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Transport Salaried Staffs' Association
of Great Britain and Ireland

HEAD OFFICE
WALKDEN HOUSE
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**Minutes of
Annual Delegate Conference**
(ONE HUNDRED AND EIGHTEENTH YEAR)

Held in

EASTBOURNE

16th to 18th May 2015

List of Delegates Present

Total 77

Branch	Delegate
Anglia No.1	Colin Farquhar
Anglia No.1	Malcolm Wallace
Anglia No.2	Dave Johnson
Anglia No.3	David Godfrey
Anglia No.3	Andrew Paton
Arriva Trains Wales	Malcolm Phillips
Arriva Trains Wales	Sandra Vaughan
ATOC	No Delegate
Belfast	Deidre Johnston
Belfast	Margaret Stephens
Brighton	Michael Litchfield
BTP Staff	No Delegate
c2c Rail	Mary Sithole
Central Scotland General	No Delegate
Chiltern	Leon Yearwood
CIE Executive Grades	No Delegate
Crewe & Cheshire General	David Lown
Darlington No. 1	No Delegate
Delta Rail	No Delegate
Derby & East Midlands	No Delegate
Devon, Cornwall & Taunton	Richard Westcott
Disability Working Group	Cath Murphy
East Midlands Technical	No Delegate
East Midlands Trains No.1	Melissa Heywood
East Midlands Trains No.1	Kevin Williams
Edinburgh Rail	No Delegate
Edinburgh Rail	Margaret Lawrence
E-Mix	Roger Carrington
Eurostar	No Delegate
Euston	No Delegate
Ferryways	No Delegate
First Great Western East	Vince Young
First Great Western South West	No Delegate
First Capital Connect	No Delegate
Forth Ports	No Delegate
FutureTSSA	Keeley Lipscombe
Gatwick	No Delegate
Harwich Int. Ports	No Delegate
Holyhead Ferries	No Delegate
Ireland East and West General	No Delegate
Ireland South and South West General	No Delegate
Inverness and North General	No Delegate
Lancs & Cumbria General	Frank Ellis

Lancs & Cumbria General	Pauline Turgoose
Lancs & Cumbria Retired	No Delegate
London & Southern Retired	Eddie Creighton
London Bus Operators	Nik Anthony
London Bus Operators	Richard Scudder
London Met	Sarah Magee
London Met	Felix Matthew-Brown
London & North Western	Stephen Davidson
London & North Western	Trevor Ollis
London N.W. Retired	Fred Hall
London S.E. & Sussex	Colin Savage
London S.E. & Sussex	Neil Tyson
London & Southern Retired	No Delegate
London S.W. & Middx	Steve Halliwell
LT Officers	No Delegate
Medway	Michelle Sheedy
Merseyside General	No Delegate
Mersey Rail Electrics	No Delegate
Midlands Retired	Peter Vincent
Neath & Swansea	No Delegate
Newcastle General	No Delegate
Network Rail Anglia North	Steve Andrews
Network Rail East Anglia	Rod Heaton
Network Rail Milton Keynes	Stan Robinson
Network Rail North London	David Lyons
Network Rail North London	Simon Pearson
Network Rail North West	Rob Cummings
Network Rail North West	Paul Laycock
Network Rail East Midlands	No Delegate
Network Rail South West	Phil Cooper
Network Rail South East	Rich Magner
Network Rail West Midlands	Allen Williams
Network Rail Infrastructure	No Delegate
North East Retired	No Delegate
Network Rail Yorkshire	No Delegate
North East Scotland General	Alec Smith
North Wales and Area General	No Delegate
NSL Dingwall	No Delegate
Paddington/Thames Valley	Rod Payne
Paddington/Thames Valley	Mike Wood
Retired Members' Group	Brian Mayhew
South Eastern (Kent)	Ian McDonald
South Eastern (Kent)	Martin Perfect
Southeastern Metro	Josey Grimshaw
Southeastern Metro	Al Stoten
South East Wales	Howard Morris
South Yorkshire	Judith Rodgers
Southern Inner	Hilary Hosking
Staffordshire	David Bott

Stena Stranraer	No Delegate
Swindon & Chippenham	Sally Wiltshire
Swindon & Chippenham	Tim Lulham
SWT Surrey & Hants	No Delegate
Thomas Cook Central	Dennis Evans
TfL Central	Luke Howard
Travel Trade Scotland	No Delegate
Underground HQ	Liz Chandler
Underground Infrastructure	Harjit Sahota
Underground Infrastructure	Angella Palmer
Underground No.1	Neeta Patel
Underground No.1	Abdel Zaki
Underground Ops Mgrs	Jason Turvey
Underground Ops Mgrs	John Undrill
Wales & Western Retired	Malcolm Harrison
West Midlands General	Mick Risbridger
West Midlands TOC	Manjit Singh Gill
West Midlands TOC	Iqbal Khan
Wessex	No Delegates
Women in Focus	Sharon Simmonds
Yorkshire Ridings TOC	No Delegate
Yorkshire North	Dave Merrett
Yorkshire North	Jill Murdoch
Yorkshire No.1 TOC	Amanda Richmond Steele

EXECUTIVE COMMITTEE (EC)

Mick Carney	President
Andy Bain	Treasurer
Bob Bayley	Midlands
Chris Clark	London Transport
Andi Fox	North East
Gerry Kennedy	Ireland
Gary Kilroy	North West
Cheryl O'Brien	Wales & Western
Steve Lawrence	Scotland

STANDING ORDERS COMMITTEE (SOC)

Bob Davies (Chair)
Steve Floyd (Vice Chair)
Joel Kosminsky
Joe Kavanagh

HEAD OFFICE STAFF

Manuel Cortes	General Secretary
Frank Ward	Assistant General Secretary
Rob Jenks	President's Liaison Officer
Dionne Brown	Finance Manager
Ben Soffa	Communications Manager
Siobhan Halil	Conference Organiser

Iain Anderson
Nick Child
Vic Paulino
Lisa Holdridge
Emma Harris
John Smith
Ben Soffa
Steve Coe
Nadine Rae

Hall Supervisor
Hall Steward
Hall Steward
Admin Supervisor
Admin Support
IT Supervisor
Communications Officer
Organising Director
Organising Director

ANNUAL DELEGATE CONFERENCE

Held in

EASTBOURNE

16TH TO 18TH MAY 2015

NOTE: Words in resolutions which have been deleted by the acceptance or carrying of the Amendments are bracketed in italics and are included only for information. They should not be read into the final resolution. Also, where a resolution was remitted to the Executive Committee, the Committee's decision is given in italics beneath the resolution concerned.

First Day's Proceedings

1. **Appointment of Tellers & Voting Clerks**

Steve Andrews (Network Rail Anglia North), Liz Chandler (Underground HQ), Eddie Creighton (London & Southern Retired), Frank Ellis (Lancs & Cumbria General), Jill Murdoch (Yorkshire North), Trevor Ollis (London North West General), Sharon Simmonds (Women in Focus), Alec Smith (North East Scotland General), Peter Vincent (Midlands Retired), Malcom Wallace (Anglia No.1) .

2. **Minutes of 2014 Annual Conference**

The Minutes of the 2014 Annual Conference were presented and agreed.

Moved by Jason Turvey (Underground Ops Mgrs)

Seconded by Leon Yearwood (Chiltern)

3. **Announcement of Election Results**

The Scrutineers report on the elections for the various offices, delegations etc., were adopted. See Minute 81 on Pages 70-71 for full election results).

4. **President's Address**

The President's Address was delivered by Mick Carney and warmly received by Conference.

5. **Remembrance of Deceased Colleagues**

Conference observed a brief silence in remembrance of deceased colleagues.

6. Stewards' Report on Attendance

Final attendance figures show that 77 delegates attended representing 56 Branches & SOGs, and with members of the Executive Committee, Standing Orders Committee and the paid staff, there were a total of 105 present.

7. EC Motion on TSSA Strategic Plan (Item 7)

That this Conference notes the EC Report.

FOLLOWING DEBATE DURING AN OPEN SESSION OF CONFERENCE, ITEM 7 WAS WITHDRAWN IN FAVOUR OF EMERGENCY ITEM E8

8. EC Motion on TSSA New Rule Book (Item 8)

That this Conference notes the EC Report.

FOLLOWING DEBATE DURING AN OPEN SESSION OF CONFERENCE, ITEM 8 WAS WITHDRAWN IN FAVOUR OF EMERGENCY ITEM E7

Second Day's Proceedings

9. GFTU Youth Manifesto (Item 9)

That this Conference notes that the affiliation to the GFTU presents the Association with positive opportunities to move forward, including developing its young members. This can be achieved by adopting the GFTU manifesto called 'Unions and Young People - a Manifesto for Change'. Adopting this manifesto will enable the Association to construct a clear strategy which empowers young people and assists in developing and training a new generation of leaders, reps and activists.

Conference instructs the EC to adopt this GFTU manifesto and to work with FutureTSSA to ensure young people in the Association are taken seriously and have the tools to move us forward.

Moved by Keeley Lipscombe (FutureTSSA)

Seconded by Malcolm Wallace (Anglia No.1)

CARRIED

10. English Parliament (Item 10)

That this Conference, being aware that the Scottish devolution question has been answered, now believes that the English nation requires its own devolved Assembly to bring it in line with the other constituent nations of this UK.

(The abolition of the House of Lords could finance the English Assembly.)

Conference considers that the House of Lords is an outdated tier of Government which accomplishes little at great expense. Accordingly it should be abolished and the resultant savings would then finance the cost of an elected English Assembly.

Conference instructs the EC to bring the terms of this motion to all relevant bodies.

Moved by Eddie Creighton (London South Retired)

Seconded by Colin Savage (London South East & Sussex)

LOST

Amendment

To delete all between “UK.” in line 3 and “Conference” in line 5 and substitute new paragraph:

“Conference considers that the House of Lords is an outdated tier of Government which accomplishes little at great expense. Accordingly it should be abolished and the resultant savings would then finance the cost of an elected English Assembly.”.

London S.E. & Sussex

ACCEPTED

11. Tax Avoidance (Item 11)

That this Conference believes that whilst millions of ordinary people face falling household income and rising costs of living, many multinational companies are avoiding billions of pounds of tax from a tax system that fails to make them pay their fair share.

People in developing countries and also in the developed countries, including the UK, would benefit from a fairer tax system where multinational companies paid their fair share, enabling those countries to provide quality public services.

The UK government must listen to the strength of public feeling and act to end the injustice of tax avoidance by many large multinational companies in all countries, starting with the UK.

Conference instructs the EC to take and create every possible opportunity to get the Labour Party to adopt this as a commitment for the next Labour government.

Moved by Dave Merrett (Yorkshire North)

Seconded Formally

CARRIED

12. Agent of Change Principle Law (Item 12)

That this Conference would like to see the introduction of an ‘Agent of Change Principle Law’ which puts the legal responsibility of remedying any issues onto the person or persons who have brought about the changes. Under this law, property developers building homes in the vicinity of railway infrastructure would have the responsibility, both legally and financially, to use sound proofing to prevent any inconvenience to the residents. In this case the railway would bear no responsibility.

Conference calls upon the EC to support this motion to protect railway companies and Network Rail from litigation, and to promote this to appropriate Government departments.

Moved by Hilary Hosking (Southern Inner)

Seconded Formally

CARRIED

13. Domestic Violence (Item 13)

That this Conference is concerned that the level of domestic violence is significantly increasing, as is always the case in times of austerity. Conference is further concerned by the withdrawal of support of many of the services that victims of domestic violence rely on, often as a means of keeping them and their dependants safe.

The effects of domestic violence are far reaching and long lasting. These often form the onset of post-traumatic stress disorder in all victims and copying behaviour of younger children who carry this sad legacy through generations, leaving those needing support, medication and, or therapy.

Conference believes that domestic violence and its prevention should be looked upon as a workplace issue as well as a social one. Association members are just as likely to be victims as anyone else in society.

Conference therefore calls on all Branches affiliated to a Trades Union Council or a Constituency Labour Party to raise domestic violence as a campaigning issue within their locality in order to raise awareness and to improve support services.

Conference calls for an increase in public funding and further understanding and support of those in need who are suffering. Conference asks for the relevant government bodies to be lobbied, to urge for greater penalties and sentencing of offenders with rehab. The longer this trend is ignored the worse the situation will become for families, their offspring and other persons affected. The current cultural rebuttal of the seriousness issues will be increased to the detriment of the nation and its health, seen recently in reduced sentences for perpetrators of violence in the media eye.

Conference also notes that taxi drivers are given training in spotting the signs of domestic violence. Conference instructs the EC to ask employers to provide customer-facing transport staff with similar training as they may be early contact for victims and this training may be something the Association may wish to consider itself.

Moved by Josey Grimshaw (Southeastern Metro)

Seconded by Malcolm Wallace (Anglia No.1)

CARRIED

Amendments

A. To insert between “society.” in line 11 and “Conference” in line 12 new paragraph:

“Conference therefore calls on all Branches affiliated to a Trades Union Council or a Constituency Labour Party to raise domestic violence as a campaigning issue within their locality in order to raise awareness and to improve support services.”.

Anglia No.1

ACCEPTED

B. To insert between “violence” and “and” in line 21 “. Conference instructs the EC to ask employers to provide customer-facing transport staff with similar training as they may be early contact for victims”.

Disability Working Group

ACCEPTED

14. Community Facilities (Item 14)

That this Conference is appalled that vital local community centres and spaces which provide essential services for the local people within the country are being closed down in favour of the venues being sold to developers to build luxury apartments. This will have a severe effect on single parents, the disabled, and many others already hit hardest by draconian austerity measures.

One of the areas identified with this whole gentrification agenda as part of the Mayor of London’s plan ‘The London Plan 2014-2021’ is to sell off community spaces, properties and land.

Conference is furthermore appalled by Network Rail proposals to redevelop the railway arches along Atlantic Road and Brixton Road in Brixton, leading to mass evictions of long-standing local businesses and replacing them with corporate supermarkets and shops.

Conference calls upon the EC to raise its dissatisfaction and its concern with the Mayor of London, Network Rail and the Leaders of the Councils where these areas are earmarked for gentrification. Conference further calls upon the EC to offer what support it can to campaigns that oppose these developments.

Moved by Roger Carrington (E-Mix)

Seconded by Al Stoten (Southeastern Metro)

CARRIED

Amendments

- A. *To insert between “apartments.” in line 3 and “One” in line 4 “This will have a severe effect on single parents, the disabled, and many others already hit hardest by draconian austerity measures.”.*

To insert between “land.” in line 6 and “Conference” in line 7 new paragraph:

“Conference is furthermore appalled by Network Rail proposals to redevelop the railway arches along Atlantic Road and Brixton Road in Brixton, leading to mass evictions of long-standing local businesses and replacing them with corporate supermarkets and shops.”.

