.com/~media/Files/R/Rolls-Royce/documents/investors/rolls-royce-net-zero-launch-presentation.pdf>

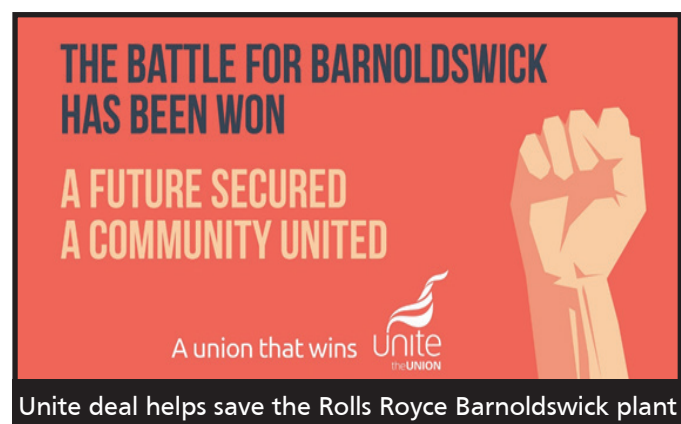
This document will be a key driver in the decarbonisation plans of Rolls Royce going forward. These plans should provide opportunities for Unite members to work on projects to help tackle climate change in the years ahead. The following articles provide further information on Rolls Royce's plans for achieving net zero carbon emissions by 2050:

<https://www.rolls-royce.com/media/press-releases/2020/05-06-2020-rr-puts-net-zero-carbon-by-2050-at-the-heart-of-future-innovation-and-growth.aspx>

[https://www.rolls-royce.com/innovation/small-modular-reactors.aspx#](https://www.rolls-royce.com/innovation/small-modular-reactors.aspx#/)

<https://www.rolls-royce.com/~media/Files/R/Rolls-Royce/documents/others/rr-net-zero-full-report.pdf>

Rolls Royce Power Systems sets out road map for climate-neutrality with 'Net Zero at Power Systems' – Major reduction in emissions by 2030  
<https://www.rolls-royce.com/media/press-releases/2021/20-07-2021-rr-power-systems-sets-out-road-map-for-climate-neutrality-with-net-zero-at-power-systems.aspx>



## SABIC Petrochemicals

**“Sooner or later, it’s going to come for us, and we better be forewarned and take action rather than wait for it to happen.”**

**Unite reps monitor decarbonization of the Tees Valley.**

**This is an edited version of a case study that has been constructed through collaboration between the Unite Environment Taskforce, the TUC, and the Global Labour Institute (GLI).**

As part of its decarbonization strategy, the UK Government has invested £3 million to build a hydrogen hub in the Tees Valley.

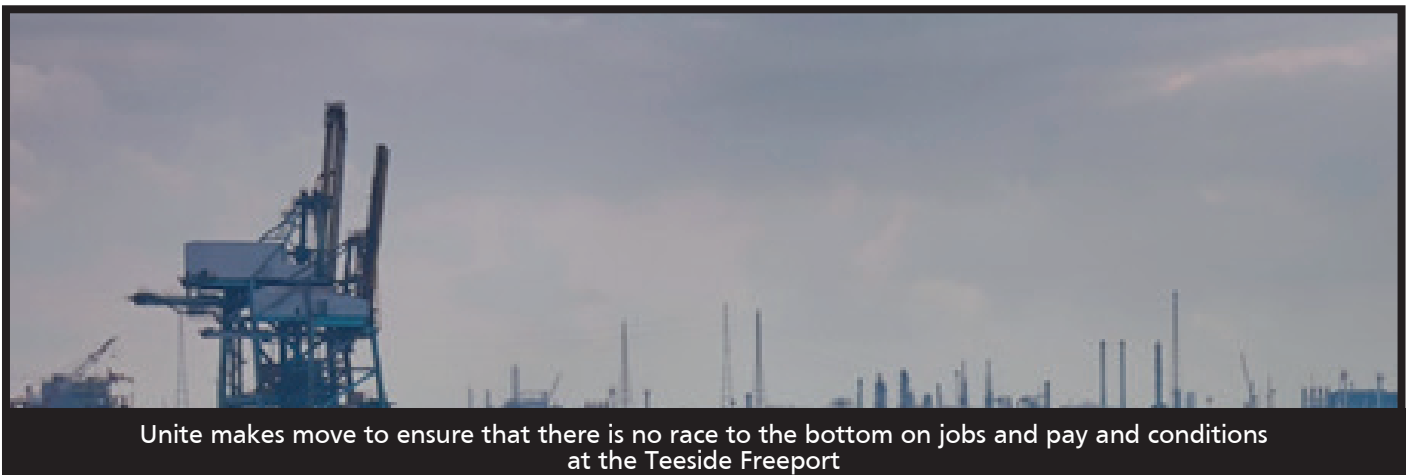
Paul Peacock, Unite rep at Sabic Petrochemicals, has been working with other Union reps across the region to monitor the decarbonization project.

Paul’s interest in environmentalism came from growing up close to the River Tees in Middlesbrough, which had been polluted so much by local industry that the river was dead. “When I entered industry in 1980, I was appalled at the environmental controls or lack of them, so I made sure that if I was ever able to help improve environmental legislation, I would.

That drove me to become involved in environmental issues, including decarbonization.” Paul first became involved in the decarbonisation project a few years ago when Sabic decided to make the transition to using hydrogen as fuel to reduce carbon emissions. Union members played an important role in getting workers on board with the transition.

