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ANNUAL DELEGATE CONFERENCE

to be held via

ChangeLab software

Saturday 5 June to Monday 7 June 2021 (inclusive)

Preliminary Agenda & Programme of General Arrangements

Saturday, 5 June,
Conference opens

Mick Carney, President
Presiding

ADMISSION TO THE CONFERENCE can be obtained only by arrangement with TSSA at SupportServices@tssa.org.uk. Members other than Delegates may obtain Admission Tickets on application at this address.

(N.B. - Delegates' Credentials and other Conference Papers will be sent direct from Head Office as usual.)

AGENDA

Transport Salaried Staffs' Association

www.tssa.org.uk

Annual Delegate Conference

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5 to 7 June 2021 (inclusive)

General Daily Arrangements

All Timings are Provisional

SATURDAY 5 JUNE	SUNDAY 6 JUNE	MONDAY 7 JUNE
9.30 am Session available	9.30 am Session available	9.30 am Session available
10.00 am Introduction session	10.0 am Conference Resumes	10.00 am Conference Resumes
11.00 am Conference Opens	12.40 pm Adjournment for Lunch	12.40 pm Adjournment for Lunch
13.00 pm Adjournment for Lunch		
2.30 pm Conference Resumes	2.30 pm Conference Resumes	2.30 pm Conference Resumes
5.30 pm Adjournment	5.30 pm Adjournment	5.30pm Conference Concludes

N.B. - Each session of Conference will be broken with pauses for refreshments etc so there will not be normally more than one hour continuous screen time.

*Delegates are particularly requested to be punctual in
returning after each break or adjournment*

Salaried Staffs' Association

CONFERENCE REGULATIONS AND PROCEDURES (See also Rules 3 and 10)

Note: Revised regulations and procedures will be published with the Final Agenda once a number of detailed issues have been resolved.

Basis of Representation - Branches may be represented on the basis of not more than one delegate for each two hundred members or fraction thereof, but no Branch may send more than two delegates. Where a Branch can send two delegates, wherever possible one of those delegates must be a woman, subject to the provisions of Rule 10(d). Wherever possible, Branches should be represented by delegations elected from their own membership. All proper and authorised expenses incurred by delegates attending Annual or Special Conferences shall be borne by the Association's Central Fund.

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.

- (1) **Speaking to Motions.** - Delegates should note that the following standard timings will apply unless varied by Conference directly or via a recommendation of the Standing Orders Committee.
- | | |
|--|---------------|
| (a) For a branch motion without amendment: | |
| Mover | three minutes |
| Seconder | one minute |
| EC | three minutes |
| Reply by mover | one minute |
| (b) For a branch motion with amendment(s): | |
| Mover | three minutes |
| Seconder | one minute |
| (i) For each amendment: | |
| Mover of amendment | two minutes |
| Seconder of amendment | one minute |
| EC speech on amendment | two minutes |
| Reply to amendment by holder of motion | one minute |
| Vote on amendment | |
| (ii) After the vote on the last amendment: | |
| EC speech on motion (possibly as amended) | two minutes |
| Reply to debate by holder | one minute |
| (c) For an EC motion without amendment: | |
| Mover (EC) | three minutes |
| Seconder | one minute |
| Reply by EC | one minute |
| (d) For an EC motion with amendment(s): | |
| Mover (EC) | three minutes |
| Seconder | one minute |
| (i) For each amendment: | |
| Mover of amendment | two minutes |
| Seconder of amendment | one minute |
| EC reply to amendment | two minutes |
| Vote on amendment | |
| (ii) After the vote on the last amendment: | |
| Reply to debate by EC | one minute |

Proposed timings for EC reserved motions will be shown on the relevant order sheets.

The 'holder' of a motion is initially the mover. If an amendment is carried, the mover of the amendment will become the holder of the amended motion and will have the right of reply to any subsequent amendments and to the debate as a whole. The mover of a successful amendment may choose to return the motion to the previous holder.

AGENDA

CONFERENCE REGULATIONS AND PROCEDURES (continued) (See also Rules 3 and 10)

If the EC lose control of an EC motion through the carrying of an amendment, the EC will subsequently have rights to speak on amendments and the debate as in (b) above.

During the debate on any motion which has EC support, or on which the EC makes no recommendation, the Chair will permit one speech against of three minutes before the holder's reply to debate. In debates where provision is made for additional speeches, if none of the speeches are against the motion, the Chair will call for a speech against.

(e) *Information Papers:*

EC to introduce	two minutes
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(f) Appeals:

Appellant	ten minutes
EC	ten minutes
Reply from appellant	two minutes

Order sheets will be placed before Conference for approval.

A system of speakers' warning lights will be used. A green light will be switched on at the beginning of a speaker's time. This will change to amber one minute from the end of the allowed time. At the end of the allowed time the light will change to red and if the speaker continues a bell will ring.

Delegates upon being called to speak must state their name and Branch represented.

No delegate or delegation may speak twice on any one item, except that holders of motions will be allowed time for reply before the vote is taken.

(2) **Limitation of Discussion -**

- (a) No motion or amendment shall be discussed until it has been seconded; and no second amendment shall be voted upon until the first amendment has been disposed of.
- (b) If, after discussion on any item, it is proposed and seconded 'That the question be now put' that motion must (if accepted by the Chair) be voted upon without any further discussion and, if carried, the particular item in question must be put to the vote after the mover of any motion involved in that item has replied.
- (c) 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 questions' or 'next business' is desired. In either instance, before the vote is taken, the holder of the motion shall be allowed the right to reply to the discussion, as in the case of any other amendment.
- (d) '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 of the original motion shall be resumed.

(3) **Voting Arrangements. -**

- (a) An appropriate number of tellers and voting clerks will be appointed at the commencement of Conference.
- (b) When tellers are required, they will be called by the Chair, and should stand in their places. The foreman teller will have made arrangements to cover the absence of a teller.
- (c) Each delegate has one vote only, except in the case of a card vote, when the branch voting strength is shown on the card.

Votes will only be collected or counted from delegates **occupying their allocated seats.**

- (d) If the Chair is not satisfied that the result is clear, the Chair will call for tellers to conduct a vote by show of hands. The entrance to the Hall will be barred. When the Chair is satisfied that the tellers are present in their places, the Chair will call for the vote to be taken. Delegates voting FOR the motion will be asked to raise their arms to enable the 'Tellers For' to count the votes. Thereafter, delegates voting AGAINST the motion will be asked to raise their arms and the 'Tellers Against' will count their votes.

AGENDA

CONFERENCE REGULATIONS AND PROCEDURES (continued) (See also Rules 3 and 10)

- (e) A card vote must be demanded by **not less than ten delegates standing in their places** as soon as the vote is first called.

A card vote can only be cast by the Branch delegation to which it has been allocated.

When the Chair is satisfied that tellers are present in their places, the entrance to the Hall will be barred, and the Chair will call for the vote to be taken.

Delegates voting FOR the motion will be asked to hold up their voting cards, which will then be collected by the 'Tellers For'. Thereafter, delegates voting AGANIST the motion will be asked to hold up their voting cards which will be collected by the 'Tellers Against'.

- (5) **Elections for Offices, Delegations, etc.** - The elections for the various offices and delegations shall be by ballot on voting papers bearing a figure representing the number of votes to which the Branches are entitled at the rate of one for every complete twenty-five members; Branches with less than twenty-five members to be entitled to one vote. In relation to voting for delegates to the Labour Party Annual Conference and similar Labour Party bodies the net voting strength of each Branch will be calculated by excluding members who, under the Rules of the Association, are exempt from payment to the Political Fund. Ballot papers will be circulated to Branches early in April. Votes must be **decided at a Branch meeting and returned by email to reach the Scrutineers and Head Office not later than 22nd May.**

- (6) **That the Chairperson Leave the Chair** - The procedure by which a delegate may challenge a specific ruling of the Chairperson is by moving the motion 'That the Chairperson leave the Chair'. This motion must be seconded.

The Chairperson will then hand over to the General Secretary or other National Officer who will conduct the vote on that motion without debate.

The motion will require a two-thirds majority of the votes cast to be carried. When the issue in dispute has been resolved, the Chairperson will resume the Chair.

- (7) **The Standing Orders Committee** will give special consideration to all matters of urgency and make such recommendations regarding them and for the conduct of business as they may consider necessary. They may advise the suspension or modification of Regulations and Procedures for the working of Conference. They shall examine the credentials (if challenged) of any delegate and report the result to Conference.

- (8) **Emergency Motions** - Branches may submit motions on matters that arise too late to have been the subject of a legitimate motion or amendment in the Agenda. There are three criteria which govern the eligibility of emergency motions for acceptance.

(a) Where a matter arises in time, an emergency motion must be discussed at a properly constituted Branch meeting. If carried by that meeting it must be certified and dated by the Chair and Correspondence Secretary at that meeting.

(b) Where a matter arises after the last Branch meeting but before the delegates' departure for Conference, an emergency motion must bear the signature of two Branch Officers who should, wherever possible, be the Chair and Correspondence Secretary.

- (c) Where a matter arises after the delegates' departure for Conference, an emergency motion may be submitted bearing the signatures of the Branch delegates. Delegates should bear in mind that such emergency motions should reflect the views of the Branch.

Emergency motions must be submitted to the SOC. In the case of (a) and (b) the motions must be in the hands of the SOC by midday on the Sunday of Conference at the latest. In the case of (c) the motions must be submitted as soon as possible.