To insert between “London” and “and” in line 7 “, Network Rail,”.

Southeastern Metro

ACCEPTED

- B. *To insert between “dissatisfaction” and “with” in line 7 “and its concern”.*

To add at end “Conference further calls upon the EC to offer what support it can to campaigns that oppose these developments.”.

Yorkshire North

ACCEPTED

15. Middle East (Item 15)

That this Conference is concerned at the increased destabilisation in the Middle East during 2014.

Conference notes with concern the rise in support for Islamic State in Levant (ISIL) which is also known as Islamic State of Iraq and Syria (ISIS) or Islamic State (IS). Conference also notes the use of social media as propaganda tools to encourage followers from other countries and using the internet to publicise beheadings of Western hostages and aid workers. The murder of these were roundly condemned by the world, but also by Muslims as against the Koran and Islamic teachings.

Conference is equally appalled at the treatment of civilians in the occupied areas, particularly with the upsurge of crimes against women, and the ethnic cleansing described by Amnesty International as being on an horrific scale.

(Conference is alarmed at the conflict which occurred in 2014 between Israel and Gaza which resulted in innocent civilians being killed and injured.)

Conference is further appalled at Israel's unwarranted attack on the people of Gaza, leaving thousands of Palestinian men, women and children dead, many more homeless, and creating yet another humanitarian crisis at the hands of the oppressor.

Conference instructs the EC to seek assurances from the Government and the Foreign Office that it will take a pro-active part in foreign affairs and within the UN, by encouraging better governance and humanitarian aid, rather than airstrikes, when discussing disputed territories with our allies.

Conference also calls on Branches and Divisional Councils to support Amnesty International and the Palestine Solidarity Campaign.

Moved by Richard Scudder (London Bus Operators)

Seconded by Al Stoten (South Eastern Metro)

CARRIED

Amendment

To delete all between "scale." in line 11 and "Conference" in line 14 and substitute new paragraph:

"Conference is further appalled at Israel's unwarranted attack on the people of Gaza, leaving thousands of Palestinian men, women and children dead, many more homeless, and creating yet another humanitarian crisis at the hands of the oppressor."

To add at end "and the Palestine Solidarity Campaign".

Southeastern Metro

ACCEPTED

16. Immigration (Item 16)

That this Conference remains concerned at the growth of the popularity of UKIP and the excessive media coverage given to them in recent months. Conference (*is also disappointed that the Labour Party has taken little*) effective action in trying to combat the racist views espoused by many UKIP supporters, some of whom claim to have been former Labour voters, since the carrying of Items 31 and 32 at 2014 Annual Conference. It has failed to address the issue adequately, or resist effectively the excuse that immigrants, whether from within the EU or outside, legal or illegal, whether economic or asylum seekers fleeing war and torture, are somehow responsible for the UK's current poor economic condition and rising poverty and unemployment, rather than the banks and greedy corporate bodies driving down the wages and conditions of all, to maximise their profits, and assisted by large scale tax evasion, and supported by their powerful friends in the Conservative Party.

Conference therefore instructs the EC to seek a pledge from the Labour Party leadership that they will devote far more effort in future to countering the myths around immigration, and to resisting the racist undertones.

Moved by Ian McDonald (South Eastern Kent)

Seconded by David Lyons (Network Rail North London)

LOST

Amendment

To insert between “months.” and “Conference” in line 2 “Conference notes that Labour Party policy on immigration is to introduce stronger border controls and to do more to stop illegal immigration. It also intends to introduce fair rules at work to prevent employers undercutting wages by exploiting immigration, and banning agencies from recruiting only from abroad.”.

To delete all between “Conference” in line 2 and “effective” in line 3 and substitute “, however, calls on the Labour Party to take more”.

Moved by Colin Farquhar (Anglia No.1)

Seconded Formally

Anglia No.1

LOST

17. Housing (Item 17)

That this Conference recognises that the underlying cause of problems in the housing market is the shortage of suitable housing and applauds the Labour Party for its commitment to a substantial house building programme when next in office.

Conference, however, believes that the purpose of housing should be to provide people with a home and not to make profit. The housing market is badly out of control, making it impossible for many people to find a home. With the impossibility of purchase for so many, the only option is to rent. However, government policies over many years have encouraged a situation where, on the one hand, the ease of buy-to-let has contributed significantly to the rise in house prices, pushing many more into the rental market, while on the other hand, leaving property owners free to charge whatever rent it is deemed the market will bear. This results in rent becoming a crippling part of many people’s budget, ultimately leaving many homeless. Racketeering property owners are also being directly subsidised by the taxpayer in the form of housing benefit that covers these exorbitant rents.

Conference therefore instructs the EC to demand that an incoming Labour government implements rent controls as soon as practically possible in order to make a reasonably priced home something that everyone can aspire to, as should be the case in a fair society.

Moved by Sharon Simmonds (Women in Focus)

Seconded by Amanda Richmond Steele (York No.1 TOC)

CARRIED

18. Housing (Item 18)

That this Conference is increasingly concerned that since the carrying of Item 20 at 2012 Annual Conference, the overall housing situation and accessibility to purchase or rent of homes for the majority of home-seeking citizens has grown even worse. Not only does new home provision remain at an appallingly low level, to maintain and boost the value of existing homes, but social housing provision has shown a continuing decline with local authorities unable to provide finance for adequate new construction or maintenance of surviving housing stock at affordable rents. In addition, the Government, as prevailing up to 7 May 2015 at least, has encouraged the policy trend to assist home renters to purchase them, thus further reducing the supply of social housing for rent.

Conference therefore instructs the EC to urge the Labour Party, whether in government or opposition, to make a firm commitment to increase substantially new affordable home construction, and to bring to an end the policy of allowing those in social housing to purchase their homes.

Moved by Ian McDonald (South Eastern Kent)

Seconded Formally

CARRIED

Item 20 carried at TSSA 2012 Annual Conference reads as follows:

“That this Conference is opposed to the Government’s housing strategy, an all-out assault on council housing. (It)The Government’s housing strategy proposes continued under-funding of council housing, combined with fixed-term tenancies, subsidies for more stock transfers, and increased sale of council homes through Right to Buy, to be replaced with up to 80% market rents. Along with a reducing limit on housing benefit levels against RPI (this) will affect the more vulnerable in our society especially families whose children leave home, single mothers and those on low incomes and lead to social cleansing of better off areas and ghettoisation of the poor.

Conference urges the EC to support the Defend Council Housing campaign and express in the strongest possible terms to the Government that this policy is not the way forward. Conference also urges the EC to press the Labour Party to vigorously oppose these socially divisive policies and to produce a coherent alternative housing policy that provides an increased and more balanced housing supply that particularly addresses affordable housing need.”

19. **Healthcare (Composite) (Item 19)**

That this Conference understands many healthcare professionals believe that “prevention is better than cure”. Routine screenings such as smear tests and mammograms can help with the early diagnosis of cancer which could aid future financial savings for both the NHS and the patient.

Conference calls upon the EC to bring this motion to the attention of the Government, especially the Department of Health, to increase the level of testing and make it uniform across the board without a ‘postcode lottery’ scenario. These tests are not only important for women’s issues, but also men’s health relating to testicular cancer in particular.

Moved by Hilary Hosking (Southern Inner)

Seconded by Sharon Simmonds (Women in Focus)

CARRIED

20. **NHS (Item 20)**

That this Conference is (*appalled*) concerned at the length of time it (*takes*) sometimes can take to see an NHS GP. The intermediate time between booking the appointment and seeing a GP can be in excess of four weeks. Individual GP practice systems where the patient will be given a phone consultation in favour of face-to-face appointments can result in patients self-diagnosing and a potential delay in receiving treatment for serious illnesses or conditions.

Conference is aware that much of the growing pressure on GPs’ surgeries, as well as on Accident & Emergency Departments, is the result of the closure by the Coalition government of many ‘Walk-In Health Centres’ which were a great success of the NHS under the previous Labour government.

Conference instructs the EC to bring this to the attention of the Department of Health in order to highlight the problem and encourage them to act upon these concerns and seek to improve the situation by implementing best practice nationally.

Moved by Angela Palmer (Underground Infrastructure)

Seconded by Sharon Simmonds (Women in Focus)

CARRIED

Amendments

- A. *To delete “appalled” in line 1 and substitute “concerned”.*
To delete “takes” in line 1 and substitute “sometimes can take”.
To add at end “and seek to improve the situation by implementing best practice nationally”.

Midlands Retired

ACCEPTED

- B.** *To insert between “conditions.” in line 6 and “Conference” in line 7 new paragraph:*
“Conference is aware that much of the growing pressure on GPs’ surgeries, as well as on Accident & Emergency Departments, is the result of the closure by the Coalition government of many ‘Walk-In Health Centres’ which were a great success of the NHS under the previous Labour government.”.

Women in Focus

ACCEPTED

21. NHS (Item 21)

That this Conference welcomes the publication of the Francis Report published in May 2013 that investigated the healthcare crisis at Mid-Staffs and highlighted the effect of misplaced concentration on targets, both financial and re-organisational have had on the provision of care for the most vulnerable in our society. However, the recommendations implemented from the report have been undone and undermined by the persistent NHS budget ‘ring-fencing’ driven by the Coalition government.

NHS experts and medical bodies are increasingly vocal in warning that the money the NHS receives is not enough for the job in hand. Professor Chris Ham, The King’s Fund’s Chief Executive and one of the NHS advisers Downing Street consulted for a while in 2011, predicts that without extra money in 2015-16, hospitals will have to cut staff, including doctors and nurses, waiting times will deteriorate further, and inevitably despite the Mid-Staffs report, the quality of care will be compromised.

Worryingly, April, May and June are usually not that demanding for the NHS. Some experts fear that former NHS Chief Executive Sir David Nicholson’s warning that the service could slip over a “financial cliff edge” in April 2015 was a year out and that the major cash crisis he foresaw is already happening.

Conference calls upon the EC to request the Irish Committee to actively campaign to defend the NHS and particularly oppose the tide of privatisation heralded in ‘Transforming Your Care’.

Conference also calls for continuing action to counter any proposals which further weakens the provision of healthcare free at the point of delivery for NHS patients in the North of Ireland.

Moved by Margaret Stephens (Belfast)

Seconded Formally

CARRIED

22. Legal Aid (Item 22)

That this Conference is aware of the continuing Coalition government's attack on Legal Aid and particularly the people suffering from mesothelioma. Even the Honourable Mr Justice William Davies at the Royal Courts of Justice ruled that the Government had failed to comply with their own Legal Aid Act. Such a review can take three to five years to conclude and during this time people will suffer severe financial penalties.

Conference calls upon the EC to put pressure on the Government to seek a speedy and successful conclusion to this review.

Moved Formally

Seconded by Peter Vincent (Midlands Retired)

CARRIED

23. World Health (Item 23)

That this Conference is alarmed about the spread of potentially fatal viruses which have had a devastating effect on several communities. Conference is also concerned that there has been a lack of prevention at source. More recently the spread of the Ebola virus and its resulting death toll has been disturbing. The World Health Organisation's website states that the origin of the virus is unknown but fruit bats are considered the likely host of the Ebola virus, based on available evidence.

Conference calls upon the EC to express the Association's concerns and to request the Labour Party to write to the World Health Organisation to fully investigate causation of these diseases to help build pragmatic prevention measures i.e. not exterminating all fruit bats of the world, rather than just containment.

Moved by Harjit Sahota (Underground Infrastructure)

Seconded Formally

LOST

24. Health & Safety (Item 24)

That this Conference notes that throughout the rail industry there is a wide variety of personal protective equipment (PPE) in use, with each company adhering to their own standards. While all employers have to provide a minimum level of PPE as set down in health and safety legislation, this minimum standard does not take into account the different weather conditions that staff are expected to work in or different requirements needed by women.

Conference instructs the EC to work with employers to develop an industry standard for PPE that does not just meet the minimum required level, but is of the highest quality and comfort.

Moved by Keeley Lipscombe (FutureTSSA)

Seconded by Al Stoten (Southeastern Metro)

CARRIED

Amendment

To delete all between “industry” in line 1 and “of” in line 2 and substitute “where a risk assessment requires the use”.

To delete “in use” in line 2.

To delete “standards” in line 3 and substitute “risk assessments”

To delete all between “in” in line 3 and “Conference” in line 7 and substitute “their own risk assessments. Risk assessments need to be adequate and employers need to consider the increasing number of women staff members.”.

To delete “PPE” in line 8 and substitute “safety”.

To delete all after “highest” in line 8 and substitute “standard appropriate to the rail industry.”.

Lancs & Cumbria General

WITHDRAWN

25. Anti-Austerity Movement (Item 25)

That this Conference fully supports the Association’s actions since the carrying of Item 17, People’s Assembly Against Austerity, at 2014 Annual Conference.

Conference calls for further joint actions with the anti-cuts movement against Government austerity.

Conference also calls on the EC to work with the People’s Assembly Against Austerity, trades councils and others to break through the silence of the political establishment and to promote progressive alternatives. These should include popular policies such as investment in new social housing, reversal of NHS privatisation, environmentally friendly policies, public ownership of the railways and other key sections of the economy.

Moved by Simon Pearson (Network Rail North London)

Seconded by Malcolm Wallace (Anglia No.1)

CARRIED

26. Welfare Reform (Item 26)

That this Conference strongly disapproves of the Government's continued attack on disabled people.

The so-called necessary reforms of welfare benefits mean the:

- (a) continuation of the Work Capability Assessments by Maximus for the DWP, leading to loss of benefits and wrong decisions for many disabled people unable to work;
- (b) change from Disability Living Allowance to Personal Independence Payment designed explicitly to remove payments from thousands of disabled people;
- (c) impact of the 'bedroom tax' and the constant attacks on access to work; and
- (d) closure of Remploy factories leaving disabled people previously employed in properly paid jobs without work.

These cuts mean that disabled people are no longer struggling for equality but for survival.

Conference condemns the Government's imposition of a cap on welfare benefits and the Labour leadership's support for this and congratulates those Labour MPs who voted against it.

Conference congratulates Disabled People Against the Cuts (DPAC) for its high-profile activities and its solidarity with disabled workers and instructs the EC to lobby the Labour Party when in government to reverse these measures.

Moved by Cath Murphy (Disability Working Group)

Seconded by Luke Howard (TfL Central)

CARRIED

27. Transport Policy (Rail) (Composite) - (Item 27)

That this Conference is deeply concerned and notes with regret that, despite the proven success of the publicly owned East Coast mainline franchise in delivering an efficient service and returning a profit to the taxpayer, the Government has awarded the franchise to a Virgin and Stagecoach consortium.