British Petroleum recently announced plans to build the UK’s largest hydrogen plant on Teesside and four local companies have signed a memorandum of understanding to decarbonize their businesses by burning hydrogen instead of gas.

Union reps and full-time officials from Unite are actively monitoring the developments within the hydrogen project to determine what impacts it could have for workers and the green economy. They are establishing a cross-sectoral group – with Unite reps from steel, chemicals, transport, and construction – to track changes and create a bank of information about local company developments. Unite reps in the region are also being encouraged to talk to their companies about hydrogen usage and their green agenda. The group is also canvassing local MPs to demand workers have a voice in consultations.



Unite makes move to ensure that there is no race to the bottom on jobs and pay and conditions at the Teeside Freeport

Paul explains: "We have to form a Teesside Hub and start talking to each other. Let's have a conversation about where our companies are going with this and try to build up the support networks now, not just for the freeport, but also for the green agenda and anticipate when it is going to come".

Teesside has also recently become the UK's proposed largest freeport. Workers are worried that this means some companies are planning to divest some operations to companies operating within the freeport.

The freeport has been framed as part of the 'green agenda', but workers have expressed concerns. There are fears that companies may exploit the weak regulation within the freeports to carry out activities that cause environmental degradation, as well as use it as an opportunity to downgrade employment rights and lock

unions out. The freeport also poses a threat to secure unionized jobs in the region which are at risk of being displaced by precarious, low-paid, and low-quality jobs within the freeport zone. "The big concern with freeports is that there is a relaxation of regulations that protect people and the environment".

So far unions have been excluded from serious negotiations by companies and local government. Any information they find is through the media. "We are on the outside looking in".

According to Paul, the struggle is just beginning but the challenge now is to build an effective network of reps in the region across different sectors to ensure that when changes do come, workers are prepared and are able to help shape the change.



Unite establishes Teesside Freeport Hub



## Vauxhall – Ellesmere Port Plant

**“It’s got to be local discussions by local people for local agreements, and we did it in the workplace, and...we just won.”**

**Unite reps fight to make jobs fit for the future.**

**This is an edited version of a case study that has been constructed through collaboration between the Unite Environment Taskforce, the TUC, and the Global Labour Institute (GLI).**

Unite reps at the Vauxhall car manufacturing plant in Ellesmere Port, Cheshire have been fighting to secure its long-term future. John Cooper is the Unite convenor at the plant and a member of Unite’s Executive Council for the Automotive sector. John has been battling threats of plant closures at Ellesmere Port for many years.

The plant owned by multinational car manufacturer Stellantis (formerly PSA), is an important part of the local economy. But in recent years the plant’s future has been in question due to profitability concerns, changes in ownership, and uncertainty following Brexit. Together with local reps, John has been fighting to secure jobs at the plant by lobbying the company and holding meetings with management to negotiate action on securing the Ellesmere Port plant.

In 2019, Unite reps began negotiations to secure a new car model for production at the Ellesmere Port plant. John was determined that local reps could lead the negotiations, as he explains: “We kept pushing locally. Everything we did was decided here in the workplace.”

In 2020 and then in 2021, the UK Government brought forward the ending of sales for new petrol, diesel, and some hybrid vehicles. In 2020 it was brought forward to 2035 from 2040, and in 2021 it was brought forward to 2030 from 2035.

For Vauxhall, this cast doubt on the future viability of production at the Ellesmere Port plant. However, John saw this as an opportunity to future-proof the jobs at the plant. Along with his Unite colleagues, John undertook negotiations with Vauxhall about future production at the Ellesmere Port plant, as the UK Government introduced measures to decarbonise the Automotive industry. John and his Unite colleagues engaged local MPs in this process.



Unite has committed to save the Ellesmere Port Vauxhall plant post Brexit

In 2021, Unite reps successfully negotiated a deal to transition production at the Ellesmere Port plant to produce electric vehicles. This secured over 1000 jobs at the plant and many more jobs in the supply chain linked to the plant. John also managed to secure a pay rise, shorter working hours, and bonus payments for the workforce.

The company is investing £100 million in the transition to produce electric vehicles. The investment at Vauxhall will be supported by a grant from the UK Government. The company has also pledged to become self-sufficient in electricity use through investment in solar and wind farms.

This has been recommended by Unite reps at the plant for a long time. As John explains: “the plant becomes not just a producer of electric vehicles, but a producer of its own energy. We made this suggestion a number of years ago about the idea of the solar panels.”

To promote worker buy-in, John and his Unite colleagues held information sessions, and developed an information booklet which explained the decarbonisation changes at the plant and the reasons for them.