- (9) **Smoking** - **There shall be no smoking in the Conference Hall, and this shall include e-cigarettes and similar materials.**

- (10) **Enforced Absence** - Where it is necessary for a delegate to be absent from a particular session of Conference, the Chair shall be provided with prior written advice by the delegate of the reasons for absence and whether the delegate is due to move a motion or amendment which might otherwise fall. The Chair may allow the motion or amendment on an Order Sheet agreed by Conference to be moved where he/she is satisfied that the absence is legitimate.

- (11) **Chair of Conference** - Conference will be chaired by the President of the Association subject to the provisions of Rule 9.3.1.

AGENDA

SUMMARY OF DECISIONS

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8.....	28.....	48.....	68.....
9.....	29.....	49.....	69.....
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12.....	32.....	52.....	72.....
13.....	33.....	53.....	73.....
14.....	34.....	54.....	74.....
15.....	35.....	55.....	75.....
16.....	36.....	56.....	76.....
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AGENDA

1. Appointment of Tellers and Voting Clerks.
2. Minutes of 2019 Annual Conference.

(To be taken as read)

Confirmation

Proposed by.....

Seconded by.....

QUESTIONS

3. Announcement of Election Results.
4. President's Address.
5. Remembrance of Deceased Colleagues.
6. Stewards' Report on Attendance.

AGENDA

7	Housing	
1	That this Conference believes that a secure, safe, affordable home of a suitable size is	1
2	one of the basic needs to enable people to live a fulfilling life. Market based strategies	2
3	have failed to provide this for most people and local authority housing provision has	3
4	been decimated since the days of the Thatcher Government.	4
5	Conference supports the housing strategy published in the Labour Party's 2019 election	5
6	manifesto and instructs the EC to call on the current leadership of the Labour Party to	6
7	use this as the basis of its plans for the future.	7
	Anglia South General	
	Mover	
	Secunder	
8	National Care Service	
1	That this Conference notes that Sir Keir Starmer, Leader of the Labour Party, has	1
2	repeatedly said that he wants to see working people have a greater share of wealth	2
3	and power. The Labour Party set out the means of doing this in its 2019 election	3
4	manifesto and Conference urges the Party to fulfil these objectives, particularly for	4
5	retired people.	5
6	Conference notes that this manifesto included a commitment to a National Care	6
7	Service. Conference believes that such a service, working in partnership with the NHS,	7
8	will ensure that care is for people, not profit. This service should be funded like the	8
9	NHS through general taxation, free at the point of use and without means testing.	9
10	Conference instructs the EC to campaign in support of this policy.	10
	Retired Members' Group	
	Mover	
	Secunder	
9	Scotland	
1	That this Conference notes that Scotland is now in the unenviable position of 'drug	1
2	abuse capital of Europe'. It has disproportionate child poverty and serious urban	2
3	deprivation. The education system, policing, the NHS and council services have	3
4	gradually faltered under the SNP's control.	4
5	Conference urges the EC to lobby and pressurise the Scottish Parliament to address	5
6	these ongoing domestic issues as a priority and put a further independence referendum	6
7	on hold for at least a generation i.e. 20 years.	7
	Scotland Retired	
	Mover	
	Secunder	

AGENDA

	10 Anti-Racism	
1	That this Conference recognises that the re-election of the Conservative Government in	1
2	December 2019 has allowed it to continue with its anti-immigrant policies. This	2
3	election has in many ways given far right groups and individuals' confidence to spout	3
4	their hateful views.	4
5	Conference notes that this Government has continued its hostile environment policy	5
6	which has contributed to forcing many people into destitution, has helped to foster	6
7	racism and discrimination, and has erroneously affected people with the legal right to	7
8	live and work in the UK.	8
9	Conference further notes that the Government have merely paid lip service to Wendy	9
10	Williams's Lessons Learned report on the Windrush scandal.	10
11	Conference therefore agrees that racist laws must be challenged by all means	11
12	possible.	12
13	Conference notes the importance of the Black Lives Matter campaign.	13
14	Conference agrees that the trade union movement, representing millions of workers as	14
15	well as having links in communities, must play a leading role in combating racism and	15
16	fascism locally, nationally and internationally.	16
17	Conference instructs the EC to work with other trade unions in exposing racism and	17
18	fascism whatever their source.	18
19	Conference:	19
20	(a) agrees that regular material should be placed in union publications, including social	20
21	media;	21
22	(b) agrees that there is a clear need to give union representatives and members the	22
23	tools and skills to combat racism and fascism;	23
24	(c) agrees to work with groups opposing racism and fascism including those who	24
25	represent people confronted by racist actions, and	25
26	(d) agrees that there is a requirement to put forward a socialist alternative to the	26
27	scapegoating and targeting of people.	27
28	Conference calls on the EC to ensure that union representatives have the skills and	28
29	support to enable them to effectively represent those members who are racially	29
30	discriminated against in the workplace or as a consequence of their employment.	30
	Euston	
	Mover	
	Secunder	

AGENDA

11 Unemployment		
1	That this Conference is concerned about the very high levels of unemployment and	1
2	under-employment, both worsened by the Covid crisis.	2
3	This is the worst reduction in jobs in the UK over a short period since trade unions	3
4	began. The reaction from the trade union movement should be of a similar scale.	4
5	Conference calls on the EC to be proactive in working with other trade unions in	5
6	fighting to retain jobs under threat and promoting investment strategies that will	6
7	create real jobs and apprenticeships. Such joint working should include agreements to	7
8	eliminate competition over recruitment, campaigning for a four day week or less hours	8
9	and against zero hour contracts and encourage solidarity activity with other trade	9
10	unionists in dispute.	10
11	If trade unions are to win a better future, they will also need to be central in a mass	11
12	movement of community campaigns and organisations.	12
13	Conference therefore calls on the EC to encourage members to get involved in local	13
14	Trades Councils and campaigns against cuts, job losses and austerity and for	14
15	investment in a sustainable economy.	15
	Network Rail North London	
	Mover	
	Seconder	
12 Banking services		
1	That this Conference opposes the withdrawal of cash facilities in the UK for normal	1
2	daily transactions, and supports all reasonable measures to allow both 'card' and cash	2
3	payments.	3
4	Conference further states that everyone has the right to access their cash without	4
5	charge, within reasonable geographic reach during reasonable hours, and seeks the	5
6	EC's support for this principle and to lend the Association's name to any such	6
7	campaigning.	7
8	Conference calls on the EC to support activity to pursue these objectives and, where	8
9	appropriate, to work with our Self-Organised Groups and any relevant Branches to	9
10	ensure cash is an option in financial transactions as much as possible.	10
	LT Retired	
	Mover	
	Seconder	

AGENDA

13	Banking services	
1	That this Conference notes that Bank Branch closures hit the most vulnerable members	1
2	of society.	2
3	Conference believes that a Minister for Banking should be appointed with the aim of	3
4	promoting Banks joining together to share resources, establish joint bank outlets in	4
5	many towns and cities using shared staff and costs.	5
6	Conference notes that this would require active support from politicians at	6
7	Westminster of all political parties and persuasions.	7
8	Conference therefore calls on the EC to bring this motion to the attention of the	8
9	Government, CBI, TUC and the Labour Party.	9
	London and Southern Retired	
	Mover	
	Secunder	
14	Covid and Transport Workers	
1	Conference believes that the hard work and dedication of railway workers in keeping	1
2	our country's rail network operating during the current Covid pandemic deserves real	2
3	recognition alongside those of all the other public sector workers who are maintaining	3
4	Britain's vital public services.	4
5	Rail workers have kept the rail network open to take key workers to their jobs and	5
6	keep our food and other critical supplies flowing during this unprecedented time.	6
7	These efforts deserve all our thanks and Conference expresses its gratitude	7
8	accordingly.	8
	Network Rail Anglia North	
	Mover	
	Secunder	
15	Covid and Transport Workers	
1	That this Conference notes the lack of willingness by the devolved Governments to	1
2	vaccinate key transport workers as a priority following the first round of vaccinations	2
3	to other groups. Transport workers are key to the national infrastructure to get other	3
4	key workers and staff to their workplaces along with freight and supplies to suppliers	4
5	and industry.	5
6	Conference calls upon the EC to pressure the devolved Governments to vaccinate key	6
7	workers as a priority group.	7
	Scotland North and East General	
	Mover	
	Secunder	