Conference deplores this cynical move by the Coalition government in 2014 to hand back the route into private hands, thus benefitting individuals and not the travelling public.

Conference reiterates its belief that all rail franchises should revert to public ownership and accountability and not be awarded to private companies for their own and their shareholders' benefit.

Conference instructs the EC to bring the terms of this motion to all relevant bodies and to continue lobbying for the return of franchises into the public sector.

Moved by Andrew Paton (Anglia No. 3)

Seconded Eddie Creighton (London & Southern Retired)

CARRIED

28. Transport Policy (Rail) (Item 28)

That this Conference reaffirms the Association's policy for public ownership of the railways.

Conference recognises that the Association's support for the Labour Party policy decided at the autumn 2014 National Policy Forum is only a first step towards full public ownership.

Conference calls on the EC to promote public ownership of the railways and to work towards this popular policy becoming a Labour Party commitment.

Moved by David Lyons (Network Rail North London)

Seconded Formally

CARRIED

29. Transport Policy (Rail) (Item 29)

That this Conference expresses its disappointment that the Association was unable to persuade the Labour Party's policy-making forum to adopt TSSA policy to return the railway franchises to public ownership.

Conference notes that a Labour government is committed to a review of the 'failed' franchise system and believes that the best course of action would be to return the franchises to public ownership as quickly and cheaply as possible.

Conference welcomes the Labour Party's view that it seeks to embrace co-operative principles on the railways. These principles are:

- (a) voluntary and open membership;
- (b) democratic member control;
- (c) member economic participation;
- (d) autonomy and independence;
- (e) education, training and information;
- (f) co-operation among co-operatives, and
- (g) concern for community.

Conference also notes that the Conservative Party has given its support to the above co-operative principles.

Conference therefore calls on the EC to (*formulate*) continue to campaign for full public ownership and accountability of the railways whilst formulating proposals on how best to bring these co-operative principles into being within the railway industry so that the Association can influence Government policy at the earliest possible opportunity.

Moved by Malcolm Wallace (Anglia No.1)

Seconded Jill Murdoch (Yorkshire North)

CARRIED

Amendment

To delete “formulate” in line 18 and substitute “continue to campaign for full public ownership and accountability of the railways whilst formulating”.

Yorkshire North

ACCEPTED

30. Transport Policy (Rail) (Item 30)

That this Conference agrees to support and promote the demand of others to introduce regular passenger services on the line north of Lichfield City to Derby and potentially Nottingham. Conference further agrees to encourage new stations along the extremely busy A38 corridor, including a station at Alrewas that could serve the National Arboretum.

Conference notes that the Lichfield City to Derby line runs alongside the National Arboretum and a new station at Alrewas would serve the Arboretum as well as the village and serve as a ‘park and ride’ station for a wider area.

Conference instructs the EC, in conjunction with the Royal British Legion, to lobby Government to progress an appropriate scheme to service the Arboretum.

Moved by Peter Vincent (Midlands Retired)

Seconded by Allen Williams (Network Rail West Midlands)

CARRIED

31. Transport Policy (Rail) (Item 31)

That this Conference applauds and thanks the Association’s members, staff and activists for the work and campaigning done against the attacks and cuts to station services and members.

Conference acknowledges and remembers past motions and policy that it has passed on renationalisation, cuts to station staff and services, price increases and, in particular ticket offices to be able to retail all tickets and offers that are available online.

Conference welcomes recent legislation that means notices must be put on self- service machines that inform customers that a cheaper fare may be available from ticket offices. Conference sees this as testament to the campaigning that has been done and requests that this campaigning not only continue, but instructs the EC to start a campaign that any company retailing rail tickets online must clearly state to the customer, where applicable, that not only what the customer is buying could have been brought from a ticket office for the same price, but also that ticket offices do not charge admin fees and that ticket office staff might be able to advise them of a cheaper alternative or offer. Conference urges the EC to remind employers that staff have other important functions such as safety, security, passenger information and ensuring disability access to stations and trains.

Conference instructs the EC to carry out the sentiments of this motion in the best way it sees fit.

Moved by Al Stoten (Southeastern Metro)

Seconded by Frank Ellis (Lancs & Cumbria General)

CARRIED

Amendment

To insert between “offer”. In line 16 and “Conference” in line 17 “Conference urges the EC to remind employers that staff have other important functions such as safety, security, passenger information and ensuring disability access to stations and trains.”.

Lancs & Cumbria General

ACCEPTED

32. Transport Policy (Fares) (Item 32)

That this Conference requests that the EC use its considerable influence to campaign for regulated fares, those set by the Government, to be reduced.

The rail industry has seen year on year increases in these fares, most at above inflation rates. Regulated fares hit long suffering regular customers hard and they must have some respite. In addition, fuel prices have plummeted and this hits rail revenue as customers choose not to travel by rail due to cost.

Moved by Amanda Richmond Steele (Yorkshire No.1 TOC)

Seconded by Mary Sithole (c2c Rail)

CARRIED

33. Transport Policy (Wales) (Item 33)

That this Conference welcomes the agreement between the UK and Welsh governments regarding the electrification of the Cardiff Valleys lines and congratulates both parties concerned for showing common sense in this regard. Conference has previously passed a resolution which asked for the extension of the Ebbw Valley line to Ebbw Vale Town and it is pleased that this is now proceeding with an opening scheduled in May 2015.

Conference, however, is disappointed that the Welsh government has deferred the opening of future railway stations in its recently published draft National Transport Plan. The plan lists several road upgrades but defers future railway stations for at least five years. In addition, several station proposals have been axed including Caernarfon, Nelson and the line through Llantrisant to Beddau.

Conference, whilst welcoming a National Transport Plan, requests that representations be made to the Welsh Assembly Government so that the rail aspect is brought forward and where stations have been deleted from the plan, these to be reinstated.

Moved by Howard Morris (South East Wales)

Seconded by Ian MacDonald (South Eastern (Kent))

CARRIED

34. Transport Policy (Roads) (Item 34)

That this Conference instructs the EC to lobby the DfT in regard to the introduction of a British version of the Vignette as used in central Europe for all non-GB vehicles.

Moved by David Lown (Crewe & Cheshire General)

Seconded by Eddie Creighton (London & Southern Retired)

CARRIED

35. Transport Management (Safety) (Item 35)

That this Conference condemns proposals made by LUL on 26 November 2014 to replace the role of Track Access Controller with an automated process called 'Permissioning'.

The Track Access Controller performs a vital role in managing and maintaining the safety of workers on LUL's tracks at night. LUL's proposal, which would grant workers access to the track by default, would result in the loss of skilled jobs and erode the currently high standards of safety for staff who work on the track at night.

Conference instructs the EC to make clear to the management of LUL that any attempts to abolish the Track Access Controller role, and the processes of which they are an integral part, will be strongly resisted.

Moved by Jason Turvey (Underground Ops Mgrs)

Seconded by Felix Matthew-Brown (London Met)

CARRIED

36. Transport Management (Item 36)

That this Conference is concerned that there is an increasing number of 'bridge strikes' in this country which not only delays rail services, but when they involve double deck buses, gives a very poor perception of the generally good safety record of public transport.

Conference notes that road signs giving height restrictions are to be amended to show both imperial and metric heights from 2015.

Conference recommends that despite improvements at several notorious sites, such as high visibility chevrons and danger signs, there should be further development of detection

systems to prevent errant drivers in high vehicles from striking a bridge before it causes damage or injury.

Conference instructs the EC to lobby the DfT to continue research into such incidents with a view to preventing them, and to investigate why some drivers appear to be oblivious to the warning signs already provided.

Moved by Nik Anthony (London Bus Operators)

Seconded by Colin Savage (London S.E. & Sussex)

CARRIED

37. Transport Management (Item 37)

That this Conference notes with concern the increasing use of unstaffed stations in public transport, on the justification that the only function of staff is to issue tickets. This leads to increases in crime at stations and so deters the use of public transport. It also greatly reduces the accessibility of stations for disabled persons who may need the help of staff when using public transport.

Conference instructs the EC to raise this matter with the TUC and Labour Party National Policy Forum.

Moved by Frank Ellis (Lancs & Cumbria General)

Seconded by Hilary Hosking (Southern Inner)

CARRIED

38. Transport Management (Item 38)

That this Conference notes the increasing introduction of barriers at stations. Conference instructs the EC to negotiate to ensure that where barriers at stations are introduced, they should be staffed (*by staff directly employed by the relevant TOC*) by direct employees of the relevant rail operator responsible.

Conference also instructs the EC to work with all relevant TOCs in providing full retail training for all staff employed at these barriers, regardless of the type of contract they are employed under.

Moved by Frank Ellis (Lancs & Cumbria General)

Seconded Ian Mc Donald (South Eastern (Kent))

CARRIED

Amendments

A. *To insert between “EC” and “to” in line 2 “to negotiate”.*

To delete all after “staffed” in line 3 and substitute “by direct employees of the relevant rail operator responsible.”.

South Eastern (Kent)

ACCEPTED

B. *To add at end new paragraph:*

“Conference also instructs the EC to work with all relevant TOCs in providing full retail training for all staff employed at these barriers, regardless of the type of contract they are employed under.”.

Crewe & Cheshire General

ACCEPTED

39. Transport Management (Item 39)

That this Conference whilst acknowledging the usefulness of PA systems on trains in keeping passengers informed of station stops and destinations, is nevertheless concerned at the use of recorded announcements. These are sometimes incorrect and often patronising, irritating and repetitive.

Conference believes that the travelling public prefer the human voice of the train conductor to ‘canned’ announcements.

Conference therefore instructs the EC to make these views known to the management of TOCs operating passenger services.

Moved by Mick Risbridger (West Midlands General)

Seconded Formally

CARRIED

40. Transport Management (Item 40)

That this Conference notes that the blame for delays at Kings Cross and other prime locations is once again being placed at the door of Network Rail and there is a suggestion of multi-million pound fines.

Conference recognises that any such fine would be detrimental to the principal role of Network Rail.

Conference calls on the EC to monitor the outcome of the Transport Select Committee enquiry and seek to ensure the Association’s members in Network Rail are protected from

overzealous prosecution by politicians who have little interest in the railway, but seek to safeguard their own constituencies.

Moved by Peter Vincent (Midlands Retired)

Seconded Formally

CARRIED

41. Travel Facilities (Item 41)

That this Conference endorses the view that TOC staff that are in possession of free travel facilities covering the franchise area they work in should retain this facility when the franchise is taken over by another franchise operator whether it be in the private or preferably the public sector particularly in anticipation of the probable changes re ATOC. Conference calls on the Association's officials and reps to endeavour to retain this facility which is not part of the normal contract, as well as any other terms and conditions that are normally under the TUPE regulations.

Moved by Colin Farquhar (Anglia No.1)

Seconded by Cath Murphy (Disability Working Group)

CARRIED

Amendment

To insert between "sector" and "Conference" in line 4 "particularly in anticipation of the probable changes re ATOC".

Disability Working Group

ACCEPTED

42. Travel Facilities (Item 42)

That this Conference believes that the number of 'boxes' available on staff travel cards should be increased along the following lines:

- (a) active/retired staff with 10 years or more service increased for non-management staff from 16 to 20 days and for management staff from 20 to 24 days, and
- (b) retired staff with less than 10 years' service increased for non-management staff from 10 to 12 days and for management staff from 14 to 16 days.

Conference instructs the EC to pursue this vigorously with the appropriate bodies.

Moved by Mike Wood (Paddington & Thames Valley)

Seconded by Nik Anthony (London Bus Operators)

LOST

Amendment

To insert between “days.” in line 8 and “Conference” in line 9 new paragraph:

“Conference welcomes the 12 month trial of expanding the availability of day and period ‘walk up’ off peak fares with which the Privilege fare can be used. This has resulted in some worthwhile savings for entitled users, and Conference believes this concession should be continued at the end of the trial.”.

To delete “this” in line 9 and substitute “these improvements”.

Moved by Mike Wood (Paddington & Thames Valley)

Seconded Formally

LOST

43. Travel Facilities (Item 43)

That this Conference believes that members who wish to travel abroad by train should be able to make reservations and purchase tickets with DB-UK using a standard rate telephone number in place of the 0844 number at present.

Conference believes it would also be helpful if a walk-in facility was offered to members who would like to discuss their travel needs in person.

Conference instructs the EC to pursue these matters with ATOC.

Staffordshire

WITHDRAWN

Amendment

To delete all between “if” in line 4 and “Conference” in line 6 and substitute “those members uncertain of their best choice of journeys were encouraged to write or email details of their intended journeys, or submit alternative draft preferred journey options for advice and pricing before finalising their plans and payment.”.

To add at end “and DB-UK”.

South Eastern (Kent)

WITHDRAWN

44. Travel Facilities (Item 44)

That this Conference considers that staff travel cards should be fitted with an electronic strip which will operate automatic ticket barriers, thereby freeing up the manually operated gate for use by fare paying passengers.

Conference instructs the EC to pursue this matter with ATOC.

Moved by David Bott (Staffordshire)

Seconded Formally

CARRIED

45. Travel Facilities (Item 45)

That this Conference, in recognition of the efforts of the Association's members in assisting the continued increased use of the rail network, requests that Network Rail and TOCs extend the first class travel facility to employees and their partners upon retirement, subject to the following conditions. The employee must:

- (a) have completed 35 years' service upon retirement;
- (b) be in receipt of a pension from the RPS, and
- (c) be in receipt of a standard travel card.

Moved by Allen Williams (Network Rail West Midlands)

Seconded Brian Mayhew (Retired Members' Group)

LOST

Amendments

A. *To insert between "The" and "employee" in line 4 "former".*

Midlands Retired

WITHDRAWN

B. *To delete "35" in line 5 and substitute "25".*

Staffordshire

WITHDRAWN

C. *To add at end new paragraph:*

"Conference instructs the EC to pursue this matter with ATOC."

Retired Members' Group

WITHDRAWN

46. National Travel Concessions (Item 46)

That this Conference notes with disappointment the lack of support given to the limited experiment on two First Great Western TOC branch routes, to allow use of the National Concessionary Bus Pass as a Senior Railcard. Clearly there was no enthusiasm for this experiment from the rail company.

Conference also believes that resistance to this improvement in travel facilities for older people is orchestrated by ATOC which issues railcards and claims it stands to lose up to £30m per annum by accepting the bus pass in lieu of the railcard.

Conference however believes that TOCs will receive at least double that from new fares paid to them for new travel allowed by the adoption of the National Concessionary Bus Pass to include trains, and that a similar concession re-introduced for scheduled coach services before being recently withdrawn generated similar significant traffic.

Conference believes that in order to encourage greater use of public transport modes, the next UK government should extend appropriate rail, scheduled coach and ferry discount facilities to English, Scottish and Welsh National Concessionary Bus Pass holders.