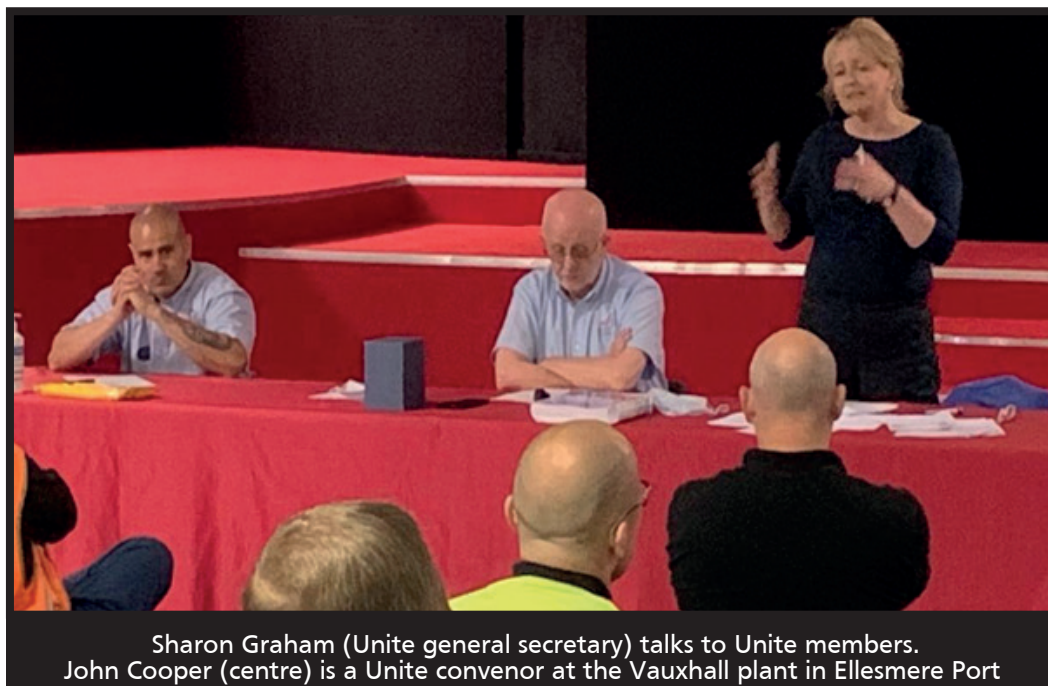
There was some concern that the transition to producing electric vehicles might lead to job cuts. However, workers at the plant have transferrable skill sets which can be easily transitioned into the production of electric vehicles. The company is also opening a logistics warehouse in Ellesmere Port which will provide opportunities for the small number of workers who may lose their jobs in the transition to producing electric vehicles.

The production of electric vehicles will begin later this year but will require big modifications to the plant. This means that the plant must go through a six month 'blackout period' while the changes are made. John was able to secure pay for workers furloughed during the transition period.

Workers at the Ellesmere Port plant are now leading the way in the transition to sustainable transport. John explains that the success is down to the hard work of local reps: "The people that were always going to resolve this was us...That's why we insisted on leading and didn't want other outside influences...We were determined to have an industrial strategy, and we laid it out, and we stuck with it. It's got to be local discussions by local people, for local agreements, and we did it in the workplace, and well, we just won.



Unite helped to secure the Vauxhall plant at Ellesmere Port by negotiating a deal to produce electric vehicles.



## Section Three

### Just Transition in Scotland (An Update)

In November 2020, the article 'Trade Unions and Civil Society are pushing for ambitious climate action in Scotland' was published in Equal Times: <https://www.equaltimes.org/trade-unions-and-civil-society-are#.YhFyEujP3IU>

The article gives an insight into the demands from trade unions and civil society in the run up to COP26 which took place in Glasgow in November 2021. Although the article was written a year before the rescheduled COP26 event, it provided an insightful analysis of the Just Transition demands from trade unions and civil society from a Scottish perspective. We recommend that you read the Equal Times article for an understanding of the Just Transition demands in Scotland in the run up to COP26.



Trade Unions and Civil Society are pushing for ambitious climate action in Scotland

For this edition of the Unite Environment Quarterly, we contacted our fellow Unite Environment Taskforce member, Jackson Cullinane, to investigate how the Scottish Government was progressing on its Just Transition commitments that were covered in the Equal Times article in November 2020. Jackson, who operates at a senior level in Unite Scotland and the STUC, has provided invaluable updates to the questions that we posed to him on the progression of the Just Transition commitments in Scotland.



Below are the questions that we asked Jackson, along with the answers that Jackson supplied:

#### Question 1:

We understand that the work of the Just Transition Partnership (JTP) and the Just Transition Commission Scotland (JTCS) led to the Scottish Government setting up the Low Carbon Fund and the Green Jobs Fund. We have read that the Low Carbon Fund resulted in the Scottish Government investing £2 billion to help the Scottish economy transition to net zero carbon emissions by 2045. And the Green Jobs Fund led to £100 million being committed by the Scottish Government to create 100,000 decent green jobs over the next decade. Has this happened and are there any tangible results so far?

#### Answer to Question 1:

Jackson provided the following response received from the Unite officer covering the BiFab company.

'I don't see anything that has resulted in the delivery of the promised 100,000 green jobs'.

## Question 2:

Trade Unions and Civil Society are pushing for ambitious climate action in Scotland. We understand that the STUC believed that the Contracts for Difference approach to Crown Estate Powers in Scotland provided an opportunity for Scotland to meet its commitments to the Just Transition ambitions of the JTP and JTCS. This was in response to Crown Estates Scotland issuing new leases for offshore wind farms in Scotland for the first time in over a decade in late 2020. Has this happened and are there any tangible results so far?

## Answer to Question 2:

Jackson provided the following response received from the Unite officer covering the BiFab company.

'The Contracts for Difference have done very little with regard to delivering jobs in Scotland. They have created a race to the bottom in costs, which has resulted in these contracts being offshored to the United Arab Emirates (UAE) and other low pay economies. Had it not been for Trade Union pressure, I don't believe that any of the work would have been carried out by Scottish workers'

## Question 3:

Lobbying of the Scottish Government by the STUC and others resulted in the Scottish Government introducing a Supply Chain Statement. This Statement requires companies to declare where parts and components are made. The STUC and others asked for further commitments from the Scottish Government, e.g., guaranteeing most major renewable contracts in Scotland are undertaken by Scottish / UK companies. Has this happened and are there any tangible results so far?