AGENDA

16	Covid and Transport Workers	
1	That this Conference notes that from the beginning of the Covid crisis the Association	1
2	and other unions have been essential in protecting the rights of workers. Through our	2
3	actions the Association has been able to protect pay, jobs and safety where we are	3
4	best organised. Despite this, the Government's agenda has clearly been to protect the	4
5	wealth of the wealthiest in society at the expense of the rest of us. It is clear that the	5
6	gap between rich and poor has widened, the risks to the lowest paid essential workers	6
7	has been exposed as far greater, the impact of Covid on BAME workers demonstrated as	7
8	much greater and gains in equality of women in the workplace dramatically reversed.	8
9	Conference recognises that the balance of the Tory Government strategy has been to	9
10	protect the interests of profit for the few rather than investing in the essential workers	10
11	that have so clearly demonstrated their value through the Covid crisis. Conference	11
12	notes with alarm that the effect of the drive to reduce costs is being targeted in the	12
13	rail industry, including Network Rail, to:	13
14	(a) attempt to introduce a pay freeze;	14
15	(b) reduce the focus on safety which has impacted on workforce fatalities;	15
16	(c) establish headcount caps without consultation and in contradiction of consulted	16
17	organisation;	17
18	(d) reduce the infrastructure renewal programme without no apparent justification for	18
19	the consequence of the safe operation of the infrastructure, and	19
20	(e) threaten job security from Government attempts to bail out TOC organisations and	20
21	potential reorganisation of the rail industry.	21
22	Conference instructs the EC to build the scale of campaign necessary to reverse the	22
23	trend of workers being subject to cuts whilst profits are still being made by the few.	23
24	Conference further instructs the EC that, when it can be established that employers	24
25	have broken the law in driving through these changes, they shall be held to account	25
26	accordingly.	26
27	Conference notes that the new Labour Party leadership has done little to oppose this	27
28	assault on working people and instructs the EC to campaign to reverse this trend.	28
	Network Rail London South	
	Mover	
	Secunder	
17	Covid and Job Losses	
1	That this Conference fully supports the efforts of the General Secretary working with	1
2	industry leaders during the Covid crisis.	2
3	Conference urges the EC to fight any knee-jerk job losses as the country slowly moves	3
4	into recovery. Our industries will need rebuilding and people will be needed on the	4
5	ground to do this. Jobs should not be sacrificed in a crisis not of our making and the	5
6	Government should not see this as an opportunity to slim down the rail industry so it	6
7	can be more attractively handed back to the privateers.	7
8	Conference calls upon the EC to remain vigilant to any such attacks on jobs and to act	8
9	appropriately.	9
	Southeastern Metro	
	Mover	
	Secunder	

AGENDA

18	Covid and the Travel Trade	
1	That this Conference is aware that the travel trade has been decimated by the	1
2	pandemic, and that the industry needs a route to recovery. With airlines grounded,	2
3	travel restrictions imposed and the loss of over a year of income, many travel agents,	3
4	airlines and tour operators have been forced to lay off staff, close offices and in some	4
5	cases close their doors permanently.	5
6	Conference understands that at least 20 travel companies ceased trading between	6
7	March and October 2020, and that a return to pre-pandemic levels is not predicted	7
8	until 2025. Many staff were furloughed for over a year and several have been made	8
9	redundant.	9
10	Conference notes that the rollout of the vaccine against Covid offers hope, and asks	10
11	the EC to call upon the UK Government and devolved administrations for:	11
12	(a) the expansion of sector specific grants to keep businesses buoyant;	12
13	(b) the extension of measures such as furlough, business rates relief and the deferral	13
14	of VAT to mitigate against the lack of revenue for over a year, and	14
15	(c) rapid testing at airports in addition to quarantine measures for people arriving in	15
16	the UK.	16
17	Conference believes that only with a raft of measures in place, will the travel trade be	17
18	able to retain jobs and to trade its way out of this pandemic.	18
	West of Scotland Branch	
	Mover	
	Secunder	
19	Covid and Women Workers	
1	That this Conference believes women workers have borne the brunt of the problems	1
2	created by the coronavirus pandemic. They are more likely to be in the front line and	2
3	exposed to the public as they are the majority of key workers in the NHS, in retail and	3
4	elsewhere. With the stress at work and worry about taking the virus into the family,	4
5	they also continue to do the majority of child caring and, studies have shown, home	5
6	schooling.	6
7	Despite this, little or no special provision has been made for women in terms of	7
8	additional payments, time off for childcare and other caring duties.	8
9	Conference calls on the EC to ensure that the Association prioritises the needs of	9
10	women workers in our industry when negotiating with employers around provision for	10
11	front line workers during the pandemic.	11
	Women in Focus	
	Mover	
	Secunder	

AGENDA

20	Covid and Women Workers	
1	That this Conference notes that the pandemic has created a significant change in the	1
2	working environment for a swathe of the population. Commentators suspect that	2
3	women may have been disproportionately impacted by these changes for example,	3
4	home working, balancing family commitments and separating home life from working	4
5	life.	5
6	Conference asks the EC to establish a working group to investigate and formulate a	6
7	plan that can be shared, adopted and implemented by reps that will support and help	7
8	women navigate post Covid working.	8
	North East Operations	
	Mover	
	Seconder	
21	Covid and Public Transport	
1	That this Conference notes the huge decline in the use of public transport during the	1
2	pandemic, for work, shopping and leisure purposes. Public transport remains a safe and	2
3	environmentally friendly way to travel and it is also the primary means of transport for	3
4	people who do not have cars.	4
5	Conference instructs the EC to draw up a post pandemic plan, possibly in conjunction	5
6	with other transport unions, to ensure that the Association's interests and expertise	6
7	are represented at the highest possible levels and to bring the terms of this motion to	7
8	the attention of the TUC and Labour Party.	8
	Lancs & Cumbria General	
	Mover	
	Seconder	

AGENDA

22 Covid and Public Transport	
1 That this Conference recognises that the Covid pandemic has played havoc with public	1
2 transport. Train and bus operators have seen passenger numbers tumble and services	2
3 have been either reduced or cancelled. Whether for work, shopping or leisure, numbers	3
4 are down and past experience tells us that once passengers have been lost, it is	4
5 extremely difficult to win them back.	5
6 Public transport remains a safe and environmentally-friendly way to travel. It is also	6
7 the primary means of transport for people who do not have access to a car. It is	7
8 therefore vital to plan now for the end of the pandemic if there is to be a resurgence	8
9 of public transport. A plan is needed that can immediately be implemented to minimise	9
10 the chances of a further reduction in services or increases in fares.	10
11 Conference instructs the EC to draw up a 'Post Covid Transport Policy', liaising with	11
12 other transport unions, the TUC and Labour Party together with the transport	12
13 operators, to protect the levels of service and the cost to the passengers and to	13
14 protect the interests of our members.	14
Crewe & Cheshire General	
Mover	
Seconder	
23 Covid and Public Transport	
1 That this Conference is concerned about the effect the Covid pandemic has had on the	1
2 bus industry. Many areas have noted a substantial fall in the number of people using	2
3 buses, in part due to the warning to avoid public transport.	3
4 Not only will this have a disastrous effect on the viability of some bus routes, it will	4
5 affect the economy of struggling town centres, the staff who work on providing bus	5
6 services, and the bus building industry and its supply chains.	6
7 Conference is reminded that increased bus travel helps mitigate climate change and	7
8 aids social mobility and the economy.	8
9 Conference instructs the EC to lobby the Department for Transport to provide support	9
10 for bus services both in London and throughout the UK.	10
London Bus & Rail Operators	
Mover	
Seconder	

AGENDA

24	Covid and Disabled People	
1	That this Conference notes that disabled people face a disadvantage at work as they	1
2	are more likely to be vulnerable to Covid. Working from home should be considered as	2
3	a reasonable adjustment for these staff. The necessity to make reasonable adjustments	3
4	for those with impairment is well-recognised within employment law. However, the	4
5	pandemic has added a host of other risk factors and potential avenues for	5
6	discrimination that were not there before. In recent months, all workers have had to	6
7	change the way we work in response to the health risk posed by the pandemic.	7
8	Conference must not forget the growing evidence of people suffering from Long Covid.	8
9	It is too soon to say with certainty, but it is looking likely that someone with Long	9
10	Covid is likely to be covered under the Equality Act. Employers need to be reminded of	10
11	this as the pandemic progresses, and be prepared to work with the trade unions.	11
12	The Association will need to continue to adapt our ways of working whilst ensuring the	12
13	safety and wellbeing of employees, and making sure that no vulnerable person is	13
14	forced to return to work.	14
15	With this in mind, Conference instructs the EC to highlight the responsibility of the	15
16	employer to provide reasonable adjustments.	16
	Disability Working Group	
	Mover	
	Seconder	
25	Covid and Public Accessibility	
1	That this Conference is appalled at the actions of many councils and other public	1
2	bodies approving ‘discriminatory’ measures meant to aid social distancing and	2
3	encourage cyclists and pedestrians without consulting people with impairments is	3
4	unacceptable.	4
5	Placing tables, chairs and signage on pavements which needs to be navigated around,	5
6	and the loss of blue badge parking spaces, makes parts of cities and towns no-go areas	6
7	for many people with impairments. They are ignoring their duties under the Equality	7
8	Act by allowing this street clutter.	8
9	Planning authorities are excluding impaired and older citizens from participating in the	9
10	life of our community. By using the medical model of disability NOT the social model	10
11	they are putting the onus on people with impairments to shoulder the burden of the	11
12	changes. There has been little consultation or basic communication before	12
13	implementing these measures.	13
14	People with impairments are disproportionately affected by Covid and Conference	14
15	instructs the EC to ensure that relevant bodies are made aware urgently of the need	15
16	for consultation to include not exclude people with impairments.	16
	Disability Working Group	
	Mover	
	Seconder	