Conference instructs the EC to pursue this initiative by all practical means, including a leaflet lobby of all Concessionary Pass issuing authorities, and by putting pressure on the next Government to implement this proposal.

WITHDRAWN (in favour of Item 47)

Amendment

To delete all between “company” in line 4 and “Conference” in line 8 and substitute new paragraph:

“While noting this setback, Conference welcomes the news that Arriva Trains Wales are offering a 34% discount on local fares in the Cardiff Valleys network to holders of a valid Welsh Government concessionary travel pass without the need to buy a Rail Card.

To delete all between “Conference” and “from” in line 8 and substitute “believes that TOCs will receive considerable additional revenue”.

To delete “next UK government” in line 14 and substitute “Westminster, Scottish and Welsh governments”.

To delete all after “on” in line 18 and substitute “TOCs, also Westminster, Scottish and Welsh governments to implement this proposal.”.

South East Wales

WITHDRAWN

47. National Travel Concessions (Item 47)

That this Conference supports and encourages that each UK country's national bus pass or equivalent should automatically incorporate a free Senior Railcard.

Conference also calls for railcards to include appropriate discounts on through trains between Britain and mainland Europe.

Conference instructs the EC to take all appropriate steps to bring this travel facility into reality, alone or in conjunction with others, and seek to make this binding on railway operations by legal or contractual means as appropriate.

Moved by Steve Halliwell (London SW & Middx)

Seconded by Brian Mayhew (Retired Members' Group)

REMITTED

48. Pensions (NPC Election Manifesto) (Item 48)

That this Conference congratulates the National Pensioners Convention (NPC) on its 2015 General Election Manifesto. Conference supports its objectives and beliefs, despite what some claim, that Britain's older generation is not to blame for the economic crisis.

Conference rejects the view that there is a conflict between young and old, especially when the age groups share the same concerns over affordable housing, public transport, low incomes and retirement ages.

Conference is opposed to the continuation, by any government, of an austerity programme that attacks the lives of working people and the retired, and calls for policies that will improve the lives of Britain's 11 million pensioners, as well as protecting future generations of older people.

Conference endorses the policies in the NPC Pensions manifesto which are:

- (a) a basic state pension for all, set above the poverty level of £175 per week;
- (b) increases in pensions to be linked to the best of RPI, CPI, earnings or 2.5%;
- (c) universal pensioner benefits (bus pass, winter fuel allowance, free TV licences for the over 75s and free prescriptions) to be maintained without means-testing;
- (d) a National Health and Care Service which is free at the point of use and funded through taxation, and
- (e) a legally binding Dignity Code to improve the quality and standards of care for older people.

Conference instructs the EC to adopt these principles as Association policy and campaign for these at every opportunity.

Moved by Brian Mayhew (Retired Members' Group)

Seconded Formally

CARRIED

49. Pensions (Item 49)

That this Conference notes that millions of workers in the UK face a future pensions crisis when they retire. The state pension is currently ranked as 36th out of 37 Organisation for Economic Co-operation and Development (OECD) countries. One in six older people already live below the official poverty line of £175 per week and six million pensioners, the vast majority of which are older women, have an income less than £10,500 per annum.

Conference further notes that for years, governments have relied on many workers having an occupational pension based on final salary as an alternative to providing a higher state pension. However, over the last decade we have seen final salary pensions being replaced by more insecure market-based alternatives where the risk lies almost solely with the individual. As a result, the vast majority of future pensioners will therefore become increasingly reliant on the state pension to form the largest source of their income in retirement.

Conference considers that it is vital that we now recognise the need to campaign more vigorously for a decent state pension system for all generations, including the Association's future members.

This campaign should include:

- (a) strengthening links with Britain's biggest campaigning pensioner organisation, the National Pensioners Convention;
- (b) lobbying the Government to ensure all existing and future pensioners receive a state pension set above the official poverty level;
- (c) calling for annual increases in pensions to be linked to the higher of wage increases, CPI, RPI or 2.5%; and
- (d) rejecting any further attempts to raise the state pension age beyond 67.

Conference instructs the EC to take the necessary steps along with other trade unions and the TUC.

Moved by Peter Vincent (Midlands Retired)

Seconded Luke Howard (TfL Central)

CARRIED

50. Pensions (Item 50)

That this Conference recognises pension scheme inequalities, in that deferred pensions are effectively 'frozen' until utilised, while the pension funds have that money to invest.

Conference therefore recognises that the true beneficiary never receives any of that potential gain.

Conference therefore authorises the EC to seek to reduce or end this inequality by bringing about circumstances whereby pension funds must share those growth benefits with deferred pensioners. The trustees should be required to inform deferred pensioners of any

changes of ownership of the company after they leave so they know who the ultimate guarantor of their pension scheme is.

Conference authorises the EC to work with other appropriate bodies where such joint action will assist in attaining this objective.

Moved by Steve Halliwell (London SW & Middx)

Seconded Formally

LOST

Amendment

To insert between “pensioners.” In line 8 and “Conference” in line 9 “The trustees should be required to inform deferred pensioners of any changes of ownership of the company after they leave so they know who the ultimate guarantor of their pension scheme is.”.

Crewe & Cheshire General

ACCEPTED

51. Pensions (Item 51)

That this Conference recognises the major setback the Labour movement and working people have suffered regarding pension provision since the millennium, with the major scheme closures, denial of membership to new employees, and whittling down of the worth of traditional final salary and defined benefit schemes, alongside the increases to state pension age.

Conference considers that defined contribution schemes, a low state pension and increasing retirement ages is not an acceptable arrangement, leaving individuals insecure and vulnerable, unable to predict how long they will be able to work, what their future needs will be, how the economy will develop and what their defined contribution pension will be worth at retirement. Nor, if they have to retire early through physical or mental incapacity, do they know whether they will get any reasonable level of state benefit given the shredding of the social security system that is currently going on.

Conference believes that the state pension should be increased in real terms to a realistic living standard, and that everyone in work should have access to a defined benefit pension scheme, the majority funded by the employer.

Conference instructs the EC to seek to commit the Labour Party to these objectives. Finally, Conference also instructs the EC to ensure that it becomes a negotiating objective of the Association to secure defined benefit pension arrangements as above in all the companies with which it negotiates.

Moved by Dave Merritt (Yorkshire North)

Seconded Formally

CARRIED

52. Pensions (Item 52)

That this Conference notes the continued attacks on ordinary workers' pensions, with many companies motivated to diminishing the benefits through financial or other reasons. The younger generation in work are also disadvantaged due to the diminishing prospect of 'a job for life' in today's world and will hence end up with many packages of pensions when they retire. The Association should look into alternative ways of improving workers' prospects of having a decent living pension. One such possibility is having employers contributing to the workers' personal pension. It is not only workers that are suffering, but also many pensioners with their inflationary rises restricted to CPI rather than RPI.

Conference is particularly concerned with the Government's changes to National Insurance (NI) which allows employers to bypass pension fund trustees and to reclaim their costs from the pension funds.

Conference also urges the EC to resist the attempts by employers to use the NI changes to reduce both the employer and employee contributions. This is changing the historic 'fair contribution - fair benefits' scheme to 'lower contributions - much lower benefits'.

It is of great concern that many future pensioners through no fault of their own will still be classed as poor and a burden on society. Solutions need to be found now to ease the future burden, rather than waiting for this to happen.

Conference requests that the EC use its great influence and the Association's present contacts to heighten the awareness of this growing problem with our sister unions, TUC and Labour Party. As a first step the EC should look at how it can influence these parties into investigating the problem and possibly providing solutions. The EC should also, where possible, co-operate with other relevant organisations to look similarly into this future problem.

Moved by Allen Williams (Network Rail West Midlands)

Seconded by David Lyons (Network Rail North London)

CARRIED

Amendment

To insert between "RPI." in line 9 and "It" in line 10 new paragraphs:

"Conference is particularly concerned with the Government's changes to National Insurance (NI) which allows employers to bypass pension fund trustees and to reclaim their costs from the pension funds.

Conference also urges the EC to resist the attempts by employers to use the NI changes to reduce both the employer and employee contributions. This is changing the historic 'fair contribution - fair benefits' scheme to 'lower contributions - much lower benefits'."

Network Rail North London

ACCEPTED

**Conference was addressed by guest speaker, Keneth Nemachena,
General Secretary, Zimbabwe Amalgamated
Railway Workers' Union**

53. EC Motion on Report and Financial Statements (Item 53)

That this Conference adopts the Report and Financial Statements for 2014.

Moved by Andy Bain (Treasurer) on behalf of the Executive Committee

Seconded Malcolm Wallace (Anglia No.1)

CARRIED

54. EC Motion on Appointment of Auditors (Item 54)

That this Conference endorses the EC's recommendation for the appointment of Auditors.

Moved by Andy Bain (Treasurer) on behalf of Executive Committee

Seconded Formally

CARRIED

55. Rule Alteration (Item 55)

Preface: To enable the abolition of the Irish Divisional Council

Rule 9 - Irish Committee

To delete existing Rule and substitute:

- (a) TSSA shall have an Irish Committee and an Irish Biennial Conference whose powers shall be limited to making decisions on matters of an industrial or political nature which
 - (1) arise out of and are in connection with the economic or political conditions of the Republic of Ireland or Northern Ireland and
 - (2) are of direct concern to TSSA members resident in the Republic of Ireland or Northern Ireland and
 - (3) do not affect members not so resident.
- (b) The Irish Committee and the Irish Biennial Conference shall not expend any TSSA funds except to the extent that they are authorised to do so by the Executive Committee.
- (c) The Irish Committee shall be chaired by the Executive Committee member for Ireland and shall, from amongst its delegates, elect a Secretary each year. It shall be the responsibility of the Secretary to call at least three meetings of the Committee each year. The President and General Secretary shall have the right to attend meetings of the Irish Committee and to speak on any business at meetings of the Irish Committee but

shall have no vote at the Irish Committee. Branches within Ireland may be represented at these meetings according to Branch membership on the following basis:

Up to 400 members	4 delegates
401 - 700 members	5 delegates
701 - 1,000 members	6 delegates

One additional delegate for each 500 members beyond 1,000.

Delegates (and replacements in the event of casual vacancies) shall be subject to elections by Branches every 12 months, and may attend, speak, and vote at all Irish Committee meetings called during the following year.

The objects of these meetings shall be to:

- (a) organise members in Ireland and see that Branches are kept in an efficient condition;
- (b) campaign in support of TSSA policy on such issues as transport and employment both among members and the wider public within Ireland;
- (c) assist in facilitating the organising work, the Irish Committee may appoint local or area sub-committees;
- (d) consider and agree motions/amendments to be submitted to Annual Conference, and
- (e) elect delegates to attend Annual Conference.

The quorum for such meetings shall be seven.

Annual Conference Motions/Amendments in Ireland

Each Branch is entitled to submit up to two Resolutions and up to two amendments to the Irish Committee Secretary for the Irish Committee to consider for submission to Annual Conference on behalf of Ireland.

Ireland may submit two Resolutions and two Amendments for each 400 members or fraction of 400 members in Ireland, except in Rule Alteration years, when two additional Resolutions for changing the Rules and two additional Amendments related to Resolutions for changing the Rules may be submitted for each 400 members or fraction of 400 members.

Resolutions must reach Head Office not later than 7 January. Amendments must reach Head Office not later than 7 March or they cannot be discussed unless the Conference allows.

For the purposes of this rule, membership shall be reckoned as at 30 November of the year prior to the Conference.

Annual Conference Delegation Candidates for Ireland

Each Branch is entitled to nominate up to two candidates to be elected as delegates from Ireland for Annual Conference. Elected delegates to the Irish Committee meeting shall also be entitled to stand as candidates for election as delegates from Ireland for Annual Conference.

Ireland will be represented at Conference on the basis of one Delegate for each 400 members or fraction of 400 members in Ireland. At least one member of the delegation must be a woman except that if no woman delegate indicates a willingness to be

nominated, all the delegation may be men. Furthermore, they will be allowed one additional Delegate under the age of 26.

Funding the Irish Committee

For the purpose of meeting expenses incurred by, or on behalf of, the Irish Committee, there shall be paid from the Central Fund the equivalent of 45p per annum for each member in Ireland.

The Irish Committee may accumulate a balance of up to the equivalent of £200 at the year-end. If that balance exceeds the equivalent of £200, the payments from Central Fund during the next year shall be reduced by the amount of the excess.

The Irish Committee shall issue a Balance Sheet by 31 January for the preceding year, and this Balance Sheet shall be embodied in TSSA's Annual Accounts.

Effect on other Rules

Save in Rule 10, references in these Rules to a Divisional Council or Divisional Officer shall be construed in relation to Ireland as references to the Irish Committee or the Irish Committee Secretary respectively.

Rules 42(k) and 42(m) shall not apply to Ireland.

Consequential Rule Amendments

Rule 10(a) to add at the end of the first sentence "save that there shall be no Irish Division" otherwise rule 10 will serve to create that Division.

Rule 10(b) to insert between "area" and ". Branches" in line 1 ", save Ireland".

Rule 42(a) sub clause *Branch Representation at Conference*

To insert between "Branches" and "may" in line 1 "outside of Ireland".

Rule 42(e)

To insert between "Meeting." and "Previous" in line 2 "or at a meeting of the Irish Committee. Except in Ireland".

Executive Committee

WITHDRAWN (in favour of Item E2)

56. Rule Alteration (Item 56)

That this Conference endorses the EC report.

EC REPORT ON TSSA RULE ALTERNATION - RATES OF SUBSCRIPTION

The following resolution was carried by the 2014 Annual Delegate Conference:

Rule Alteration. Rule 30 - Rates of Subscription (Emergency Item E6)

Please note the numbers presented are indicative placeholders

To delete existing clause (c) and substitute:

“(c) From 1 July 2015 members shall pay a subscription set by reference to their earnings and sub clauses (b) and (e) of this Rule 30 shall cease to apply.

The amount payable by a member shall be determined in accordance with the following table:

Annual Projected Earnings Weekly subscription rate

£ 1 - £20,000	£2.50
£ 20,001 - £50,000	£5.00
£ 50,001+	£6.00

Annual Earnings Republic of Ireland Weekly subscription rate

€1 - €20,000	€2.50
€20,001 - €50,000	€5.00
€50,001+	€6.00

The Executive Committee shall bring to Annual Conference proposals to:

- (i) establish rules governing the calculation of earnings for the purpose of calculating the appropriate weekly subscription rate;
- (ii) resolve any dispute in relation to the calculation of earnings for that purpose;
- (iii) establish rules, procedures and administrative arrangements to facilitate and encourage payment of the Weekly Subscription Rate.”.