## Answer to Question 3:

We were very grateful to receive a response from Francis Stuart of the STUC to this question. Francis stated the following:

'My initial response is that it is too soon to give a definitive Yes or No to the question.

'While the winners of the ScotWind leasing round were announced in January 2022, the Supply Chain Statements of the companies involved have not yet been published – so we don't know exactly what commitments developers have made'.

'When the ScotWind leasing round was announced the Scottish Government said that there will be £1 billion investment in the Scottish supply chain for every 2.5GW.

This equates to 40% local content on current costs, although if costs fall (as would be expected) that figure would rise to 60%.

'In terms of the penalties involved, my understanding is that as long as a company lives up to 25% of its commitments it is not at risk of losing its lease. Anything above that and the punishments are financial (between £50-£250k), which considering the size of some of these companies would probably not hit them too hard'.



## Examples of local control or involvement in decision making

### Sale

#### Carloway Trust

Sale of foreshore adjacent to Trust land, following their community buyout of Carloway Estate in 2015.

### Occupation Agreement

#### Mooring Associations

Agreements with voluntary organisations to manage an area of seabed for its members to their moor boats.

### Formal Advisory

#### e.g proposed Local Management Pilot

Recommendation on lease applications for certain activities considered by Local Authority led consultation process.

#### Clyde Moorings Committee

Decision making body for mooring applications in Clydeport Harbour Authority by key stakeholders and statutory authorities.

### Working Groups

#### Rural Tenants' Work Group

Working with tenants to advise and assist with the upgrading of farm buildings, access improvements and other infrastructure works.

### Delegation

#### Delegation of Management Powers

Provision for delegation of management function allowed for in Part 2 Section 4 of Scottish Crown Estate Act 2019.

### Statutory Transfer

#### Transfer

Provision for full transfer of management powers allowed for in Part 2 Section 3 of Scottish Crown Estate Act 2019.

The strategic management plan of Scottish Crown Estates - page 6: <http://www.gov.scot/publications/first-strategic-management-plan-scottish-crown-estates/pages/6/>





#### Question 4:

BiFab was taken over by Infrastrata, a UK quoted company in 2020/21. They have committed to competing for large scale renewable contracts in Scotland.

They believe that they can compete with overseas competitors by achieving economies of scale in the production of wind turbines by spreading work across their UK sites. How is this going?

#### Answer to Question 4:

Jackson provided the following response received from the Unite officer covering the BiFab company.

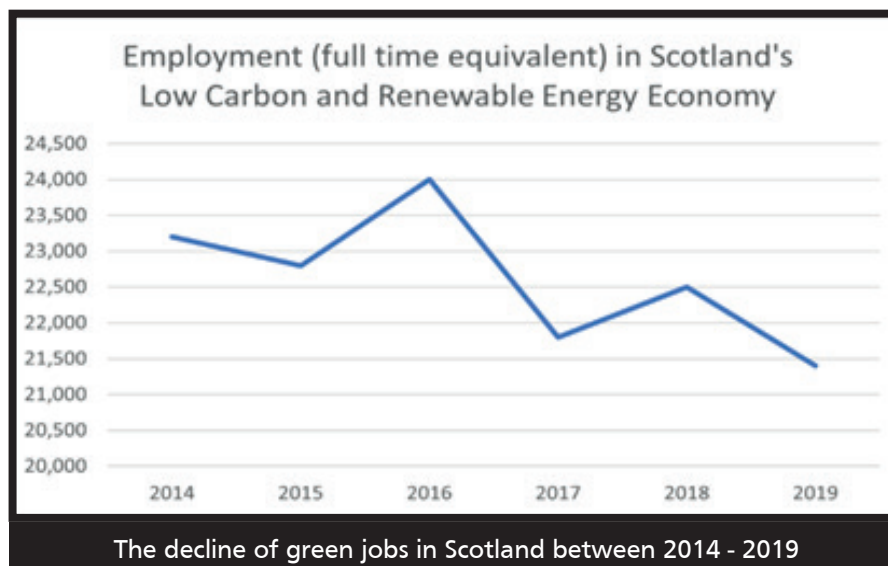
'Since Infrastrata have taken over the BiFab yards they have struggled to get workers because they are paying below sector wages. I believe that they have won contracts to work on 8 jackets for offshore wind projects. But they have ignored the Trade Unions even after numerous approaches by myself to engage. I don't see how they can deliver these jackets if they cannot get staff'.

#### Question 5:

The STUC were pursuing Just Transition sectoral bargaining agreements with the Scottish Government. Ideally, this would lead to a commitment from the Scottish Government to only provide investment funds and offer government contracts to companies that recognise union Just Transition sectoral bargaining. How is this going?

#### Answer to Question 5:

Jackson confirmed that there has been no progress with the Scottish Government regarding Just Transition sectoral bargaining.



### Question 6:

The Just Transition Partnership (JTP) lobbied the Scottish Government to set up a publicly owned energy company, which apparently the Scottish Government committed to establishing in 2021. Has this happened?

### Answer to Question 6:

Jackson confirmed that the Scottish Government have dropped their commitment to a publicly owned energy company. The STUC and the Just Transition Partnership has objected to this decision.

### Question 7:

Did Alexander Dennis Limited (ADL) receive part of the Scottish Government's £500 million investment in public transport to build electric buses to be used at COP26 in Glasgow?

### Answer to Question 7:

Jackson provided feedback from the Unite officer covering ADL.