AGENDA

	26 Covid and Loneliness	
1	That this Conference believes that action is required to reduce impact of the Covid	1
2	Pandemic on mental health.	2
3	Young workers have been disproportionately affected. Often in precarious work, many	3
4	have found themselves at a loss as a result of the pandemic. With rising	4
5	unemployment, reduced opportunities for progression, financial worries, health anxiety	5
6	and the impact of isolation on social lives, young people have been put into turmoil.	6
7	There is much to learn from what has happened in recent times. It looks likely that the	7
8	world of work will be forever changed. With members facing the prospect of spending	8
9	more time working from home, the Association needs to understand how to offer the	9
10	necessary support for our members to maintain a healthy balance between work and	10
11	home lives.	11
12	Conference believes that the Association has the power to make a positive difference.	12
13	Branches, Divisional Councils and SOGs have organised in virtual formats throughout	13
14	the pandemic. This has sustained the running of the union and offered a chance for	14
15	social interaction. There is, however, more that can be done in the fight against	15
16	loneliness and isolation.	16
17	This Conference calls on the EC to explore social initiatives to tackle the impact of	17
18	isolation on our members. In particular, this should involve looking at the possibility of	18
19	facilitating remote social activities where members across the country can share their	19
20	experiences of life in the pandemic.	20
21	Conference also believes that the Association should take the opportunity to document	21
22	how our members have functioned throughout the pandemic, to remember these	22
23	unprecedented times and the impact our union had on life in lockdown.	23
24	Conference further calls on the EC to investigate what impact the pandemic has had on	24
25	the working lives of our members, in order to understand what can be done to aid	25
26	members seeing a change in their workplaces as a result of the pandemic.	26
	FutureTSSA	
	Mover	
	Secunder	

AGENDA

27 Covid and TfL Resilience		
1	That this Conference congratulates Transport for London (TfL) on its efforts to ensure	1
2	public and staff safety were placed ahead of the dire financial situation imposed by the	2
3	present Government’s politically-motivated actions, and by the pandemic which	3
4	followed.	4
5	Conference calls on the EC to ensure that staff and passenger safety remains	5
6	paramount as services and resources adjust to deal with the ongoing health crisis, and	6
7	that no lessening of staff welfare nor wellbeing is imposed.	7
8	Conference however deplores some of TfL’s adjustments to the new financial situation,	8
9	through imposing worsened workplace and reward practices, through unreasonable	9
10	workforce reductions, and in particular imposing ‘hot-desking’ and similar practices,	10
11	especially for staff with special needs who have sometimes been obliged to find	11
12	suitable and sufficient workstations away from their usual workplaces. Conference	12
13	therefore calls for an end to these practices and the restoration of conventional work	13
14	practices.	14
15	Conference calls on the EC to work with the Labour Party and other relevant bodies for	15
16	a future Labour administration to:	16
17	(a) write-off the debt burden caused by the imposed loans placed on TfL, by	17
18	conversion into a grant;	18
19	(b) implement a statutory funding structure for London’s passenger transport which	19
20	cannot be easily overturned by any future change of Government, and	20
21	(c) ensure that comparable funding and resource protection is in place for all UK	21
22	authorities charged with resourcing public passenger transport at any time now or	22
23	in the future for their residents, workers, contractors and visitors.	23
	LT Retired	
	Mover	
	Seconder	
28 Rule Alteration		
1	Preface: To permit the use of digital technology for communication purposes for non-	1
2	statutory matters contained within the rule book and guidance notes.	2
3	Rule 3 RULES	3
4	New Rule 3.4	4
5	<i>To insert new Rule:</i>	5
6	‘3.4 TSSA Communications	6
7	References to written and postal communications contained within the Rule	7
8	Book and Guidance Notes shall include electronic forms of communication as	8
9	agreed by the EC for the purpose in question unless prohibited by statute.’.	9
	Executive Committee	
	Mover	
	Seconder	

AGENDA

	29 Rule Alteration	
1	Preface: To create a new category of membership for those working from home.	1
2	Rule 4 MEMBERS	2
3	4.1 Qualifications for membership	3
4	New Clause (g)	4
5	<i>To insert new Clause:</i>	5
6	‘(g) Anyone working in the transport and travel Industry who is required to	6
7	work from home.’	7
	 London and Southern Retired	
	Mover	
	Secunder	

AGENDA

	30 Rule Alteration	
1	Preface: to introduce a category of Life membership, whereby a Retired Member can	1
2	pay a one-off subscription fee to remain a member for life	2
3	Rule 4 MEMBERS	3
4	4.3 Subscriptions	4
5	4.3.1 Subscription rates	5
6	Clause (c)	6
7	<i>To insert '(other than Life Members)' between 'members' and 'shall' in line 1.</i>	7
8	New Clause (e)	8
9	<i>To insert new Clause:</i>	9
10	'(e) Life Members shall pay a one-off subscription of £500 (€600 for Life	10
11	Members resident in the Republic of Ireland), adjusted where appropriate	11
12	under sub clause (j) of this Rule 4.3.1.'.	12
13	<i>To re-letter subsequent clauses.</i>	13
14	Guidance Note A: MEMBERSHIP	14
15	Section 1 Types of Members	15
16	<i>To insert between 'members' in line 5 and 'Honorary' in line 6 (new line):</i>	16
17	'Life members'	17
18	New Clause 1.4	18
19	<i>To insert new Clause:</i>	19
20	'1.4 Life Members	20
21	Life Members are Retired Members who have paid the one-off subscription	21
22	specified in Rule 4.3.1.	22
23	They have the same rights and benefits as Retired Members, as set out in	23
24	Sections 1.2 and 1.3 of this Guidance Note A, except that they are not entitled	24
25	to Retirement Benefit.'.	25
26	<i>To renumber subsequent clauses.</i>	26
	LT Retired	
	Mover	
	Secunder	

AGENDA

	31 Rule Alteration	
1	Preface: To oblige the EC to provide members with representation or assistance in	1
2	appropriate circumstances.	2
3	Rule 4 MEMBERS	3
4	4.4 Members' Entitlements	4
5	4.4.1 Legal Proceedings and Legal Assistance to Members	5
6	Sub clause (c)	6
7	<i>To add at end 'The EC shall provide any member with representation and/or legal</i>	7
8	<i>assistance for any valid claim that the member lodges to an Employment Tribunal</i>	8
9	<i>within the relevant deadline, if the member requests such assistance.'</i>	9
	Retired Members' Group Mover	
	Secunder	
	32 Rule Alteration	
1	Preface: To re-designate Divisional Councils as Branches and abolish the latter in their	1
2	present form.	2
3	Rule 6 BRANCHES	3
4	<i>To delete all between 'Committee' in line 2 and 'Additional' in line 3.</i>	4
5	Rule 7 DIVISIONAL COUNCILS	5
6	<i>To delete entire Rule.</i>	6
7	Rule 10 ANNUAL AND SPECIAL DELEGATE CONFERENCES	7
8	<i>Representation at Conference, Clause (c)</i>	8
9	<i>To delete 'two' in line 2 and substitute 'twelve'.</i>	9
10	<i>Gender Balance in Representation, Clause (d)</i>	10
11	<i>To delete entire Clause and substitute:</i>	11
12	<i>'Branch delegates should, if possible, be composed of an equal gender</i>	12
13	<i>balance.'</i>	13
14	<i>Representation by Divisional Councils, Clause (g)</i>	14
15	<i>To delete entire Clause and re-letter subsequent Clauses accordingly.</i>	15
16	GUIDANCE NOTE C: BRANCHES, DIVISIONAL COUNCILS AND SOGS.	16
17	<i>To delete 'Divisional Councils' from Heading.</i>	17
18	Clause 1 Branches	18
19	1.1 Branch Management	19
20	<i>Branch Officers and Committee, Clause (a)</i>	20
21	<i>To delete all between 'Vice Chair' in line 1 and 'a Financial Secretary' in line 2.</i>	21
22	Clause 2 Divisional Councils	22
23	<i>To delete entire Clause and renumber succeeding Clause.</i>	23
	Anglia South General Mover	
	Secunder	

AGENDA

	33 Rule Alteration	
1	Preface: To reduce the representation of small Branches at Divisional Council.	1
2	Rule 7 DIVISIONAL COUNCILS	2
3	Clause (b)	3
4	<i>To delete 'Up to' in line 3 and substitute:</i>	4
5	<i>'Up to 100 members - 1 delegate</i>	5
6	<i>101 to'.</i>	6
	West of Scotland General	
	Mover	
	Secunder	
	34 Rule Alteration	
1	Preface: To allow the EC to propose amendments to motions at TSSA Annual	1
2	Conference, to improve the quality of Conference decisions and reduce or remove the	2
3	need for the EC to ask branches to remit items.	3
4	Rule 9 THE EXECUTIVE COMMITTEE	4
5	9.1 EC MEETINGS AND POWERS	5
6	<i>Conference, Clause (h)</i>	6
7	<i>To insert 'and amendments' between 'motions' and 'at' in line 1.</i>	7
	TfL Central	
	Mover	
	Secunder	