Process

Programme of Work

The EC agreed that the delivery of the terms of the resolution fell into three distinct stages as follows:

- Stage 1 Explore the issues surrounding the introduction of banded subscriptions with other trade unions that have previously been down the road of moving away from fixed rate subscriptions. (August)
Survey members to start collating data about salary levels. This also serves to inform members that there is a change on the horizon. (September onwards)
Contact MTL and Pixl8 to start the process of agreeing

changes to the membership database and MyTSSA.
(September)

- Stage 2 Analyse the information gleaned from members around their salaries. (October onwards)
Determine budgeted expenditure for 2015 in order to identify total subscription income needs for the year. (October)
Identify and test various options for bands and subscription levels that will deliver the necessary total income for 2015. (November onwards)
Draft necessary rule changes for the EC to agree at their meeting and submit proposed rule changes to SOC.
- Stage 3 Contact members to update on EC proposals.
Contact employers to inform them of the likely change, the timetable for change and what it will mean for them in terms of process.
Report each month on projected income from proposed bands and subscription rates against actual income from current subscription rates to test the veracity of the EC proposals.
Inform employers and members of Conference outcome.
Introduce rule changes and systems changes.

Preliminary Discussions

Discussions took place with Prospect, the First Division Association and Public and Commercial Services unions over the move from fixed rate subscriptions to banded subscriptions. Experiences were relatively common in terms of the process of introduction, highlighting some helpful learning points as well as some issues to consider further:

- (a) regular communications with members throughout the process of introduction will help ensure that when the change comes they are prepared for it and this will help minimise membership loss;
- (b) remember to keep employers informed where paybill deductions are a major source of income;
- (c) be prepared for some employers to use the opportunity to withdraw from paybill deductions and the resultant need to get significant groups of members to complete direct debit mandates at relatively short notice;
- (d) where bands have been introduced there is invariably a feeling that more bands would be better as wide ranging bands ultimately lead to feelings of unfairness which were less apparent when everyone paid the same rate;
- (e) it is important to have a clear definition of earnings;
- (f) members need to update their salary levels annually otherwise the Association has to assume what is the appropriate band and subscription;
- (g) every time members contact the Association they are asked to confirm their details including their salary, and

- (h) where member records show no change in salary for a number of years, contact should be made directly with the member to confirm their details. Beyond this, once members have been allocated to a particular band there tend to be few trust issues.

Setting Salary Bands and Subscription Levels

Various requests were sent to the Association's members for salary details via MyTSSA and also by direct mail using the Journal early in 2015. The salary details received were summarised in bands of £5k and then broken down by sector and by category of member. The figures were extrapolated to produce a summary of how many members in total would be expected to fall into each £5k salary range identified and this was also then broken down by sector and by category of member.

These reports were considered by the EC at their meetings in December 2014, January and March 2015 updating each of the Appendices based upon the latest information gleaned from member responses and with particular reference to calculations of the expected annual subscription income that would be delivered from particular salary bands and subscription rates. This proved to be particularly important not only because of the need to maintain the Association's annual income but also because the EC was clear from the outset that banded subscriptions should not be a tool for increasing subscription income, but instead an issue of fairness and affordability for members.

At the time of drafting the report, the percentage of members who fell into each of the weekly subscription rates being proposed by the EC was as follows:

£2.30 / €2.80	12%
£4.60 / €5.50	72%
£5.50 / €6.60	16%

Administration Arrangements

Item E6 carried at the 2014 Annual Delegate Conference, required the EC to bring a report to the 2015 Conference detailing rules, procedures and administrative arrangements around banded subscriptions.

Calculation of Earnings

For ordinary members (currently classified as full rate and part rate members) subscriptions will be determined by reference to their basic salary on 01 July each year. If any member's salary changes for whatever reason at other times during the year then the Association should be notified in writing as soon as is possible so that subscription payments could be adjusted if necessary.

Following representations made by the Retired Members' Group and Retired Members' Branches it was agreed by the EC that retired members would be identified separately. In order to avoid unintended discrimination of membership rights between those paying the full rate in the lowest band and retired and superannuated members, especially those who by right would be in the lowest band, paying the same amounts but having different rights and opportunities, a further band is required for retired and superannuated members. This new band should be set at a level which does not materially harm the Association's finances, for example, five pence less than the subscription in the lowest band for UK members and ten cents less for Republic of Ireland members at their equivalent rate.

All other types of members will pay subscriptions at rates to be determined by the EC.

Any dispute on the calculation of earnings for the purpose of calculating the appropriate weekly subscription rate will be resolved by reference to the EC.

Basic Salary

Basic salary shall be the amount paid to a member by their employer before any extras are added or taken off, such as reductions because of salary sacrifice schemes or increases due to allowances, overtime or bonus payments.

Managing Salary Bands

In order to deliver a degree of consistency bands will only be reviewed in rule change years. Doing otherwise could well result in members whose salary is at the margins of the bands moving from one band to another and back again in alternate years.

Managing Subscription Payments

Subscription rates shall be published annually to members.

Members will be asked to update their salary levels annually using MyTSSA, otherwise the Association will decide what is the appropriate salary band and subscription rate.

Every time a member contacts the Helpdesk they will be asked to confirm their details including their salary.

Where member records show no change in salary for a number of years, contact should be made directly with the member to confirm their details.

Republic of Ireland

The current full rate weekly subscription for the UK is £4.50 and for the Republic of Ireland €5.40. This equates to an exchange rate of £1 = €1.20. The actual currency exchange rate at 01 March 2015 was £1 = €1.37. The EC is proposing bands and subscriptions which are a reflection of wage differentials between the Association's members in the UK and Republic of Ireland, the currency exchange rate and the current subscription differentials.

Rule Alterations

On Conference endorsing this report the EC will bring forward rule alterations to the 2015 Annual Delegate Conference in respect of:

- (i) Rule 30 Clause (c)
- (ii) Appendix 1 Clause (c) and Clause (d).

Moved by Manuel Cortes (General Secretary) on behalf of Executive Committee

Seconded by Hilary Hosking (Southern Inner)

CARRIED

Amendments

A. *To delete all between “separately” in line 130 and “All” in line 140 and substitute “Conference believes that to avoid discrimination of membership rights between those paying the full rate in the lowest band and retired and superannuated members, a further band is required for retired and superannuated members. This should be set at a rate that does not greatly harm the Association's finances. This rate should be £2.25 for members in the UK with retired and superannuated members in the Republic of Ireland paying the equivalent rate as stated in lines 158 to 165 of the Report.”.*

To delete “other types of” in line 140.

To delete “EC” in line 141 and substitute “Annual Conference”.

Moved by Malcolm Wallace (Anglia No.1)

Seconded Formally

WITHDRAWN

B. *To add at end (of motion) “subject to inclusion of the following amendment (to the Report):”*

To insert between “subscription.” in line 132 and “All” in line 133 “However, this would discriminate against superannuated and retired members, and as such, they would pay a lower rate to prevent charges of discrimination and ageism.”.

Moved by Eddie Creighton (London & Southern Retired)

Seconded Formally

WITHDRAWN

C. *To delete all between “rate.” in line 159 and “Republic” in line 165 and substitute new paragraphs:*

“Any member will be entitled to decline to give salary information, on the understanding that they may be assumed to be in the highest salary category for subscriptions purposes. If a member indicates that they do not wish to give this information, they will not be asked for it other than in general communications until they indicate otherwise.

Where member records show no change in salary for four years for a member who has not indicated that they do not wish to give salary information, that member should be contacted directly by an EC member, rep, Branch Officer, or paid official to ask them to confirm their details.

The EC shall present a report to each Annual Conference outlining any cases where the EC has been asked to determine salary or subscription rates, with details of the circumstances, but without publishing personal information; and stating the numbers of members who have been contacted directly, and who have indicated that they do not wish to give salary information. The sections of the report relating to the EC determining salary or subscription

rates will be subject to confirmation by Conference and if a determination is rejected by Conference, appropriate recompense will be made to member(s) affected.”.

Moved by Luke Howard (TfL Central)
 Seconded Ian McDonald (South Eastern (Kent) **WITHDRAWN**

D. To delete “a number of” in line 89 and substitute “three”.

To insert between “details” and “. Beyond” in line 91 “within three months. If there is no response in that time it will be assumed that the next highest band applies.”.

Moved by Sharon Simmonds (Women in Focus)
 Seconded Formally **LOST**

57. Rule Alteration - Rule 30 Rates of Subscription (Emergency Item E1)

Preface: to provide for banded subscription rates based upon members’ earnings from July 2015.

To delete existing clause (c) and substitute:

“(c) From 1 July 2015 members shall pay a subscription set by reference to their basic salary and sub clauses (b) and (e) of this Rule 30 shall cease to apply.

The amount payable by a member shall be determined in accordance with the following table:

Basic Salary	Weekly subscription rate
£1 - £20,000	£2.30
£ 20,001 - £50,000	£4.60
£ 50,001+	£5.50
Superannuated/Retired Members	£2.25

Basic Salary	Republic of Ireland Weekly subscription rate
€1 - €25,000	€2.80
€25,001 - €60,000	€5.50
€60,001+	€6.60
Superannuated/Retired Members	€2.70

The Executive Committee shall enable members to pay the weekly subscription rate by direct debit, cash, paybill deduction (where appropriate) and by such other means as the Executive Committee thinks fit.

Any dispute on the calculation of basic salary for the purpose of calculating the appropriate weekly subscription rate will be resolved by reference to the Executive Committee. Basic salary shall be the amount paid to a member by their employer before any adjustments.”

Rule Alteration: Appendix 1 - Types of Members

Clause (c) Superannuated members

To delete all between “to” in line 7 and “receive” in line 10.

Clause (d) Retired Members

To delete all between “member.” in line 4 and “They” in line 7.

To re-letter remaining clauses accordingly.

Moved by Andy Bain (Treasurer) on behalf of the Executive Committee

Seconded Malcolm Wallace (Anglia No.1)

Supported by: London & Southern Retired, Midlands Retired

CARRIED

Amendments

A *To delete all between “separately” in line 130 and “All” in line 140 and substitute “Conference believes that to avoid discrimination of membership rights between those paying the full rate in the lowest band and retired and superannuated members, a further band is required for retired and superannuated members. This should be set at a rate that does not greatly harm the Association’s finances. This rate should be £2.25 for members in the UK with retired and superannuated members in the Republic of Ireland paying the equivalent rate as stated in lines 158 to 165 of the Report.”.*

To delete “other types of” in line 140.

To delete “EC” in line 141 and substitute “Annual Conference”.

Moved by Luke Howard (TfL Central)

Seconded Formally

WITHDRAWN

- B** *To delete all between “rate.” in line 159 and “Republic” in line 165 and substitute new paragraphs:*

“Any member will be entitled to decline to give salary information, on the understanding that they may be assumed to be in the highest salary category for subscriptions purposes. If a member indicates that they do not wish to give this information, they will not be asked for it other than in general communications until they indicate otherwise.

Where member records show no change in salary for four years for a member who has not indicated that they do not wish to give salary information, that member should be contacted directly by an EC member, rep, Branch Officer, or paid official to ask them to confirm their details.

The EC shall present a report to each Annual Conference outlining any cases where the EC has been asked to determine salary or subscription rates, with details of the circumstances, but without publishing personal information; and stating the numbers of members who have been contacted directly, and who have indicated that they do not wish to give salary information. The sections of the report relating to the EC determining salary or subscription rates will be subject to confirmation by Conference and if a determination is rejected by Conference, appropriate recompense will be made to member(s) affected.”.

Moved by Harjit Sahota (Underground Infrastructure)

Seconded Melissa Heywood (East Midlands Trains No.1)

WITHDRAWN

58. Rule Alteration (Emergency Item E2)

Preface: To enable the abolition of the Irish Divisional Council

Rule 9 - Irish Committee

To delete existing Rule and substitute:

- (a) TSSA shall have an Irish Committee and an Irish Biennial Conference whose powers shall be limited to making decisions on matters of an industrial or political nature which
- (1) arise out of and are in connection with the economic or political conditions of the Republic of Ireland or Northern Ireland and
 - (2) are of direct concern to TSSA members resident in the Republic of Ireland or Northern Ireland and
 - (3) do not affect members not so resident.
- (b) The Irish Committee and the Irish Biennial Conference shall not expend any TSSA funds except to the extent that they are authorised to do so by the Executive Committee.
- (c) The Irish Committee shall be chaired by the Executive Committee member for Ireland and shall, from amongst its delegates, elect a Secretary each year. It shall be the responsibility of the Secretary to call at least three meetings of the Committee each

year. The President and General Secretary shall have the right to attend meetings of the Irish Committee and to speak on any business at meetings of the Irish Committee but shall have no vote at the Irish Committee. Branches within Ireland may be represented at these meetings according to Branch membership on the following basis:

Up to 400 members	4 delegates
401 - 700 members	5 delegates
701 - 1,000 members	6 delegates

One additional delegate for each 500 members beyond 1,000.

Elected workplace representatives shall be entitled by reason of their office and without further election to attend these meetings, and to speak and vote on all matters at such meetings as if they were delegates.

Delegates (and replacements in the event of casual vacancies) shall be subject to elections by Branches every 12 months, and may attend, speak, and vote at all Irish Committee meetings called during the following year.

The objects of these meetings shall be to:

- (f) organise members in Ireland and see that Branches are kept in an efficient condition;
- (g) campaign in support of TSSA policy on such issues as transport and employment both among members and the wider public within Ireland;
- (h) assist in facilitating the organising work, the Irish Committee may appoint local or area sub-committees;
- (i) consider and agree motions/amendments to be submitted to Annual Conference; and
- (j) elect delegates to attend Annual Conference.

The quorum for such meetings shall be seven.

Annual Conference Motions/Amendments in Ireland

Each Branch is entitled to submit up to two Resolutions and up to two amendments to the Irish Committee Secretary for the Irish Committee to consider for submission to Annual Conference on behalf of Ireland.

Ireland may submit two Resolutions and two Amendments for each 400 members or fraction of 400 members in Ireland, except in Rule Alteration years, when two additional Resolutions for changing the Rules and two additional Amendments related to Resolutions for changing the Rules may be submitted for each 400 members or fraction of 400 members.

Resolutions must reach Head Office not later than 7 January. Amendments must reach Head Office not later than 7 March or they cannot be discussed unless the Conference allows.

For the purposes of this rule, membership shall be reckoned as at 30 November of the year prior to the Conference.

Annual Conference Delegation Candidates for Ireland

Each Branch is entitled to nominate up to two candidates to be elected as delegates from Ireland for Annual Conference. Elected delegates to the Irish Committee meeting shall also be entitled to stand as candidates for election as delegates from Ireland for Annual Conference.