It was confirmed that ADL provided a fleet of single deck electric buses for COP26, as well as showcasing their zero emission electric double deck buses. The double deck zero emission buses were used to shuttle some of the delegates to the COP26 event, and some of the double decks were also displayed in the conference hall at the COP26 event.

The electric buses provided by ADL for the COP26 event were funded through the Scottish Ultra-Low Emission Bus Scheme (SULEBS) as part of the Scottish Government's investment. They were used by First Bus Glasgow, who were the official transport partner for COP26.

The Scottish Ultra-Low Emission Bus Scheme (SULEBS) was an evolution of the Scottish Green Bus Fund held each year between 2011 and 2018. SULEBS supported the Scottish Government's net zero targets, and its commitment to delivering Low Emission Zones and Scotland's ambitions for transport decarbonisation. It provided support for the purchase of new ultra low emission buses, up to a maximum 75% of the differential costs against diesel buses, depending on their zero emission running capability. The infrastructure required for this technology had support available up to 75% of the capital cost.



Scottish ministers accused of embarrassing downgrade as public energy firm plans dropped



## **STUC on ScotWind leasing announcement – 17.01.22:**

This article is the response from the STUC to the Crown Estates Scotland announcement of the results of ScotWind. ScotWind is the seabed leasing round that will enable the next generation of offshore wind farms in Scottish waters. This is an edited version of that article.

### **ScotWind leasing results bring next generation of offshore wind farms one step closer**

<https://www.scottishrenewables.com/news/990-scotwind-leasing-results-bring-next-generation-of-offshore-wind-farms-one-step-closer>

The STUC says that today must mark the end of broken promises to Scottish workers and be the start of a long overdue renewables jobs revolution.

Oil giants Shell and BP, alongside Scottish and Southern Energy (SSE), Scottish Power Renewables, and a number of multinational companies have all won leases to develop offshore wind farms off Scotland's coast. Shell, BP, and SSE are UK owned, but Scottish Power Renewables is a subsidiary of the Spanish utility company, Iberdrola.

Following campaigns from trade unions in the wake of failures to secure meaningful fabrication contracts at BiFab, the ScotWind leasing round included requirements on companies to make supply chain commitments, with many bidders making public statements promising major investments in job creation in Scotland. However, these statements have not yet been published and in any case they do not require a specific proportion of work to be undertaken locally.

The STUC continues to be concerned that so few successful bids are from domestic companies, with previous experience showing that multinational companies regularly offshore work to Europe and the Far East.

The STUC is calling for the Scottish Government to call a summit of successful developers to secure ongoing commitments to cooperate on delivery and work with unions and government to make the green jobs revolution a reality.

Roz Foyer, general secretary of the STUC said "Over the past six months the public relations teams of the prospective bidders have been in overdrive, promising the long overdue renewables jobs revolution. Now we need to make that happen".

"The First Minister says that we have every reason to be optimistic about the number of jobs that can be created, but our skilled workers in oil and gas need more than words. The experience over the past decade tells us that jobs in offshore wind are consistently offshored overseas".

"With over 1000 massive turbines to become operational over the next decade, it would be nothing short of economic vandalism if we fail to build a thriving supply chain in Scotland. Fundamental to that is building the infrastructure to enable large scale fabrication in Scottish yards, requiring local content from developers, and addressing questions of ownership through the development of a Scottish National Infrastructure company".

"Unions will work proactively and positively with employers and business to deliver the Fair Work future our workers deserve, but we will also campaign vigorously to ensure that promises are kept".



Roz Foyer, general secretary of the STUC and part of the Unite Scotland team

## Section Four

### Post COP26 Reports from Unite and TUNGO

COP26

MUST DELIVER

JOIN UNITE TODAY

# CLIMATE CHANGE

## THE IMPACT ON OUR HEALTH

Climate Change is already having a detrimental impact on global health. There are seven million premature deaths a year due to pollution – 40,000 in the UK alone – the increasing impact on food systems from extreme weather and other indirect consequences.

Our NHS is under huge strain from decades of underfunding and coping with Covid. It needs urgent investment to cope with these and increasing climate change stresses. Instead,

the Tory government in England is determined to force through the Health and Care bill that will lead to a fully privatised NHS, modelled on the American health system.

Despite devolution, this will impact on the NHS across our nations.

Climate change is the greatest threat to health. We must now take coordinated global action to push for global health care systems that provide for the many.

**Find out how. Join our COP26 fringe:**  
**Climate Change – the impact on our health.**

**SPEAKERS:**

**Jim Mowatt** Unite education director  
**Carol Mochan** MSP  
**Jeremy Corbyn** MP

**Lorna Robertson** Unite Scotland health committee  
**Chair: Marshajane Thompson** Unite health campaign  
**Doctors for Extinction Rebellion**

**Monday 8 November, 11am,  
Websters Theatre, 416 Great Western Road, Glasgow.**

*Fighting for* **JOBS • PAY • CONDITIONS**

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**Unite researcher officer, Colin Potter, attended COP26 in Glasgow representing Unite. This is an edited version of Colin's Post COP26 summary:**