AGENDA

	35 Rule Alteration	
1	Preface: To give members of equalities groups guaranteed representation on the	1
2	Executive Committee	2
3	Rule 9 THE EXECUTIVE COMMITTEE	3
4	9.2 ELECTION OF PRESIDENT, TREASURER AND EXECUTIVE COMMITTEE	4
5	Clause (a)	5
6	<i>To insert ‘or by members of the relevant SOG,’ between ‘purpose’ and ‘, and’ in</i>	6
7	<i>line 2.</i>	7
8	New Clause (c)	8
9	<i>To insert new Clause:</i>	9
10	<i>‘Nominations for SOG Positions</i>	10
11	<i>(c) SOG members may nominate one candidate from their membership for their</i>	11
12	<i>respective protected Executive Committee seat.</i>	12
13	The candidate for the Executive Committee must meet the requirements for	13
14	membership of that SOG.’	14
15	<i>To re-letter subsequent clauses.</i>	15
16	Existing Clause (g)	16
17	<i>To insert new paragraph at end:</i>	17
18	‘Each member of a SOG shall have one additional vote for the respective	18
19	Executive Committee position.’.	19
20	<i>Electoral Districts, existing Clause (i)</i>	20
21	<i>To insert ‘and one member from each SOG’ between ‘districts’ and ‘shown’ in line 2.</i>	21
22	Existing Clause (k)	22
23	<i>To insert ‘, SOGs’ between ‘Branches’ and ‘or’ in line 1.</i>	23
24	<i>Casual Vacancies - Elections, existing Clause (l)</i>	24
25	<i>To insert ‘or SOG’ between ‘district’ and ‘concerned’ in line 3.</i>	25
	FutureTSSA	
	Mover	
	Secunder	

AGENDA

36 Rule Alteration	
1 Preface: to give all EC members equality in the number of years they can serve on the	1
2 Executive.	2
3 Rule 9 THE EXECUTIVE COMMITTEE	3
4 9.2 ELECTION OF PRESIDENT, TREASURER AND EXECUTIVE COMMITTEE	4
5 Clause (a)	5
6 <i>To insert 'to a maximum of six years' between 'nominated' and '. Their' in line 5.</i>	6
7 <i>To delete all between 'Committee' and 'whose' in line 15.</i>	7
8 <i>To delete all between 'Committee' in line 16 and 'for' in line 17.</i>	8
Wales No 1	
Mover	
Seconder	
37 Rule Alteration	
1 Preface: To increase the number of elected members of SOC from four to five.	1
2 Rule 10 ANNUAL AND SPECIAL DELEGATE CONFERENCES	2
3 10.1 ANNUAL DELEGATE CONFERENCE	3
4 <i>Standing Orders Committee, Clause (m)</i>	4
5 <i>To delete 'four' in line 1 and substitute 'five'.</i>	5
Women in Focus	
Mover	
Seconder	
38 Rule Alteration	
1 Preface: To allow more time for Branches and SOGs to consider the EC Report and	1
2 Accounts, while ensuring that the EC have adequate time to prepare the Report.	2
3 Rule 10 ANNUAL AND SPECIAL DELEGATE CONFERENCES	3
4 10.1 ANNUAL DELEGATE CONFERENCE	4
5 <i>Executive Committee's Report and Accounts, Clause (n)</i>	5
6 <i>To delete '4' in line 1 and substitute '16 April or 6'.</i>	6
7 <i>To insert 'whichever is the later.' between 'Conference' in line 2 and 'Questions' in</i>	7
8 <i>line 3.</i>	8
Retired Members' Group	
Mover	
Seconder	

AGENDA

<p>39 Rule Alteration</p> <p>1 Preface: To ensure that the Report and Accounts are sent to Branches and SOGs in a 2 timely manner even if Conference is postponed or cancelled for any reason.</p> <p>3 Rule 10 ANNUAL AND SPECIAL DELEGATE CONFERENCES 4 10.1 ANNUAL DELEGATE CONFERENCE 5 <i>Executive Committee's Report and Accounts, Clause (n)</i></p> <p>6 <i>To add after 'Annual Conference.' in line 6 new paragraph:</i> 7 <i>'In the event of postponement or cancellation of Conference then the original</i> 8 <i>date of commencement of Conference shall apply. The Report and Accounts</i> 9 <i>shall be sent to Branches and SOGs, and the Executive Committee's replies to</i> 10 <i>questions (together with the questions themselves) shall be circulated to all</i> 11 <i>Branches and SOGs within 7 days of the original date for commencement of</i> 12 <i>Conference.'</i></p> <p>North East General</p> <p style="text-align: right;">Mover</p> <p style="text-align: right;">Secunder</p>	<p>1 2 3 4 5 6 7 8 9 10 11 12</p> <p>1 2 3 4 5 6 7</p> <p>1 2 3 4 5 6 7</p>
<p>40 Rule Alteration</p> <p>1 Preface: To restore to the Association's elected Scrutineers full responsibility for the 2 duties as outlined in this Rule.</p> <p>3 Rule 11 ELECTIONS, DELEGATIONS, ETC 4 11.1 TSSA SCRUTINEERS 5 <i>Duties of Scrutineers, Clause (c)</i> 6 <i>Sub-Clause (1)</i></p> <p>7 <i>To insert 'and determine the validity of' between 'examine' and 'all' in line 1.</i></p> <p>North East General</p> <p style="text-align: right;">Mover</p> <p style="text-align: right;">Secunder</p>	<p>1 2 3 4 5 6 7</p> <p>1 2 3 4 5 6 7</p>
<p>41 Rule Alteration</p> <p>1 Preface: to synchronise the publication of the voting papers for Conference elections 2 with that of the Conference Preliminary Agenda.</p> <p>3 Rule 11 ELECTIONS, DELEGATIONS, ETC 4 11.4 CONFERENCE ELECTIONS</p> <p>5 <i>Clause (c)</i> 6 <i>To delete 'February' in last line and substitute 'the preceding December'.</i></p> <p>7 <i>Clause (e)</i> 8 <i>To delete '2' in line 1 and substitute '3'.</i></p> <p>TfL Central</p> <p style="text-align: right;">Mover</p> <p style="text-align: right;">Secunder</p>	<p>1 2 3 4 5 6 7 8</p> <p>1 2 3 4 5 6 7 8</p>

AGENDA

<p>42 Rule Alteration</p> <p>1 Preface: to ensure that authorised industrial action is not terminated prematurely.</p> <p>2 Rule 13 INDUSTRIAL ACTION</p> <p>3 New Clause 13.3</p> <p>4 <i>To insert new Clause:</i></p> <p>5 '13.3 Termination of Industrial Action</p> <p>6 Authorised industrial action may not be terminated ahead of a declared end-</p> <p>7 date or time, unless the objective(s) of the action have been definitively</p> <p>8 achieved, except by vote of the Executive Committee at a quorate meeting,</p> <p>9 whether face-to-face or electronic, where not less than 75% of those present</p> <p>10 vote to support a cessation.'</p> <p>LT Retired</p> <p style="text-align: right;">Mover</p> <p style="text-align: right;">Secunder</p>	<p>1</p> <p>2</p> <p>3</p> <p>4</p> <p>5</p> <p>6</p> <p>7</p> <p>8</p> <p>9</p> <p>10</p> <p>1</p> <p>2</p> <p>3</p> <p>4</p> <p>5</p> <p>6</p> <p>7</p> <p>8</p> <p>9</p> <p>10</p>
<p>43 Rule Alteration</p> <p>1 Preface: to assist the Irish committee to fill all delegate seats at Annual Conference</p> <p>2 and to enable participation at Annual Conference by a wide age group of the Irish</p> <p>3 membership.</p> <p>4 Rule 15 IRELAND</p> <p>5 15.1 IRISH COMMITTEE</p> <p>6 <i>Annual Conference Delegation Candidates for Ireland, Clause (e)</i></p> <p>7 <i>To delete '26' in last line and substitute '35'.</i></p> <p>Irish Committee</p> <p style="text-align: right;">Mover</p> <p style="text-align: right;">Secunder</p>	<p>1</p> <p>2</p> <p>3</p> <p>4</p> <p>5</p> <p>6</p> <p>7</p> <p>1</p> <p>2</p> <p>3</p> <p>4</p> <p>5</p> <p>6</p> <p>7</p>
<p>44 EC Motion on Report and Financial Statements</p> <p>1 That this Conference adopts the Report and Financial Statements for 2020.</p> <p>Executive Committee</p> <p style="text-align: right;">Mover</p> <p style="text-align: right;">Secunder</p>	<p>1</p> <p>1</p>
<p>45 EC Motion on Appointment of Auditors</p> <p>1 That this Conference endorses the EC's recommendation for the appointment of</p> <p>2 Auditors.</p> <p>Executive Committee</p> <p style="text-align: right;">Mover</p> <p style="text-align: right;">Secunder</p>	<p>1</p> <p>2</p> <p>1</p> <p>2</p>