Ireland will be represented at Conference on the basis of one Delegate for each 400 members or fraction of 400 members in Ireland. At least one member of the delegation must be a woman except that if no woman delegate indicates a willingness to be nominated, all the delegation may be men. Furthermore, they will be allowed one additional Delegate under the age of 26.

Funding the Irish Committee

For the purpose of meeting expenses incurred by, or on behalf of, the Irish Committee, there shall be paid from the Central Fund the equivalent of 45p per annum for each member in Ireland.

The Irish Committee may accumulate a balance of up to the equivalent of £200 at the year-end. If that balance exceeds the equivalent of £200, the payments from Central Fund during the next year shall be reduced by the amount of the excess.

The Irish Committee shall issue a Balance Sheet by 31 January for the preceding year, and this Balance Sheet shall be embodied in TSSA's Annual Accounts.

Effect on other Rules

Save in Rule 10, references in these Rules to a Divisional Council or Divisional Officer shall be construed in relation to Ireland as references to the Irish Committee or the Irish Committee Secretary respectively.

Rules 42(k) and 42(m) shall not apply to Ireland.

Consequential Rule Amendments

Rule 10(a) to add at the end of the first sentence "save that there shall be no Irish Division" otherwise rule 10 will serve to create that Division.

Rule 10(b) to insert between "area" and ". Branches" in line 1 ", save Ireland".

Rule 42(a) sub clause *Branch Representation at Conference*
To insert between "Branches" and "may" in line 1 "outside of Ireland".

Rule 42(e)

To insert between "Meeting." and "Previous" in line 2 "or at a meeting of the Irish Committee. Except in Ireland".

Moved by Manuel Cortes (General Secretary) on behalf of Executive Committee

Seconded Formally

CARRIED

Amendments

A To delete all between “Committee” in line 2 and “whose” in line 3.

To insert between “decisions” and “on” in line 3 “on any matter covered in this Rule and”.

To insert between “1,000.” in line 25 and “Elected” in line 26 new paragraph:
“The Irish Committee shall make bye-laws for the government of its own affairs, which shall be subject to approval by the Executive Committee. The bye-laws shall specify the notice that must be given for Irish Committee meetings and timescales for distribution of meeting papers; the detailed quorum requirements, including representation from multiple branches; the arrangements for ensuring continuity if branches fail to elect delegates or notify the Secretary; and the arrangements for consultation with Branches between Committee meetings.”.

To insert between “members.” in line 55 and “Resolutions” in line 56 “The Irish Committee members may propose motions or amendments at the relevant meeting if fewer motions or amendments proposed by branches are supported at the meeting than the allocation determined above.

The Irish Committee Secretary may submit motions or amendments to Annual Conference on matters of urgency if these cannot be determined by a meeting of the Irish Committee, but an officer or officers of each Branch within Ireland must be consulted (by email or such other means as allowed in the bye-laws) before submission and such submissions must be ratified by the subsequent meeting of the Irish Committee. Standing Orders Committee may require Irish delegates to provide documents to demonstrate that these provisions were followed.”.

To insert between “Ireland.” and “At” in line 68 “plus one additional delegate under the age of 26.”.

To delete “delegate” in line 70.

To delete all between “nominated,” in line 70 and “Funding” in line 73 and substitute “only one delegate may be sent to Annual Conference.”.

To delete all between “Division” in line 91 and “Rule” in line 93.

Moved by Luke Howard (TfL Central)

Seconded Formally

WITHDRAWN

B. *To delete “£20,001 - £50,000” in line 9 and substitute “£20,001+”.*

To delete line 10.

To delete “€25,001 - €60,000” in line 15 and substitute “€25,001+”.

To delete line 16.

Moved by Harjit Sahota (Underground Infrastructure)

Seconded by Melissa Heywood (East Midlands Trains No.1)

WITHDRAWN

An Appeal was heard from TFL Central Branch which was found to be OUT OF ORDER

59. TSSA Donations (Item 57)

That this Conference instructs the EC to review donations made to charities by the EC and the Association in general as part of the current cost-cutting exercise.

Moved by Melissa Heywood (East Midlands No1)

Seconded Formally

CARRIED

60. TSSA Meetings (Item 58)

That this Conference instructs the EC to direct and ensure that in order for any meeting organised by the Association to take place, the venue has to be accessible. Where the venue is not accessible, the Association is to look for an alternative venue and where necessary to provide the appropriate financial support for this to be possible.

Moved by Cath Murphy (Disability Working Group)

Seconded by Margaret Stephens (Belfast)

CARRIED

61. TSSA Organisation (Item 59)

That this Conference notes the reported very low response by Branches and SOGs to both the consultation and the ballot on proposed changes to Annual Conference procedures.

Conference considers that the viability of Branches and SOGs who have failed to engage with a democratic process so essential to the future of the Association must be open to question.

Guidelines have been previously issued to Divisional Councils outlining the criteria that should be adopted in deciding whether a Branch or SOG should be allowed to continue to operate, including importantly participation in the various democratic procedures within the Association.

Conference instructs the EC to reissue these guidelines and be far more assertive with Divisional Councils in seeking justification for the continued existence of Branches who are not active in the democratic processes or meeting the criteria for their continued existence. The EC should also undertake the same exercise in respect of SOGs.

Moved by Dave Johnson (Anglia No.2)

Seconded Formally

CARRIED

62. TSSA Organisation (Item 60)

That this Conference recognises the contribution made to the Association by those who are now no longer in employment. Conference, however, considers that their continued involvement as Officers in both Branches and Divisional Councils disguises the underlying attendance problems that exist in many Branches and the discontinuity between ordinary members, reps, and the established and supposedly democratic structure based on Branches.

Conference instructs the EC to finally grasp this nettle and bring forward radical proposals that restructure the Association to re-connect working members and their workplace reps, to the policy-making processes of the Association.

At the same time, the EC is urged to take the opportunity to *build* develop a separate organisation within the Association into which those no longer in employment will be placed and within which they can continue to take an active role, *(addressing primarily those matters of particular interest to these older members)*. Use the existing successful Retired Members' Group as the template, supported by retired members geographical groups that can relate to any proposed new structure. This organisation should be based on the existing Retired Members' Group as a nucleus, but with an added geographic sub-structure as appropriate.

Moved by Rod Payne (Paddington/Thames Valley)

Seconded by Brian Mayhew (Retired Members' Group)

CARRIED

Amendments

- A. To delete “ordinary” in line 5 and substitute “working”.
To delete “radical” in line 7 and substitute “effective”.
To delete all after “Association.” in line 9 and substitute new paragraph:

“The proposals for consideration should include:

- (a) virtual Branches, while maintaining informed democracy;
- (b) drawing all types of reps into the democratic policy-making process, noting that the reps seminars had some success in achieving this;
- (c) encourage better representation amongst Annual Conference delegates, particularly from working members, but also from women, young, ethnic minority and LGBT members, and
- (d) consideration of optimising the contribution that non-working members can make, noting the existing input via retired members’ Branches and the retired members’ SOG.”.

Moved by David Lyons (Network Rail North London)

Seconded Formally

WITHDRAWN

- B. To delete “build” in line 10 and substitute “develop”.
To delete all between “role” in line 12 and “This” in line 13 and substitute “. Use the existing successful Retired Members’ Group as the template, supported by retired members geographical groups that can relate to any proposed new structure.”.

Retired Members’ Group

ACCEPTED

63. TSSA Organisation (Item 61)

That this Conference considers it to be morally wrong for members to receive and transmit items of Association business on their employers’ electronic equipment, unless the employer has given them permission to do so.

Conference believes that all Branch Correspondence and Financial Secretaries who do not own their own electronic system or are not prepared to utilise it, should be supplied with Association owned equipment, to be returned to (*Head Office when no longer required*) the Branch, for use by any successor representative.

Conference instructs the EC to introduce these arrangements forthwith.

Moved by Colin Savage (London SE & Sussex)

Seconded by Fred Hall (London NW Retired)

LOST

Amendment

To delete all after second “to” in line 6 and “Conference” in line 8 and substitute “the Branch, for use by any successor representative.”.

London N.W. Retired

ACCEPTED

64. TSSA Organisation (Item 62)

That this Conference is concerned that there is increasing discrimination nationally directed against individuals who do not have access to, or wish to access the internet. (*The Association’s members may not wish to use computers or be able to use computers*). In 2014, 13% of the UK population do not access the internet at all, and some existing users are not confident of using the internet, in case of making mistakes. This discrimination is evident by the number of forms that can only be submitted online.

Conference welcomes new technology, but people should always have the choice of submitting forms by other means to any organisation.

Conference, as a first step, requests that the EC ensures that the Association’s systems are flexible to allow those not wishing to use online systems to submit details to the Association.

Moved by Andrew Paton (Anglia No. 3)

Seconded by Richard Scudder (London Bus Operators)

CARRIED

Amendment

To insert between “discrimination” and “directed” in line 1 “nationally”.

To delete all between “internet.” in line 2 and “This” In line 4 and substitute “In 2014, 13% of the UK population do not access the internet at all, and some existing users are not confident of using the internet, in case of making mistakes.”

To insert between “online.” in line 5 and “Conference” in line 6 new paragraph:

“Conference welcomes new technology, but people should always have the choice of submitting forms by other means to any organisation.”.

London Bus Operators

ACCEPTED

65. Conditions of Service (Composite) (Item 63)

That this Conference deploras the indefensible action initiated by First Great Western (FGW) to unilaterally withdraw from the Collective Bargaining Agreement for management grades with effect from 4 May 2015. If successful, this action will leave several hundred members employed by FGW without formal recognition.

Conference notes two decisions from previous Conferences:

- (a) that formal recognition agreements are amongst the most significant benefits of Association membership (AC 2010, Minute 11)
- (b) that by encouraging managers to become members of TSSA, the Association and its Officers accepts that it has members at all levels of management and will act in an equitable manner (AC 2009, Minute 17).

Conference applauds the efforts of the Association's members, reps and Officers to fight against this action and calls on the EC to make every effort to re-establish an effective recognition agreement for FGW management grades.

Conference furthermore recognises the potential of FGW and other travel and transport organisations to withdraw from recognition agreements and calls on the EC to undertake pre-emptive action to protect those agreements most at risk.

Moved by Sally Wiltshire (Swindon & Chippenham)

Seconded by Howard Morris (South East Wales)

CARRIED

Minute 11 carried at TSSA 2010 Annual Conference reads as follows:

“That this Conference is concerned that some employees no longer benefit from a recognition agreement, formal negotiating rights or collective bargaining. Such arrangements have been, and remain, amongst the most significant benefits of Association membership.

Conference is concerned that these benefits are steadily being eroded and that this problem is increasing progressively due to:

- (a) staff retirements;*
- (b) staff redundancies;*
- (c) acceptance of individual contracts on promotion, and*
- (d) new staff coming from sectors and companies with no tradition of union membership.*

Conference instructs the EC to enter into meaningful discussions with employers to ensure that the benefits arising from a recognition agreement, formal negotiation rights and collective bargaining to both employers' organisation and to the employees are fully recognised and maintained, where they already exist and extended to staff not currently included in such arrangements.”

Minute 17 carried at TSSA 2009 Annual Conference reads as follows:

“That this Conference is concerned at the significant number of management staff employed by TOCs and other travel and transport organisations who remain unprotected by recognition agreements and formal negotiating rights on pay and conditions. Conference instructs the EC to accelerate the campaigns necessary to give these members the full benefits of Association membership and further instructs the EC to recognise that in encouraging managers to become members of TSSA, the Association and its Officers must understand that it has members at all levels of management and act in an equitable manner.”

66. Conditions of Service (Item 64)

That this Conference is concerned that many employers, both small and large, choose to deal directly with their employees and therefore do not recognise trade unions. Over the years such employers have, through the Courts, sought to resist union membership, recognition and collective bargaining on the basis of an interpretation of the Irish Constitution.

The High Court and the Supreme Court have ruled in the past on behalf of companies like Ryanair, stating it would be unconstitutional for employers to be forced to recognise trade unions. The ‘EU Charter of Fundamental Rights’ introduced through the Lisbon Treaty, states “Workers and employers, or their respective organisations, have, in accordance with Union law and national laws and practices, the right to negotiate and conclude collective agreements at the appropriate levels and, in cases of conflicts of interest, to take collective action to defend their interests, including strike action.”

It is high time this issue was addressed through the European Court of Justice to once and for all settle this anomaly.

Conference calls upon the EC to request the Irish Committee to lobby all political parties and campaign with the ICTU and all sister trade unions in the South of Ireland to have this matter raised at the European Court of Justice.

Moved by Margaret Stephens (Belfast)

Seconded Formally

CARRIED

67. Conditions of Service (Item 65)

That this Conference is concerned at the erosion of employee rights which has taken place over recent years. Conference requests the EC to work for stronger rights for employees by challenging the 'hire and fire' culture that has taken place during this time.

Conference requests that the EC works for legislation that requires companies to do more for employees who are facing redundancy. This can be achieved by giving greater emphasis on re-training for different roles should the need arise. Companies should be made aware of the value of employee retention, rather than seek to shed staff at the earliest opportunity.

Moved by Stephen Davidson (London & North Western)

Seconded Formally

CARRIED

68. Conditions of Service (Item 66)

That this Conference is concerned by the deliberate over-spending by TfL on large projects to the detriment of their staff's pay and conditions. Conference notes that TfL have projected that the operation of a Tube service overnight at weekends will be running at a deficit until the year 2033 and Boris Johnson's fleet of New Routemaster Buses is costing in excess of £200m to build, considerably more expensive than conventional buses.

Conference further notes unnecessary projects such as the 'Garden Bridge' over the Thames which would serve no useful purpose as a river crossing. Whilst these projects are ongoing, TfL staff have been offered a 0% pay increase for 2013-14 and a virtual freeze from 2014-15 onwards, replaced by arbitrary non-consolidated lump sums, effectively destroying the future pensions of every member of staff.

Conference therefore instructs the EC to use all available options to lobby the current Mayor of London and future mayoral candidates to put pressure on TfL to put a decent reward package together for their staff as a high priority ahead of over-ambitious and costly projects for which alternative funding could be sought.

Moved by Luke Howard (TfL Central)

Seconded by Hilary Hosking (Southern Inner)

CARRIED

69. Conditions of Service (Item 67)

That this Conference notes that the transport industry continues to outsource jobs at the expense of the Association's members and the taxpayer, despite multiple cases of where it has not worked. Conference also notes that at TfL, contact centres and other back office jobs are being sold to the lowest bidder in order to drive down wages, pensions and other terms and conditions. In addition, Conference notes the lack of a consistent campaigning effort to fight outsourcing wherever it occurs. Having a framework for a campaign ready to go when outsourcing is announced would slow down a company's process and arm the Association for the future.