- I participated in pre-COP26 discussions in May and June of 2021 to decide what themes would be taken forward by the trade union movement to discuss at the COP26 event in November 2021.
- After the world leaders met in the first week of COP26, civil servants from around the world discussed what would be in the draft text relating to negotiations and agreements. The second week of COP26 concentrated on meetings between government ministers from the 197 nations to further revise the text before submission to senior government negotiators. This is where the final decisions on any final documentation would be made, but even then, there were no guarantees of an agreement.
- At COP26, I was assigned by Bert De Wel (ITUC) to the team focusing on Article 6 of the Paris Agreement.
- This focused on carbon trading and enforcement powers. I was joined by Corinna Zierold (IndustriAll Europe), Pia Bjorkbacka (SAK Finland), Ann-Beth Skrede (LO Norway), Sune Sandbeck (UNIFOR, Canada) and Mykiung Ryu. I was asked to look at human rights matters at the conference in week two, alongside Stephen Smellie (Unison) and Larry Rousseau (Canadian Labour Congress - CLC).
- The official title of COP26 was 'The 26th United Nations Framework Convention on Climate Change (UNFCCC) Conference of the Parties'. COP26 was viewed by many climate scientists and environmentalists as a last chance to save life as we know it from the impacts of climate change.
- Whilst the event allowed more observer passes than ever before, this COP turned into a very exclusive event. Even some government delegations were prevented from entering rooms for negotiations due to limited room capacity. The UK Trade Union delegation was comprised of just five places per week, with just twenty-five places for the global trade union movement out of the 7,500 observer passes that were issued overall for COP26.
- Some national governments allowed trade union attendees to have one of their Ministerial Party passes which helped to inflate lobbying numbers, but they could not speak as observers. This overcame some of the access issues, but they were only able to listen. The venue itself was clearly not ready for such numbers with observers asked to follow the debates remotely as the venue was full.
- The lack of room for observers to enter meetings became a farce. Meetings were supposed to be open to all pass holders, but we only got one or two observer badges into the meetings at best. By mid-week things had improved and more meetings were either moved to larger rooms or live streamed to a room next door and over the buildings Wi-Fi. But this was sketchy at best. This solution made it impossible for observers to make interventions.
- On Friday evening of the first week, the debate on Article 6 had been raging on. Some nations took 10 minutes to make a 2-minute intervention.



- This ran the debate beyond the end time slot. This meant that any opportunity for observers to speak were continually delayed. As the meeting approached going beyond 8pm, the COP President, Alok Sharma, said they would break for an hour and reconvene in another room.
- The discussions up till then were held in one of the large plenary rooms with over three hundred people seated and with more waiting outside. However, after the break they moved into a room with a capacity of only sixty-four people without streamed coverage!! There are 197 members of the UNFCCC, which meant that even many governments were excluded.
- The COP fringe events were many and various, with experts giving their opinions of the debates and providing more scientific evidence on climate change. These normally ran from 10am till 9pm each day. I appeared at the IndustriAll Fringe during COP26 and spoke about the pledge to help developing nations transition to a green economy. I provided a critique of the UK Government's initiative of promoting a Just Transition in developing nations, whilst doing very little to support a Just Transition for workers in the UK.
- The Article 6 discussions started off with the Parties agreeing to rip up the old text and start afresh. This was despite debating them for five years and despite them nearly getting approval in COP25 in Madrid in 2019. Between the end of COP25 and the start of COP26, the Parties had been chatting over Zoom, unofficially of course. They had reached a basic agreement for a first draft with a potential reference to a Just Transition that they finally shared on Monday of week one.
- The Katowice Committee discussions on Adjustment Measures and Impacts, are where discussions on Just Transition should normally take place. But there was not even a report from the chair of the working group to guide the civil servants in debates. Therefore, any chance of an agreement on anything to recognise human rights or a Just Transition was negligible.
- On the Friday of week one the COP Presidency had allowed Saudi Arabia to take out any text that related to human rights in the last intervention of the day (at 11pm) in the Action for Climate Empowerment (ACE) talks. This action caused a storm of protests by the nations. The COP Presidency eventually, reluctantly, relented and some references were included.
- By the second week we had some official second draft texts to work through. We noted in Article 6 that the references to a Just Transition were still missing, as were any reference to workers' rights and those on the rights of women. But in terms of human rights, it included just about everyone else. So, more door stepping and lobbying of Parties was required.
- By the final Friday of COP26, actions were taken by Human Rights groups, and Climate Change activists led by Greenpeace. A Peoples' Summit was hastily organised which received a lot of press coverage. This included speeches and a mass walk out, which trade unionists marshalled.
- Despite the problems experienced by the trade union delegation at COP26, we worked tirelessly reading the draft texts, attending meetings, and making interventions where allowed. By the final Friday evening of COP26, I was quite demoralised. I was convinced that despite the efforts of national delegations from Mexico, the EU, Canada, Peru, and Ghana, who had supported us, we had failed to achieve what we wanted regarding a Just Transition and on human rights. All we achieved was a promise to consult on Just Transition after the COP in 6.8 of Article 6. This kicked the issue of Just Transition into the long grass.



- So, I decided to return home from COP26 in the belief that the trade union delegation at COP26 had failed to achieve what we wanted from COP26. I was aware that the trade union delegation at COP26 could not have done anything more to progress our arguments on these subjects. But the debate was still on-going. It was not until I reached London that I discovered our lobbying had caused the COP to recognise the rights of women and gender and the need for a Just Transition in Article 6. However, workers' rights were not included in the definition of human rights.
- There is still a lot to do on human rights. The operational requirements of a Just Transition should be included in any clause on Just Transition. This would provide substance to the protections of workers who lose their jobs in the transition process. We rescued the rights of women and gender but failed on the rights of workers. The next two COP events will be held in Egypt in November 2022 and the UAE in November 2023. These two nations are not well known for their human rights or having free trade union movements. Before then, however, there are the Pre COP27 talks in May and June 2022.
- There was also a declaration submitted on aviation. This committed the global Aviation sector to net zero emissions by 2050. This was signed by nations whose industries had already been pressing for this to happen for several years. The declaration included a commitment from the UK's Sustainable Aviation group, which I am an advisory board member of: <https://www.gov.uk/government/publications/cop-26-declaration-international-aviation-climate-ambition-coalition/cop-26-declaration-international-aviation-climate-ambition-coalition>
- It seemed that every day a new declaration of some kind was issued at COP26. However, only a few Parties signed up to the declarations from the 197 Parties that were present at COP26. So, I am not sure how powerful these declarations are going to be in reality. There were many other declarations including ones on phasing out polluting cars and vans,