AGENDA

46	EC Report on Subscription Bands and Political Fund Contributions	
	<i>The EC will be issuing a circular in April 2021 at which time Branches and SOGs will be advised of the terms of the EC motion and Report.</i>	
47	TSSA Organisation	
1	That this Conference believes that, in order to become more effective and grow, the	1
2	Association needs to take the next step in organisational management maturity to	2
3	professionalise the organisation. While the Rule Book defines high-level arrangements,	3
4	the Association has reached a size where the detailed processes, rules and relationships	4
5	can no longer be defined by informal, unrecorded, inaccessible, or unchallengeable	5
6	means. The current system lacks transparency and oversight, not only for members,	6
7	but for representatives and elected officials. Many members and elected officials are	7
8	frustrated by this situation and it may be a cause for the poor health of the Branches as	8
9	they lack an effective means to engage in the day-to-day running of the Association	9
10	and for the elected representatives that look to the branches for guidance and support.	10
11	The proven benefits of a quality management systems have been well researched and	11
12	used across all types of businesses and organisations globally since the 1960's. The	12
13	benefits include:	13
14	(a) embedding 'the customer' (member) at the heart all organisational activities;	14
15	(b) reduction in errors, waste and repeat work - i.e. more efficiency and cost	15
16	reduction;	16
17	(c) better understanding of customer (member) needs;	17
18	(d) transparency, consistency and control of successful working practices;	18
19	(e) increased customer (member) satisfaction;	19
20	(f) improved participation of employees (elected officials and representatives);	20
21	(g) better communication, and	21
22	(h) managing growth more effectively.	22
23	Conference instructs the EC to establish an organisational improvement project, using	23
24	establish good practice:	24
25	(i) to implement a quality management system (compliant to ISO 9001 as an	25
26	example);	26
27	(ii) to generally increase the transparency of TSSA processes and procedures, and	27
28	(iii) to digitize the TSSA archive, for records (national conference proceedings etc)	28
29	that still define how the TSSA operates, so these are accessible by all members	29
30	and elected officials.	30
31	The quality management system shall:	31
32	(1) define the Association's governance structure and arrangements;	32
33	(2) define the Association's assurance arrangements;	33
34	(3) define the Association's continuous improvement arrangements;	34
35	(4) be accessible by all members;	35
36	(5) support the Rule Book and initially current practices, and.	36
37	(6) be implemented by the end of 2022 financial year.	37
	Network Rail Milton Keynes	
	Mover	
	Secunder	

AGENDA

48	TSSA Organisation	
1	That this Conference, bearing in mind some of the practical issues raised in the	1
2	Democracy Report of 2020, and in welcoming the EC's decision to press ahead with a	2
3	new and revamped website, calls on the EC to ensure that the Association's IT systems	3
4	facilitate the activities of the democratic structures within the union. Specifically, the	4
5	interfaces between Head Office and members, and between Branches/Divisional	5
6	Councils/SOGs and members.	6
7	Conference therefore calls on the EC to prioritise work on:	7
8	(a) the updated membership system - but only after a clear definition of what is	8
9	required of it;	9
10	(b) easy to use systems based on the above and geared specifically for Branches,	10
11	Divisional Councils, SOGs and reps to facilitate their organisational activities;	11
12	(c) giving Branches and SOGs access to and control over updating the spaces reserved	12
13	for them on the website. For some time staff have not had time to make such	13
14	updates (as they should not have to in an organising union), and	14
15	(d) an accessible digital comms package, linked to the membership system, that can	15
16	facilitate and encourage on-line meetings and discussions, including on-line	16
17	participation at physical meetings once they resume, whether nationally, regionally	17
18	or locally (preferably all three) and including company reps' meetings.	18
19	Conference believes that, in order to achieve the above, the EC must:	19
20	(i) use fully transparent processes in project management to ensure proper	20
21	delivery of the clearly defined outcomes (as above), and	21
22	(ii) re-establish the IT working group with significant knowledgeable lay input from	22
23	reps and branch activists. This group should act as the formal client for	23
24	projects and develop/establish requirements for further developments.	24
25	Conference calls on the EC to adopt the above with urgency and warmly welcomes the	25
26	work already being undertaken towards these goals.	26
	North East General	
	Mover	
	Secunder	
49	TSSA Organisation	
1	That this Conference recognises that at the beginning of the Covid pandemic, most	1
2	people had never heard of Zoom technology but now it, and other video conferencing	2
3	technologies, have become the basic means of conducting trade union business.	3
4	These technologies have allowed members to participate in meetings that previously	4
5	they could not have attended in person, whilst other members, who would normally	5
6	have attended in person, have been unable to participate due to a lack of equipment	6
7	or broadband internet access.	7
8	Conference instructs the EC to review the experiences of video conferencing during the	8
9	pandemic, and to provide guidance for its continued use whilst also addressing the	9
10	issue of making it accessible for all.	10
	Crewe & Cheshire General	
	Mover	
	Secunder	

AGENDA

53	TSSA Democracy	
1	That this Conference notes that, under Rule, most elected positions in the Association	1
2	have a limitation of the number of terms or years that the position can be held. EC	2
3	members, SOC members, Scrutineers etc can all hold office for a maximum number of	3
4	years.	4
5	There are two clear exceptions: the positions of President and Treasurer. Under Rule	5
6	9.2(a) they are elected for a period of two years and can be re-elected any number of	6
7	times if nominated.	7
8	While Conference is aware that the possibility is always there for a change through the	8
9	election process, Conference questions why all elected lay officers of the Association	9
10	are not subject to similar rules.	10
11	Conference therefore calls on the EC to look at the relevant rules and consider whether	11
12	a change would be beneficial to the Association, in particular as a preliminary step	12
13	towards achieving some gender balance amongst elected lay officers.	13
	North East Operations	
	Mover	
	Secunder	
54	TSSA Democracy	
1	That this Conference is dismayed that the composition of the EC does not allow a seat	1
2	for our retired membership on the EC.	2
3	Many of our retired members feel worthless and undervalued despite their contribution	3
4	to the running of the union be it Divisional Councils, Branches or Self Organised Groups.	4
5	They feel they are an underused resource and a forgotten or discarded asset.	5
6	Retired members are an experienced resource and asset, with Branches comprising	6
7	many former EC members, Staff reps and Branch Officers.	7
8	Conference recognises this form of age discrimination must be addressed.	8
9	Conference instructs the EC to participate in a consultation exercise with the Retired	9
10	Members SOG and Retired Branches, with a view to the creation of a Retired Member	10
11	Seat on the EC.	11
	Scotland Retired	
	Mover	
	Secunder	

AGENDA

55	TSSA Democracy	
1	That this Conference believes that improvements can be made to how members can	1
2	express their democratic voice on workplace and Association issues, for the Association	2
3	to take the next step to advance in its promise to be a member led organisation. The	3
4	Network Rail Milton Keynes Branch felt so strongly about this that the Branch boycotted	4
5	the 2019 TSSA Conference in protest at excluding members from the democratic	5
6	process.	6
7	Within the Network Rail context, members do not have a guaranteed voice in collective	7
8	or national agreements, as these are currently exclusively determined by Industrial	8
9	Relations (IR) representatives. The IR representatives are elected every three years,	9
10	and members have no mechanism to recall, complain or voice their preferences on	10
11	their representatives' actions or decisions. Indeed, due to the matrix model of	11
12	organisation adopted by Network Rail and its never-ending organisational changes,	12
13	there are members who are not directly represented at an area or national level at all.	13
14	Members have engaged with our Branch activities and they say they do not understand	14
15	how the Association works, and feel they have little say in its running or workplace	15
16	decision-making process. This leaves a democratic deficit and has driven	16
17	disengagement and dissatisfaction by members.	17
18	The only democratic mechanism open to Association members is via a Branch motion.	18
19	However, recent experience has shown that this mechanism carries little weight, its	19
20	definition lost in the mists of time, and there is a lack of transparency on the	20
21	relationship between Branches, representatives and members. This resulted in IR	21
22	representatives and Association staff members negotiating a collective agreement with	22
23	Network Rail that contained anti-Branch provisions. It is inappropriate that Association	23
24	staff members and IR representatives, with the host organisation, should determine the	24
25	running of Branches and members access to them, without including members and the	25
26	Branches in that process.	26
27	Conference seeks increased access to democracy for Network Rail members, to let	27
28	them genuinely lead the Association. Conference believes this can be achieved by a	28
29	collective agreement on the relationship between Branches, the Association leadership	29
30	and workplace representatives.	30
31	The agreement should take account of the different types of Branches and their local	31
32	circumstances. For example, Network Rail Milton Keynes Branch was created through	32
33	formal consultation with Network Rail as a result of a major organisational change. This	33
34	means that as a workplace Branch, this Branch is intrinsically inseparable from Network	34
35	Rail, their Milton Keynes Office with over 5000 staff, and the activities that happen	35
36	within that workplace. Therefore, the legacy arrangements for Branches and	36
37	management of representatives may not be suitable as broad brush measures, and	37
38	specific measures may be required on a Branch by Branch basis.	38
	<i>(Continued)</i>	

AGENDA

55	TSSA Democracy (Continued)	
39	While this new collective agreement will need to be detailed and agreed by meaningful	39
40	negotiation and consultation between the Branches that have Network Rail members	40
41	and Association leadership, Conference proposes the following principles as a starting	41
42	point for these conversations:	42
43	(a) Recognise and take account that Branches have different structures, and subject to	43
44	different agreements and local circumstances.	44
45	(b) For agreements reached by workplace representative or paid officials, that have	45
46	not been subject to a vote and consultation with the impacted members, it shall be	46
47	open to challenge by any relevant impacted member through raising a motion at	47
48	their assigned Branch.	48
49	(c) Once a correct challenge has been raised by a Branch motion, all Branches that	49
50	represent impacted members shall be notified to hold a vote to ratify or propose	50
51	amendments to the agreement, within a reasonable window or it shall be deemed	51
52	as ratified.	52
53	(d) Motions shall only be open for vote by members that are impacted by such	53
54	agreements:	54
55	(i) Network Rail members only for Network Rail issues for example.	55
56	(ii) Members in the relevant bargain groups or constituencies, i.e. only Band 1-4	56
57	members to vote on Band 1-4 impacts, and Band 5-8 on Band 5-8 impacts.	57
58	(e) A threshold for the types of agreement that are eligible to Branch challenge shall	58
59	be determined, in order to avoid needless delay and over-democracy on simple	59
60	issues.	60
61	(f) Branches shall support workplace representatives through Branch funds where	61
62	appropriate (Subscription to Labour Research for example).	62
62	(g) Workplace representatives shall engage and feedback to members through relevant	62
64	Branch meetings and activities.	64
65	(h) Branches shall be empowered to address members' concerns regarding workplace	65
66	representatives' behaviour.	66
67	In conclusion, Conference calls on the EC to engage in meaningful negotiation before	67
68	the end of 2021 with Branches that represent Network Rail members, in order to	68
69	develop a Branch-Head Office collective agreement that clearly defines the role and	69
70	relationship between Branches and Head Office, and to present this at the 2022 TSSA	70
71	Conference for formal ratification and implementation.	71
	Network Rail Milton Keynes	
	Mover	
	Secunder	
56	TSSA Conference Elections	
	<i>The EC will be issuing a circular in April 2021 at which time Branches and SOGs will be advised of the terms of the EC motion.</i>	