Conference therefore instructs:

- (a) the EC to launch a national anti-outsourcing campaign which would be ready to intervene at any time to fight the loss of jobs, and
- (b) the General Secretary to discuss with the London Mayoral Labour Party candidate to pledge to reverse any outsourcing of TfL functions.

Moved by Luke Howard (TfL Central)

Seconded by Hilary Hosking (Southern Inner)

CARRIED

70. Conditions of Service (Item 68)

That this Conference considers there should be a reduction of years for long service awards. The current 'norm' discriminates against women who joined the railway industry later or took career breaks to raise their children.

Conference requests that awards for five and ten years are introduced and those women, or men, who take time out of work to raise children are able to retain their previous records of service.

Moved by Amanda Richmond Steele (Yorkshire No.1)

Seconded by Al Stoten (Southeastern Metro)

CARRIED

71. Zero Hours Contracts (Item 69)

That this Conference is extremely concerned by the increasing use by many employers of zero hours contracts. In the past this Association has campaigned for the rights of Agency staff, however, many employers are avoiding compliance by rewriting contracts offering 'zero hours'. This growing practice by unscrupulous employers is undermining the fundamental rights of employees which Association members and their forebears have fought for over many, many years.

Conference believes that the use of zero hour contracts, whilst welcomed by the current Government and the CBI, is not contributing to a sustainable economic recovery, but is causing untold stress, worry and social insecurity for millions of working people. Many workers are unable to enforce their limited employment rights because by doing so they are fearful their hours can be legally reduced to ‘zero’ with the consequent loss of earnings. Many individuals are trapped in a cycle of low pay and poor working conditions, unseen in this country for decades. The use of zero hours contracts should be made unlawful.

Conference instructs the EC to liaise with other unions, the TUC and Labour Party to call on the future Government to abolish zero hours contracts, or at the very least, introduce legislation during their first Parliament to restrict their use.

Moved by Malcolm Harrison (Wales & Western Retired)

Seconded Formally

CARRIED

Amendment

To delete all after “contracts” in line 16.

Moved by Fred Hall (London N.W. Retired)

Seconded Formally

LOST

72. Zero Hours Contracts (Item 70)

That this Conference is committed to eradicating zero hours contracts within the railway industry and the associated supply chain.

Roughly five million people, 22% of the workforce, are working on zero hours or short hour contracts. This insecure employment leaves workers with little or no guaranteed work and at the mercy of unscrupulous employers who may dismiss them at will.

Zero hours contracts give workers virtually no notice for compulsory shifts and no guaranteed income, which leads to difficulty in accessing credit, problems in renting and buying a home and high levels of anxiety. Workers on zero hours contracts are almost £300 per week worse off and are five times more likely not to qualify for statutory sick payments than their colleagues on permanent contracts.

In the railway industry, zero hours contracts are used by many contractors working for Network Rail within the maintenance sector. This is not conducive to the development of a safe railway or the creation of a safety conscious and motivated staff. There are considerable risks arising from safety critical staff working for more than one employer which leads many to believe that a railway tragedy is waiting to happen. The Association must ensure that workers’ rights are protected and that a race to the bottom is avoided.

Conference therefore requests the EC to investigate the use of zero hours contracts for directly engaged, contracted and sub-contracted railway employees. Where employees are found to be on zero hours contracts, to:

- (a) define them as ‘employees’, ensuring delivery of the national minimum wage and associated rights including holidays, maternity and sick pay;
- (b) offer guaranteed hours contracts, with a maximum percentage of overtime so that this does not replace regular hours;
- (c) ensure that all new appointments follow the above practice; and
- (d) ensure that procurement contracts are only awarded to employers who police not only their own employment practices, but those of their supply chain.

Moved by Stan Robinson (Network Rail Milton Keynes)

Seconded Formally

LOST

Third Day’s Proceedings

Presentation by TSSA Communications Working Party including Q&A
Speaker Andy Bain (Treasurer)

TSSA Recruitment Strategy including Q&A
Speaker Nadine Rae, Organising Director

Report on TUC Young Workers’ Conference
Speaker Judith Rodgers (South Yorkshire)

73. Anti-Trade Union Legislation (Emergency Item E3)

That this Conference notes that barely a week into their second term of office, the Tory attacks on trade union rights have begun. Sajid Javid, the new Business Secretary, in response to the RMT Network Rail ballot result which gave an overwhelming mandate for industrial action, announced plans to press ahead with legislation on ballots which would require a minimum of 40 per cent of the membership to achieve a minimum 50 per cent positive vote.

Conference views this as an attack on basic trade union principles, specifically the right to strike. This from a party elected by less than 25 per cent of the British electorate.

Conference urges the EC to educate the Association's members as to the consequences of these changes, to resist these changes by any legitimate means possible and to seek reassurances from any forthcoming Labour leadership that a review of the anti-trade union laws will be treated as a priority.

Underground Ops Mgrs

FELL

74. 2015 General Election (Emergency Item E4)

That this Conference notes with extreme disappointment the results of the 2015 General Election.

Working people, the unemployed, disabled people and those still in childhood will feel the repercussions of five more years of Tory austerity measures and anti-trade union laws for generations to come unless the Labour Party addresses its failings and regains control of government in 2020 and does so with policies which put the '99 per cent' first.

The first challenge that we as trade unionists have in this struggle is to ensure that we have a Labour Party and leader who will recognise that Labour will not win again without tackling the problem of the hollowing out and reductionism of the Labour Party to a purely top down electoral machine, targeting small numbers of swing voters in a small number of marginal seats, instead of being a social and political movement as it was originally established as, rooted in communities and in working lives through the trade union and co-operative movements.

Conference therefore calls on the EC to work with sister Trade Unions and like-minded individuals and groups to pursue a reform agenda in the Labour Party to reinstate organising and political objectives to ensure the Labour Party once again becomes a campaigning, community engaged party, which seeks to widen its membership, campaign for its alternative policies between, as well as at elections, and to build a public consensus and movement for a fairer more equitable society.

Conference, with this in mind, instructs the EC to also launch a campaign to encourage Association members, their friends and families, to become either associate members of the Labour Party, or better still, full members so that they may have a vote in the choice of our next leader and in the future direction of the Party.

Conference instructs the EC to treat this with utmost importance.

Moved by Dave Merrett (Yorkshire North)

Seconded by Josey Grimshaw (Southeastern Metro)

CARRIED

75. 2015 General Election (Emergency Item E5)

That this Conference notes with great disappointment the result of the General Election that has delivered a majority Conservative government. The scale of Labour's defeat was catastrophic not only for the Party, showing only limited progress since 2010 and having returned only one MP from its former stronghold of Scotland, but also for the millions who rely on public services and those who will be at the sharp end of the emboldened government austerity agenda.

Early pronouncements make it clear that the new government will serve the narrow interests of capital with planned cuts in public spending that will increase social inequality in the UK alongside attacks on trade union and worker rights. Conference believes that this Tory government will now seek to finish the job started by Thatcher and that our union and our movement will quickly come under sustained attack with laws to ban strikes within public services, including our railways and London Underground, in all but name. Conference believes that the Association has a duty and responsibility to try to foil each and every one of these attacks and calls on the EC to focus the Association's efforts on building workplace organisation and membership whilst also reaching out to build broad alliances that help protect our members' livelihoods, particularly as more cuts will eat into the fabric of our public transport networks and our members' ability to withdraw their labour becomes further restricted. Conference further calls on the TUC to explore all options in resisting the planned unjustified attacks on trade unions and worker rights.

Conference recognises that understanding Labour's defeat is underpinned by a myriad of complex issues, including a widespread lack of trust in politics. Conference believes that this will require careful analysis and thought, rather than a rush to simple solutions and scapegoating, and calls on Labour to use this opportunity to develop a clear vision for Labour that can not only renew our Party but also our country and our politics. Conference instructs the EC to engage with Branches, SOGs and TSSA supported parliamentary candidates in an early analysis of our union's election campaign and to share any conclusions with the Labour Party in an attempt to inform their own deliberations.

Conference recognises that the final list of candidates for the forthcoming Labour Party leadership election is as yet unknown. Conference instructs the EC to work with other affiliated unions in exploring the possibility of co-ordinating trade union supporting nominations in pursuit of a common union agenda that will deliver a leader dedicated to

delivering a democratic Party capable of appealing to the hearts and minds of working people and willing to address many of the concerns of trade unions and their members.

Conference recognises that the historic defeat in Scotland that saw Labour lose 41 seats and almost 400,000 votes leaves the Party with a huge mountain to climb and a potential existential crisis. Conference believes that there needs to be an in-depth review of the how the Scottish Labour Party operates and about its relationship with UK Labour. Such a review must not rule out reconfiguring our Party so that it becomes a federated body with each of its component parts having sovereign decision-making powers. Conference strongly believes that following such a heavy and painful defeat, Scottish Labour needs a fresh start before next year's Scottish Parliament elections.

Conference notes that an independent report by the Institute of Fiscal Studies on proposed spending plans by the main parties, excluding protected areas such as health and education, found that the SNP proposed to cut £6bn between 2015-2019 six times as much as Labour. In fact, by the end of this Parliament in 2020, the report stated that the SNP would be spending around £20bn less per year than Labour.

Conference therefore notes the Memorandum of Understanding signed on 13 May 2015 between the STUC and the Scottish government and has little confidence that this will see the STUC effectively challenge the cuts being pursued by councils in Scotland as a result of the refusal of the Scottish government to increase council tax. Nor do we have confidence that the Memorandum will lead to CalMac services remaining in public hands or any possible return of Scotrail to public ownership following the SNP government's headlong rush to re-let the franchise prior to the General Election.

Conference calls on the EC to communicate the terms of this resolution to the STUC seeking a commitment that the STUC will be proactive in challenging the Scottish government on these matters and if this fails to materialise then the EC is to consider bringing a motion to 2016 Annual Delegate Conference seeking the Association's disaffiliation from the STUC.

Conference notes that with the exception of the Green Party leader, Natalie Bennett, who frequently called for "bringing rail services into public ownership and control", none of Parliament's party leaders promoted their transport policies.

Conference believes that the way in which people vote is largely formulated in the years before the election, not in the final weeks. Thought needs to be given to this within our movement, including using the email network that was used during the election being placed on a permanent basis. This could be an important tool to refute media lies and misinformation, and to promote Labour's policies.

Furthermore, if Labour is to win hearts and minds within our communities, Labour CLPs have to do much more promotional work throughout the year, rather than a few weeks before any election period.

Conference is aware that this Government will be hostile to many of the causes supported by the Association. Conference calls on the EC to continue and strengthen campaigning activity and publicity to members on campaigns, particularly regarding the campaign:

- (a) for public ownership of the railways;
- (b) in defence of trade union and workers' rights;
- (c) against the profoundly undemocratic Transatlantic Trade & Investment Partnership;
- (d) for drastic action to address carbon emissions and climate change leading up to the UN Conference in Paris in December 2015;
- (e) in defence of the Human Rights Act and the European Charter of Human Rights; and
- (f) to ensure improved scope for a more fair and Labour-led result at the next General Election by campaigning for a fully proportional representation electoral system.

Conference calls on the EC to communicate this motion to the Labour Party.

Moved by Manuel Cortes (General Secretary) on behalf of the Executive Committee

Seconded by Luke Howard (TfL Central)

Supported by: Anglia No.1, Midlands Retired, South Eastern (Kent),
Yorkshire North

CARRIED

Vote of thanks to Siobhan Halil, Conference Organiser.

76. TSSA New Rule Book (Emergency Item E7)

That this Conference welcomes the very positive informal debate at the 2015 Annual Delegate Conference on the future democratic structures of the Association and the recognition that our union's Rule Book continues to be overburdened by administrative processes.

Conference agrees to prioritise the delivery of a new Rule Book within 18 months and instructs the EC to ensure that it guarantees that rates of subscription as per existing Rule 30 will continue to be set by Conference and to clearly define what will constitute Rules, Policies and Procedures and the processes for changing each.

Conference instructs the EC to consult with Branches where necessary and to bring a report to the 2016 Annual Conference before calling a Special Delegate Conference later in 2016 to approve the final Rule Book.

Moved by Manuel Cortes (General Secretary) on behalf of the Executive Committee

Seconded by Luke Howard (TfL Central)

CARRIED

77. Divisional Councils (Emergency Item E8)

Preface: To give effect to the desire for elected representatives to attend and participate in the affairs of Divisional Councils as discussed in the informal debate at the 2015 Annual Delegate Conference on the future democratic structures of the Association.

Rule 10

Clause (f)

To add at end “Elected lay staff representatives shall be entitled by reason of their office and without further election to attend these meetings, and to speak and vote on all matters at such meetings as if they were delegates. Representatives whose represented area includes members in a Division but are themselves members of another Division shall be invited to meetings of the relevant Divisional Council and be able to speak but not vote.

Clause (j)

To add at end of first paragraph “Each elected lay staff representative shall have one vote only.”.

Moved by Manuel Cortes (General Secretary) on behalf of the Executive Committee

Seconded by Luke Howard (TfL Central)

CARRIED

Amendments

A. *To delete all between second “to” in line 3 and “on” in line 4 and substitute “have the same rights”.*

Midlands Retired

OUT OF ORDER

B. *To delete all after “speak” in line 4 and substitute “but not vote”.*

Moved by: Ian McDonald (South Eastern (Kent))

Seconded: Formally

LOST

78. Annual Delegate Conference (Emergency Item E9)

Conference believes that to make the proposals work efficiently and avoid the mistakes of the past, consideration be given to the following:

- (a) the EC should ensure that all Divisional Councils are capable of introducing the new arrangements for Annual Delegate Conference 2017;
- (b) where needed, assistance will be provided by the EC or Divisional Councils;
- (c) training will be given where required to implement the new arrangements;
- (d) guidelines and standing orders to be developed by the EC for Divisional Councils' Conference arrangements;
- (e) Divisional Councils are asked to review their internal structures to ensure that sufficient staffing is allocated to ensure success;
- (f) the system becomes fully operational in late 2016 for the 2017 Annual Delegate Conference; and
- (g) that a review takes place in all Divisional Councils with best practice being shared.

Conference, furthermore, calls on the EC to review its guidelines on the viability of Branches with a view to encouraging mergers.

Branches should be asked about their level of activity and that this be evaluated by the EC. Following this exercise the EC should send any proposals for closure or merger to the appropriate Divisional Council, with strict deadlines set as to why the closure or merger should not take place.

Conference agrees to consider the following Rule Alteration.

Preface: In response to the informal debate at 2015 Annual Delegate Conference the EC is proposing rule changes that give effect to Divisional delegations, motions and amendments and changes to SOC for Annual Conference.