on land use and forests, and collaboration on energy generation. The UK President apologised for the need to change the text in an agreement to phase down rather than phase out coal fuelled power generation due to the actions of India: <https://ukcop26.org/the-conference/cop26-outcomes/>

- It was frustrating to see nations who have no regard for human rights or recognise civil society being involved in the COP26 discussions attempting to derail the process. These nations seemed to disagree with the rights of the global trade union movement to attend COP26. It was also noticeable the number of oil and gas industry delegates attempting unsuccessfully to spread doubt on the validity of climate science: <https://www.unitecebranch.org/cop26/>

### Report back from Jackson Cullinane (Unite Scotland's Political Co-ordinator) at COP26:

This is an edited version of Jackson's report.

My points/observations regarding COP26 and the lessons/actions moving forward are:

- We were able to mobilise union activists across our range of sectors regarding participation in the main COP26 demo in Glasgow. Unite were very well represented at many of the "people's summit" fringe events throughout COP26, with Unite speakers (including lay members) featuring in events covering subjects such as buses, rail services, renewables, hospitality, health, public ownership in energy and worker-led Just Transition plans.

- These events were organised by a range of organisations, including TUED, IndustriAll, the Peace & Justice Project, the ITUC and the Just Transition Partnership. They were attended by trade unionists from various parts of the world. The contacts made - and the broad agreement on issues reached - points to the need to maintain international contacts and develop international union actions moving forward.
- The events also indicate that issues such as public transport and public ownership in energy (including in renewables & infrastructure) are key issues to take forward to government at all levels. This is particularly the case in view of the little attention by the COP itself as to what a Just Transition will be in practice. This indicates that the key industrial activity should be to develop worker-led Just Transition plans. This should link into wider union organising strategies such as the building of combines, and the strengthening of collective bargaining and industrial democracy in the workplace and within organisations and industries.
- In summary: the focus on COP26 has assisted in bringing more of our activists into engagement with the efforts to tackle climate change.
- It is an issue that will continue to dominate political coverage and discourse and, given the outcome of COP26 (with reference to regular reviews of progress), we need to continue to build political pressure.
- But, crucially, we have a major opportunity post-COP26 to build on our COP26-related activities by seeking to educate and build workplace organisation and bargaining around environmental issues and the case for a worker-led transition.

## UN Climate Change Conference – COP26 TUNGO (Trade Union Non-Government Organisations) Statement Closing Plenary:

**Saturday 13 November 2021:**

TUNGO is the collective term used by the United Nations Framework Convention on Climate Change (UNFCCC) for the various trade unions that were present at COP26. The below statement was delivered on the final day of COP26. It provides an account of the global trade union movements summary views on what was achieved at COP26 and what needs to be achieved at future COPs.

- President, excellencies, delegates and observers Richard Hardy, national secretary for the trade union Prospect in Scotland, member of the General Council of the Scottish Trade Union Congress, and I was a member of the Scottish Governments ground-breaking Just Transition Commission. I will speak on behalf of the 210 million workers in 165 countries represented by the global trade union movement.
- Mr President, no country has ever had so much time to prepare a COP. Never have the challenges been clearer than this year, never have the calls for action from scientists, young people, Indigenous communities, women, citizens, activists, and affected and threatened workers in all corners of the world been louder. And yet as the voice of workers we are truly puzzled. To whom have you been listening in the run up to this COP? How has the outcome on ambition, finance, responsibility, and inclusion fallen so short?
- We believe that this deal will allow countries and companies to trade away our hope for a safe future. The loopholes in the Article 6 mechanisms will undermine the deep and fast decarbonisation that is needed.

- Developing countries are going home without guarantees for the money that is owed to them. There are no concrete mechanisms to catch up on the previous promises of \$100 billion a year, only talks about a long-term finance goal, only limited progress on adaptation, and – above all – no Loss and Damage finance instrument. This is plain shameful on the part of those, especially the EU and the US, who have argued against the progress on the urgent needed support for Loss and Damage?



Just Transition – IndustriAll:

- Yes, the global trade union movement is happy that “Just Transition” has finally found its way in the language used by many parties and observers. We saw and appreciated the adoption by donor countries of the declaration on “Supporting the Conditions for a Just Transition Internationally” and applaud the strong commitments made by signatories. We urge the parties to continue to work towards a Just Transition one that is about jobs, plans and investment. Once again, we call on parties to step up their Nationally Determined Contributions (NDCs) and create the millions of good quality jobs and decent work with your climate policies and measures. Good quality jobs and decent work which the world desperately requires.
- In closing I would ask everyone to remember for all future discussions: labour rights are human rights! Unions need a voice at the table in social dialogue processes that deliver on jobs, Just Transition plans and investments. This is how we will deliver the climate ambition that is needed. We hoped for greater ambition here in Glasgow, and as we move forward the global Trade Union movement demands that we set our sights much, much higher.