AGENDA

57	TSSA Annual Conference	1 2 3 4 5 6 7
1	That this Conference, bearing in mind the difficulty in influencing Government policy	1
2	and actions and the number of companies whose staff the Association represents, with	2
3	most negotiations being carried out by Company Council members, instructs the EC to	3
4	bring a report to the 2022 Annual Conference detailing the value and relevance of	4
5	holding a conference annually.	5
6	The report should detail the ‘pros’ and ‘cons’ of a Biennial conference against an	6
7	Annual one.	7
	Midlands Retired	
	Mover	
	Seconder	
58	TSSA Diary	1 2 3 4 5 6 7
1	That this Conference notes with regret the poor quality of the 2021 TSSA diaries, which	1
2	have thin floppy covers and a binding which prevents the diary opening flat.	2
3	Conference also notes that the diaries were sent out so late that some members did	3
4	not receive them until after the start of the year.	4
5	Conference instructs the EC to ensure that future diaries are of not less quality than	5
6	the 2019 diaries with stiff board covers in a business-friendly colour or colours and with	6
7	a binding that allows the diary to open flat.	7
	Midlands Retired	
	Mover	
	Seconder	
59	TSSA Credit Union	1 2 3 4 5 6 7 8
1	That this Conference believes that Association members could benefit from a TSSA	1
2	credit union.	2
3	Other trade unions have credit unions that enable their members to benefit from	3
4	ethical savings accounts and low interest loans. In these uncertain financial times, such	4
5	a scheme would both benefit our existing members and draw prospective members.	5
6	Conference requests that the EC fully investigates the benefits and risks of setting up a	6
7	TSSA credit union and report their findings back to Branches, with a view to potentially	7
8	setting one up if viable.	8
	TfL Central	
	Mover	
	Seconder	

AGENDA

60	TfL Pension Fund	
1	That this Conference notes that the TfL Independent Funding Review, published in	1
2	December 2020, found that the TfL Pension Fund was ‘outdated and must be reformed’	2
3	and that a commission be established to look at options for modernising the scheme	3
4	and reducing TfL’s costs. The report called for the work of this commission and the	4
5	implementation of its recommendations in 2025.	5
6	Conference believes that ‘reformation’ and ‘modernisation’ of pension schemes in	6
7	reality means attacks on pension benefits, resulting in members paying in more and	7
8	receiving less in their retirement.	8
9	Conference instructs the EC to lead on and actively oversee a concerted campaign of	9
10	action in response to any and all attempts on the part of TfL and/or the Government to	10
11	reform or modernise the TfL Pension in any way acts to the detriment of TfL workers,	11
12	including the use of strike action.	12
	LU MATS & Operational Managers	
	Mover	
	Secunder	
61	Maternity Discrimination	
1	That this conference notes that employees who take maternity leave are not entitled	1
2	to ‘credit’ (for example for performance related pay purposes) for their time after the	2
3	first 28 days. Employees who undertake volunteering with release from work and jury	3
4	service are not penalised in this way.	4
5	The detriment seems to be a clear case of discrimination. Conference calls on the EC	5
6	to negotiate with all employers where the Association represents members to change	6
7	this situation. Conference further calls on the EC to use all possible means to persuade	7
8	the Labour Party to ensure that a future Labour government changes the relevant law	8
9	on maternity pay.	9
	Women in Focus	
	Mover	
	Secunder	

AGENDA

62 Apprenticeships		
1	That this Conference believes it is time to end the exploitation of apprentices for	1
2	cheap labour. Too many employers see apprenticeships as an opportunity for cheap	2
3	labour, offering minimal training and measly wages.	3
4	By paying below minimum wage, employers discriminate against those from less	4
5	affluent backgrounds, and from older people looking to change career.	5
6	Apprentice minimum wage stands at £4.15 an hour for those under 19 or in the first	6
7	year of their apprenticeship (February 2021). This is £5.35 less than the UK Living Wage	7
8	(determined by the Living Wage Commission in November 2020) and £6.70 below the	8
9	London Living Wage. Whilst it is understandable that some salary is sacrificed whilst	9
10	apprentices are unable to carry out the duties of an experienced employee, this rate is	10
11	unacceptable, particularly in roles where the apprentice undertakes the same duties as	11
12	any other employee.	12
13	Whilst apprentices are often paid below the living wage, there is no concession in the	13
14	cost of housing, food and utilities, often meaning young people are unable to leave	14
15	home to find opportunities further from their family homes.	15
16	This Conference appreciates the recent offering of trade union organiser apprentices	16
17	within our own staff. This stands to set a precedent in apprenticeships, offering a fair	17
18	wage, meaningful training, and the opportunity for personal growth.	18
19	Conference instructs the EC to work with young members to formulate an	19
20	apprenticeship charter, to promote best practice and offer guidance to employers on	20
21	what should be expected of a fair and meaningful apprenticeship. Conference further	21
22	instructs the EC to take the result of consultation to the TUC, in order to share best	22
23	practice with sister unions, and to improve apprenticeships across all workplaces.	23
	FutureTSSA	
	Mover	
	Secunder	
63 Home Working		
1	That this Conference notes that during the pandemic there has been a great increase in	1
2	home working, much of which may become permanent. Staff working from home may	2
3	not have adequate facilities such as a proper office, internet facilities and appropriate	3
4	office furniture. Conference believes that all employers requiring workers to work from	4
5	home, or where there is an agreement to work from home, or a Government directive	5
6	to work at home, should be liable to provide them with the appropriate equipment at	6
7	the employer's expense.	7
8	Conference instructs the EC to campaign for these rights and to raise this issue with	8
9	the TUC and the Labour Party.	9
	Lancs & Cumbria General	
	Mover	
	Secunder	

AGENDA

	64 Labour Party	
1	That this Conference notes the Labour Party defeat in the latest General Election in	1
2	December 2019 and is concerned that many key areas of former Labour constituencies	2
3	turned away from previously strong support.	3
4	Conference is concerned, following the Covid pandemic that the Party cannot wait for	4
5	four years to highlight key issues, such as the NHS, public ownership and pay for low-	5
6	paid, but 'key' workers.	6
7	Conference is convinced that the trade unions should take a more active role and step	7
8	up campaigning for these key issues.	8
9	Conference instructs the EC to join with other trades unions and with the TUC to	9
10	campaign on these issues and to keep up the pressure on the existing Government.	10
	London Bus & Rail Operators	
	Mover	
	Secunder	
	65 Labour Party	
1	That this Conference is concerned that the present Tory Government will start to	1
2	further weaken worker rights.	2
3	Conference notes that it is also probable that further anti-trade union legislation will	3
4	be enacted.	4
5	Conference instructs the EC to convey our concerns to the Labour Party Leadership and	5
6	the NEC and to demand of them that future Labour Party policy will include the	6
7	protection and enhancement of workers' rights and the repeal of various anti-trade	7
8	union Acts from 1980.	8
9	In the absence of a satisfactory response from the Labour Party, as determined by the	9
10	EC, the EC will consider a reduction in contributions to the Labour Party.	10
	Euston	
	Mover	
	Secunder	

AGENDA

	66 Labour Party	
1	That this Conference is very concerned that the divisiveness within the Labour Party	1
2	has become so intense, and has not presented the face of unity, essential if voters are	2
3	expected to support it as the leading opposition party to the disastrous Tory	3
4	Government at the next general election. The current Labour leadership has caused	4
5	mayhem with its suspension of constituency Labour party officers and individual	5
6	members, for seeking to restore full parliamentary rights to former Party leader	6
7	Jeremy Corbyn, or for daring to question or disregard the party's General Secretary's	7
8	instruction not to debate the issue at meetings.	8
9	Conference congratulates the General Secretary and the EC for taking a principled and	9
10	public stand on this issue so far, and urges the EC to escalate this concern further.	10
11	Also of considerable concern are the ongoing expulsions and suspensions of so many	11
12	active and principled socialist and anti-racist members on false accusations of alleged	12
13	anti-Semitism. At time of writing, there are as many as 35 Jewish members of the	13
14	Labour Party under investigation too for breaches of discipline, or preposterously for	14
15	anti-Semitism!	15
16	Conference urges the Labour Party leadership to cease this clear-out of members on	16
17	flimsy charges and to restore full parliamentary status to Jeremy Corbyn. Until it is	17
18	clear that the Labour Party have followed this advice, this Conference regrettably	18
19	recommends that the EC make no additional donations to the Labour Party other than	19
20	the affiliation fee.	20
	Kent	
	Mover	
	Secunder	