Note that the changes affect the existing Rule 42 which are referenced in relation to the proposed new Rule 9 in relation to Ireland. Both Rules 9 and 42 will require tidying up to reflect this.

Rule 42. Annual Delegate Conference

To delete existing Rule and substitute:

- (a) The Executive Committee shall annually arrange a Conference of Delegates to be held in the month of May or June, in a venue chosen by the Executive Committee.

Each Self Organised Group (SOG) may be represented by one delegate.

Regional Representation at Conference

Each Division may be represented on the basis of one Delegate for each 400 members or fraction of 400 members in that Division.

Additionally, each Division may be represented on the basis of one Delegate under the age of 26.

Gender Balance in Representation

(b) Subject to Rule 42 (bb) the number of women in a delegation from a Division shall be at least in proportion to the number of women in that Division.

(bb) Where the number of women willing to be nominated in a Division does not exceed the number that would be required to achieve the relevant proportion, the women willing to be nominated shall automatically be delegates and the balance of delegates shall be men.

Conference is Supreme Authority

(c) The Conference shall be TSSA's supreme authority, and its decisions (which shall remain in force until rescinded) shall be binding on all members and officials.

Qualifications for Delegates

(d) A Delegate must be a TSSA member, clear on the books, and duly elected. Each SOG delegate must be a TSSA member, clear on the books, and elected according to the SOG's own arrangements. Previous notice of that election must have been given to all of the SOG's members.

Voting

(e) A Delegate shall have one vote only.

See Rule 50 for ballot voting in Conference Elections.

Delegates' Expenses

(f) All proper and authorised expenses incurred by Delegates attending Annual or Special Conferences shall be paid out of TSSA's Central Fund.

Chair

(g) The President shall be Chair of the Conference and have a casting vote. In the President's absence the Conference shall elect its own Chair.

Delegates' Details

(h) The Delegates names and addresses shall be sent to Head Office not later than twenty-one days prior to the Conference.

Resolutions - Timing and Repeat Resolutions

(i) Resolutions for the Annual Conference must reach Head Office not later than 7 January.

Each Division may submit two motions and two amendments for each 400 members or fraction of 400 members in that Division, except in Rule alteration years, when two additional motions for changing the Rules and two additional amendments related to motions for changing the Rules may be submitted for each 400 members or fraction of 400 members in that Division.

For the purposes of this rule 42, membership shall be reckoned as at 31 December of the year prior to the Conference.

When a resolution of a similar nature to one not debated in the previous year is included in the Agenda, the Standing Orders Committee shall allow an opportunity for its discussion.

Issue of Preliminary Agenda

(j) The Preliminary Agenda shall be issued to the various Branches, Divisional Councils and SOGs and shall be published on the TSSA's website not later than 7 February, and only subjects included in the Preliminary Agenda shall be discussed unless the Conference allows.

Amendments - Timing

(k) Amendments must reach Head Office not later than 7 March, or they cannot be discussed unless the Conference allows.

Issue of Complete Agenda

The complete Agenda, with proposed Amendments, subject to such grouping or verbal revision as the Standing Orders Committee may deem advisable, shall be issued and published on the TSSA's website not later than 21 April.

Time of Assembling

(l) The time of assembling shall be set by the Executive Committee.

Tellers etc.

(m) An appropriate number of Tellers and Voting Clerks shall be appointed at each Conference by the delegates present.

TSSA Scrutineers

(n) Two members shall be elected as TSSA's Scrutineers.

Election of Scrutineers

The Scrutineers shall be elected in accordance with Rule 50 (Conference Elections).

Two nominees of the Executive Committee shall examine nominations and supervise vote counting in connection with the election of the Scrutineers.

No member shall serve as a Scrutineer for more than a consecutive period of six years nor shall they be eligible for re-nomination until a further period of three years has elapsed. This paragraph will apply with effect from the election of Scrutineers for the year 2005.

Duties of Scrutineers

It shall be the duty of TSSA's Scrutineers:

(1) to examine all nominations in respect of elections for President, Treasurer, Executive Committee, General Secretary, Trustees, Standing Orders Committee, and Delegates to the Trades Union Congress and similar bodies.

(2) to be present at the office of the Independent Scrutineer, to observe and witness the counting of the votes in connection with the election for President, Treasurer, Executive Committee and General Secretary.

(3) to supervise the opening of the specially provided envelopes containing the voting papers and to supervise the counting of the votes in connection with Branch ballots for the election for Trustees, Standing Orders Committee and Delegates to the Trades Union Congress and similar bodies (the counting to be done at Head Office by such staff as the General Secretary may allocate for the purpose).

The Branch vote counting, under the supervision of TSSA's Scrutineers, will be completed in time for the results to be announced to the next succeeding Annual

Conference, except that the result of elections for President, Treasurer, Executive Committee and General Secretary conducted by the Independent Scrutineer will be announced immediately following the completion of vote counting.

The Scrutineers shall report to the Executive Committee any mistakes, omissions, breaches of Rule or other matters of a non-trivial nature arising out of the performance by them of their above mentioned duties.

The Scrutineers may make a report to the Executive Committee of any other matters so arising.

The Scrutineers may include recommendations with any such reports.

Conflicts of Scrutineers

If one or both of the Scrutineers are nominated in any of the elections for which they have responsibility as described in this Rule, their responsibilities in connection with that election or those elections shall be undertaken by nominee(s) of the Executive Committee.

Standing Orders Committee

(o) A Standing Orders Committee of four members shall be elected in each year by the Annual Delegate Conference, in the manner set out in Rule 50, and shall act in respect of all Delegate Conferences (other than that by which they were elected) up to and including the next Annual Conference.

Members of the Executive Committee shall not be eligible for nomination to the Standing Orders Committee during their period of office.

No delegate to a Delegate Conference shall be permitted to be a member of the Standing Orders Committee in respect of the business of that Conference.

Any casual vacancies in the Standing Orders Committee shall be filled from the candidates at the last election in the order of the highest number of votes received.

No member shall serve on the Standing Orders Committee for more than a consecutive period of six years, nor shall they be eligible for re-nomination until a further period of three years has elapsed.

All reasonable expenses in connection with the Standing Orders Committee shall be borne by TSSA's Central Fund.

The Standing Orders Committee shall scrutinise all Resolutions and Amendments submitted for the Conference Agenda, and subject to any directions given from time to time by Conference shall co-ordinate them for final submission to the Conference.

The Standing Orders Committee shall give special consideration to all matters of urgency referred to them, and make such recommendations regarding the same and for the conduct of Conference business as they may consider necessary.

They may advise the suspension or modification of Rules and Regulations for the conduct of Conference. They shall examine the credentials of any Delegate which may be challenged, and shall report the result to Conference.

Procedure for Speeches at Conference

(p) When speaking to resolutions, proposers and each subsequent speaker will be allowed such time as Annual Delegate Conference may decide.

No Delegate or Delegation may speak twice on the same subject, except that proposers of resolutions shall be allowed time for reply before the vote is taken.

Delegates, upon rising to speak, must state their name, Division or SOG represented.

Requirement for Seconding and Disposal of Prior Amendments

(q) No resolution or amendment shall be discussed until it has been seconded, and no second amendment or rider shall be voted upon until the first amendment has been disposed of.

"The Question now be put"

(r) If, after discussion on any item, it is proposed and seconded "That the question now be put" that motion must (if the Chair accepts it) be voted upon without further discussion, and if carried the particular item in question must be then put to the vote after the mover of any resolution involved in that item has replied, as provided for in Rule 42 (p).

"The Previous Question" and "Next Business"

(s) In the event of a proposal to take "the previous question", or to proceed to the "next business" being moved and seconded, it shall (if accepted by the Chair) be treated as an ordinary Amendment to the item under discussion, but the speeches of those sponsoring either of these closure propositions must be directed to showing why "previous question" or "next business" is desired.

In either instance, before the vote is taken the mover of the original motion shall be allowed the right to reply to the discussion, as in the case of any other Amendment.

"The Previous question" may only be moved when an original motion, or a substantive motion is being discussed.

"Next business" may be moved at any time during a debate.

If either "previous question" or "next business" is carried, the original motion shall be deemed to be disposed of. If "previous question" is lost, the vote on the original motion shall be taken immediately. If "next business" is lost, discussion on the original motion shall be resumed.

Executive Committee's Report

(t) Questions relating to the Report shall be submitted to Head Office in writing not later than 30 April each year and the Executive Committee's replies (together with the questions themselves) shall be circulated in writing to delegates on the first day of each Annual Conference.

Any matters arising from the circulated document shall be taken on the second day of Conference. The Report shall be sent to Branches, Divisions and SOGs no later than 16 April.

Adjournment of Conference

(u) A Conference may adjourn to such date, time, and place as it may decide.

Conference to Approve Changes to Rules, Procedures, Policies

(v) No addition to, or change of any kind shall be made in the Rules, procedure, or policy of TSSA without the sanction of Conference being previously obtained.

Rule 47: Elections - General Rules

Return of Ballot Papers and the Count

(e) *To delete "42(p)" in line 5 and substitute "42(n)".*

Moved by Manuel Cortes (General Secretary) on behalf of the Executive Committee
Seconded by Malcolm Wallace (Anglia No.1)

LOST

Amendments

A. *To delete all between “delegate” in line 5 and “Gender” in line 11 and substitute*

Branch Representation at Conference

Branches may be represented on the basis of not more than one delegate for each 200 members or fraction of 200, but no Branch may send more than two delegates.

To delete “Division” in line 13 and substitute “Branch”.

To delete “Division” in line 14 and substitute “Branch”.

To delete “Division” in line 15 and substitute “Branch”.

To delete “Division” in line 45 and substitute “Branch”.

To delete “Division” in line 46 and substitute “Branch”.

To delete “Division” in line 50 and substitute “Branch”.

To delete first and second “400” in line 46 and substitute 200.

To delete first and second “400” in line 49 and substitute 200.

Moved by Felix Matthew-Brown (London Met)

Seconded by Tim Lulham (Swindon & Chippenham)

LOST

B. *To delete first and second “400” in line 8 and substitute “300”.*

To delete first and second “400” in line 46 and substitute “300”.

To delete first and second “400” in line 49 and substitute “300”.

To insert between “26” in line 10 and “Gender” in line 11 new paragraph:

“If a Division fails to complete the agreed process for electing and submitting details to Annual Conference, the EC will take over the process for completion and validation seven days prior to the start of Conference.”.

To insert between “Division” in line 50 and “For” in line 51 new paragraph:

“If a Division fails to complete the agreed process for electing and submitting details to Annual Conference, the EC will take over the process for completion and validation seven days prior to the start of Conference.”.

Moved by Ian McDonald (South Eastern (Kent))

Seconded Formally

LOST

79. Annual Report & Accounts (Emergency Item E10)

That this Conference, further to the answers to the supplementary questions on the Report and Accounts, instructs the EC to review the duration of Annual Conference and the streamlining of Conference procedures through discussion with Branches, Divisional Councils, SOGs and the Standing Orders Committee, taking account of the experience of the constrained Conferences in 2014 and 2015. Conference instructs the EC to publish a report in November 2015 detailing the results of their review of the length of Conference, including their views on the suggested length of Sunday morning to Tuesday afternoon for Conference sessions.

Conference further instructs the EC to present a motion to 2016 Conference with its recommendations for the length of Conference from 2017 onwards.

Moved by Jill Murdoch (Yorkshire North)

Seconded by Luke Howard (TfL Central)

CARRIED

80. Rule Alterations (Item 71)

That this Conference, having duly passed the several Resolutions which involve alterations to the Rules of the Association, hereby instructs the EC to give effect to all such Resolutions by making the authorised amendments to the Rules affected (including such re-numbering and verbal correcting as may be necessary) and to have the same registered in accordance with statutory requirements - also to produce a sufficient number of printed copies of the amended Rules to be made available to each member on request; the revised Rules to come into operation forthwith, except where otherwise provided for.

Moved by Manuel Cortes (General Secretary) on behalf of the Executive Committee

Seconded Formally

CARRIED

81.

ELECTION RESULTS 2015

Labour Party 2015

Jill Murdoch	5,000
Al Stoten	4,250
Sharon Simmonds	3,975

Chris Clark	2,100
Dave Merrett	1,675
Colin Savage	1,275
Mary Sithole	1,225
Kuldeep Grewal	925

Women's Labour Party 2015

Andi Fox	4,650
Sharon Simmonds	4,225
Josey Grimshaw	3,650

Mary Sithole	3,275
Charlene Zata	3,050
Nicola Jukes	850

Trades Union Congress 2015

Josey Grimshaw	6,900
Jason Turvey	6,375
Hilary Hosking	5,575

Melissa Heywood	1,425
Chris Clark	950

TUC Black Workers' Conference 2015

Dinesh Bhardwa*	
Manjit Gill	6,125
Mary Sithole	5,525
Abdel Zaki	3,600
Neeta Patel	3,150
Charlene Zata*	

Angella Palmer	2,200
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TUC Disabled Workers' Conference 2015

Bob Bayley*	
Mick Carney*	
Cath Murphy	2,100
Andy Smith*	
Ray Spiteri*	
Pauline Turgoose	1,725

Maria O'Connell	875
Amanda Steele	250
Billie Soule	125

TUC LGBT Conference 2015

Dave Drewry*	
Taffy Evans*	
Richard Scudder*	

TUC Young Workers' Conference 2015

Judith Rodgers*	
Kyle Williamson*	

* candidates elected unopposed at first call for nomination

Women's TUC 2016

Josey Grimshaw	6,450
Mary Sithole	6,275
Hilary Hosking	6,025
Charlene Zata	2,900

Angella Palmer	1,675
Melissa Heywood	1,375
Edith Serrano	625

TUC Disabled Workers' Conference 2016

Ray Spiteri*	
Mick Carney	7,250
Cath Murphy	5,825
Richard Scudder	5,725
Adam Battersby	3,675
Rebecca Barnes	3,575

Pauline Turgoose	2,925
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Standing Orders Committee 2016

Joel Kosminsky	7,925
Luke Howard	6,925
Steve Floyd	5,825
Joe Kavanagh	3,300

Rod Payne	2,625
Terry Dawson	2,400

TUC Black Workers' Conference 2016

Kuldeep Grewal*	
Angella Palmer*	
Harjit Sahota*	
Sharon Simmonds*	
Mary Sithole*	
Charlene Zata*	

TUC LGBT Conference 2016

Richard Scudder*	
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TUC Young Workers' Conference 2016

Kyle Williamson*	
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Scrutineers 2016

Terry Dawson*	
Jill Murdoch*	

* candidates elected unopposed at first call for nomination

A further call for nominations will be made from Branches/SOGs for those Conferences being held during 2016 where insufficient nominations were received at first call.

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