**People power! Climate justice!**



Glasgow supports cleansing strike

## Sources of Information - Reports and Images

### Section One: Unite Industry Sectors Environment Reports (Q4 2021 - Q1 2022):

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- Page 75: Unite makes move to ensure that there is no race to the bottom on jobs and pay and conditions at the Teesside Freeport - (Image): <https://www.unitetheunion.org/news->
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- Page 78: Unite helped to secure the Vauxhall plant at Ellesmere Port by negotiating a deal to produce electric vehicles - (Image): <https://www.mirror.co.uk/money/breaking-vauxhall-saves-more-1000-24469496>
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- Page 79: Jackson Cullinane, Unite Scotland & STUC has been part of the Just Transition Partnership in Scotland - (Image): <https://www.youtube.com/watch?v=Zy8pYm eFoE>
- Page 81: Strategic management plan Scottish Crown Estate p6 - (Image): <https://www.gov.scot/publications/first-strategic-management-plan-scottish-crown-estate/pages/6/>
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- Page 83: The decline of green jobs in Scotland between 2014 - 2019 - (Image): <https://bellacaledonia.org.uk/2021/04/23/green-jobs-in-scotland/>
- Page 83: Unite welcomes BiFab purchase but demand government reform and support for the offshore wind industry - (Image): <https://www.unitetheunion.org/news-events/news/2021/february/trade-unions-welcome-bifab-purchase-but-demand-government-reform-and-support-for-offshore-wind-industry/>
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- Page 85: Roz Foyer, general secretary of the STUC - (Image): <https://stuc.org.uk/media-centre/news/1406/stuc-announces-appointment-of-new-general-secretary>

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- Page 89: Declaration on International Aviation at COP26, committing the industry to net zero emissions by 2050 - (Report): <https://www.gov.uk/government/publications/cop-26-declaration-international-aviation-climate-ambition-coalition/cop-26-declaration-international-aviation-climate-ambition-coalition>
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- Page 91: Just Transition – IndustriAll - (Image): <https://www.industrialunion.org/trade-unions-at-cop26-what-we-did-what-we-achieved-and-what-we-need-to-focus-on-now>
- Page 91: Glasgow supports Cleansing strike - (Image): <https://www.industrialunion.org/trade-unions-at-cop26-what-we-did-what-we-achieved-and-what-we-need-to-focus-on-now>



unite the union

# ENVIRONMENT CHARTER

Unite believes there is a climate emergency. Trade unions will fight to ensure it is not working people, here and around the globe, who are left to pay the price of climate destruction.

This crisis must be met in a way that delivers better jobs, a better society and better world for all.

### **Unite calls for:**

The decarbonisation of our workplaces, industries and society.

The creation of a green society must mean a socially just and equal society.

Job guarantees to protect the jobs of the current workers and to ensure that all new jobs are good jobs – the right to decent work. That is the basis of our Organising Strategy, which is the cornerstone of our Union's Industrial Strategy – Work, Voice, Pay.

The workers must lead the 'Just Transition' in those industries affected.

International solidarity to ensure the creators of the climate crisis contribute their fair share to the solution.



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# ENVIRONMENT CHARTER

Unite believes there is a climate emergency. Trade unions are central to the fight to ensure it is not working people, here and around the globe, who are left to pay the price of climate destruction. This crisis must be met in a way that delivers better jobs, a better society and a better world for all.

## **Unite calls for:**

### **The decarbonisation of our workplaces, industries and society**

Decarbonising workplaces and industries to be included as core collective bargaining discussions at workplace, employer and sectoral level, with workplace, environmental, equality and health and safety reps all given the support they need to achieve this. The Government at Westminster, national and devolved administrations must pledge the necessary resources to transition sectors. We need large scale public investment to upgrade our infrastructure, such as housing, energy, transport, to transition us as to a net zero society and improve all of our lives and local communities.

### **The creation of a green society must mean a socially just and equal society**

Policies to decarbonise and tackle the climate crisis must also be policies that improve people's quality of life, and prioritise equality and social justice. This includes achieving full employment with all jobs being good jobs, rebuilding and expanding our public services and public ownership, achieving equality and addressing discrimination, raising incomes, ending poverty and reversing our escalating wealth inequality. If we are mobilising unprecedented national resources to meet the threat of climate crisis we must ensure they are mobilised for the benefit of all.

### **Jobs guarantees to protect the jobs of current workers and to ensure that all new jobs are good jobs – the right to decent work**

Working people must not pay the price for the crisis they have not created. At every level, from workplace employers to government, Unite will use all the levers to fight and win job guarantees, protecting members' existing jobs and ensure where workers are transitioned to new work, all new jobs created are good, unionised jobs. This is part of our fight to win stronger employment and trade union rights, sectoral collective bargaining and to end the insecurity in work and to raise wages. That is the basis of our Organising Strategy, which is the cornerstone of our Union's Industrial Strategy – Work, Voice, Pay.

### **The workers must lead the 'Just Transition' in those industries affected**

Workers themselves are best placed to shape and determine what a 'just transition' means. From understanding how to utilise peoples' existing skills; to the training and development required for a green job; the pay and terms and conditions of their jobs, and the organisation of their workplaces. Determining the future of their industries and supporting local communities that are affected by the decarbonisation process.

### **International solidarity to ensure the creators of the climate crisis contribute their fair share to the solution**

Unite members are part of international supply chains, multinational companies, and global trade union federations. International solidarity has always been a central component of our union. We will not allow working people across the world to be divided in the workplace. As a country, the UK must take the lead in its contribution towards tackling the climate crisis.



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