AGENDA

	67 Labour Party	
1	That this Conference notes with growing concern the attacks on democracy within the	1
2	Labour Party. There is no doubt that the former leader Jeremy Corbyn could have	2
3	handled things differently when the report into anti-Semitism during his leadership was	3
4	released. The report itself went some way to exonerating him from a lot of criticism	4
5	and in actual fact pointed the finger where it firmly belonged, at the party's previous	5
6	General Secretary. The party leadership was left with little choice but to act when	6
7	Corbyn made comments downplaying the report within moments of its release.	7
8	However, once these remarks had been quantified and Corbyn was let back into the	8
9	party that should have been the end of the matter. Instead, on the back of calls from	9
10	the usual suspects, Corbyn was prevented from taking up the whip. This at best	10
11	appeared churlish and at worst vindictive.	11
12	Since then, the former leader has been treated as a pariah, CLPs suspended for passing	12
13	motions of supporting Corbyn and, more damaging, a complete failure to act on those	13
14	from within the Party who deliberately attacked our electoral chances in 2017.	14
15	Conference reaffirms its support for the Party and strongly believe that the best for	15
16	working people in this country is a Labour Government. However, this support is not	16
17	unconditional. Attacks on the democracy within our Party are deeply alarming. The	17
18	Party should remain a free space for all legitimate views.	18
19	Conference instructs the EC to bring the sentiments of this motion to the attention of	19
20	the Labour leadership and party.	20
	Southeastern Metro	
	Mover	
	Seconder	

AGENDA

	68 Labour Party	
1	That this Conference notes with deep disappointment the poor performance of the	1
2	Labour Leader, Sir Keir Starmer, since his election and the Parliamentary Labour Party	2
3	in general.	3
4	Specifically, Conference notes the following examples of sub-optimal performance:	4
5	(a) that membership of the party has dropped by over 50,000 since the election of Sir	5
6	Keir Starmer as leader;	6
7	(b) that Sir Keir Starmer suspended Mr Jeremy Corbyn MP in October 2020, in so doing	7
8	making Mr Corbyn the only former leader of the Labour Party ever to be suspended,	8
9	for his statement in response to the publication of the EHRC report on its	9
10	investigation into anti-Semitism in the Labour Party;	10
11	(c) subsequent to Mr Corbyn’s reinstatement following a NEC hearing, Sir Keir Starmer	11
12	undermined the authority and autonomy of the National Executive Committee by	12
13	withdrawing the whip from Mr Corbyn, for which fourteen members of the NEC,	13
14	including the Association’s representative, signed a letter to the Labour Party	14
15	General Secretary calling on him to admonish the Labour Leader for his actions;	15
16	(d) that Sir Keir Starmer drew criticism for describing the Black Lives Matter	16
17	movement, which was born from the brutal slaying of George Floyd by Minneapolis	17
18	law enforcement, as ‘a moment’, a turn of phrase he later stated that he	18
19	regretted, but did not apologise for;	19
20	(e) that Sir Keir Starmer stated, in an article he wrote for The Mail on Sunday,	20
21	published on 15th August 2020, that ‘My message to the Prime Minister: I don’t just	21
22	want all children back at school next month, I expect them back at school. No ifs,	22
23	no buts, no equivocation.’, a statement which boxed in the Leader of the	23
24	Opposition and the Parliamentary Labour Party in light of evidence that the	24
25	opening of schools, colleges and universities had led directly to the second wave of	25
26	coronavirus and daily cases reaching 58,000 by the beginning of January 2021;	26
27	(f) that Sir Keir Starmer and the Shadow Cabinet failed to back the actions of the	27
28	National Education Union, which held an online meeting on 3rd January which was	28
29	attended or watched by 400,000 NEU activists and supporters and which called on	29
30	its members to refuse to work on the ground of health and safety in the face of	30
31	Government intransigence on schools opening following the Christmas holidays on	31
32	January 4th 2021;	32
33	(g) that Sir Keir Starmer ordered his MPs to abstain on the Covert Human Intelligence	33
34	Sources Bill (also known as the ‘Spycops Bill’), which set out new legal rights for	34
35	state undercover agents to commit crimes in order to ‘maintain economic well-	35
36	being’ or ‘prevent disorder’, a Bill heavily criticised by Amnesty International;	36
37	(h) that Sir Keir Starmer was forced to back down and instruct his MPs to vote against	37
38	the Overseas Operations Bill, a change in policy from the prior position of	38
39	abstaining on a Bill which would legalise war crimes and torture by British soldiers	39
40	serving abroad by introducing a five year ‘statute of limitations’ on almost all	40
41	crimes committed overseas, and	41
42	(i) that Sir Keir Starmer instructed Labour MPs to vote in favour of the European Union	42
43	(Future Relationship) Bill, despite personally voting against the Brexit deal put	43
44	before Parliament in December 2018 and despite the Association’s General	44
45	Secretary calling on Labour MPs to vote against the Bill in an article in The	45
46	Guardian on 29th December 2020.	46
	<i>(Continued)</i>	

AGENDA

68 Labour Party (Continued)		
47	Conference believes that the current Government has been one of unbridled	47
48	corruption, shameless cronyism and blithering incompetence since being elected in a	48
49	landslide General Election victory in 2019. The Covid pandemic has exposed the fault	49
50	lines which exist in the Government's free-market, neoliberal ideology and that	50
51	ideology's impotence in effectively protecting society from the ravages of the biggest	51
52	pandemic this planet has seen in over 100 years. Yet, this Government has rarely been	52
53	held to account, either inside or outside Parliament, by an Opposition which apparently	53
54	exists in name only.	54
55	Conference further believes that if the Labour Party truly does stand for working	55
56	people, as it pontificates, then this must start and end with fighting to defend the	56
57	interests of all working people in this country, whatever their struggles.	57
58	Conference instructs the Executive Committee to:	58
59	(i) Convey the terms of this motion to the Labour Party, and	59
60	(ii) To commence a consultation exercise with members on our Association's future	60
61	relationship with the Labour Party.	61
	LU MATS & Operational Managers	
	Mover	
	Secunder	
69 International Relations		
1	That this Conference notes the continued threat to peace from the USA which has over	1
2	800 foreign military bases.	2
3	Conference calls for the British Government to add its support to those working to de-	3
4	escalate the moves towards a Cold War.	4
5	The Cold War, moves towards military threats and ultimately the risk of war with	5
6	Venezuela, Syria, Iran, Russia, and China will not solve problems that their people may	6
7	have, as was promised before the wars in Afghanistan, Iraq and Libya.	7
	Network Rail North London	
	Mover	
	Secunder	

AGENDA

72	The Economy and Society	
1	That this Conference will continue to oppose those policies of the Conservative	1
2	Government that seek to undermine the well-being of working people and their	2
3	families. In doing so, it determines that the Association will seek to work with other	3
4	trade unions to identify the most effective ways available to mobilise members, trades	4
5	councils and others who share the same views.	5
6	Covid has shown that the existing economic model is fundamentally broken and the	6
7	experiences of working people and their trade unions over the past months has opened	7
8	up a space to ask questions about what type of economy, and what kind of society, we	8
9	want to see. Conference, therefore, calls on the EC to promote its own policies to the	9
10	community and the wider movement in order to work collectively to advance the	10
11	interests of working people.	11
	Anglia South General	Mover
		Secunder
73	COP26 and the Green New Deal	
1	That this Conference notes:	1
2	(a) the crises posed to sustainability and human life by the climate crisis, Covid and	2
3	the potential for future pandemics;	3
4	(b) that these crises throw inequalities into sharp relief and call out for a global Green	4
5	New Deal, as supported by the Association for many years;	5
6	(c) that we face a global and UK crisis of unemployment but also an opportunity to	6
7	invest in climate jobs, a just transition and a fairer society;	7
8	(d) that the UK is hosting the rescheduled COP26 international climate negotiations in	8
9	Glasgow in 2021, and	9
10	(e) that a commitment to climate justice and the Green New Deal was one of the key	10
11	pledges made by Sir Keir Starmer when he became Labour Leader.	11
12	Conference asks the EC to ensure that the Association:	12
13	(i) participates meaningfully in trade union and community actions to promote	13
14	climate justice and the Green New Deal, particularly actions addressed to	14
15	COP26;	15
16	(ii) encourages members to take part in such actions, through the COP26 Coalition	16
17	and other organisations;	17
18	(iii) works with the ITUC and in other ways to promote climate justice and extend	18
19	solidarity and support to delegations from the global south to COP26;	19
20	(iv) commits to continue campaigning in support of climate justice through the	20
21	Labour Party and related organisations, to deliver Labour conference policies	21
22	including the Green New Deal, public ownership, climate justice and a just	22
23	transition to environmental sustainability;	23
24	(v) promotes our affiliation to the Campaign Against Climate Change Trade Union	24
25	group to members, and encourages branch and individual affiliation to and	25
26	participation in CACCTU, and	26
27	(vi) sends delegates to the TUC Trade Union Sustainable Development Advisory	27
28	Group (TUSDAG).	28
	TfL Central	Mover
		Secunder

AGENDA

	74 Climate Change and the Railways	
1	That this Conference regrets the recent loss of life at Stonehaven, caused by the major	1
2	derailment of a train after the collapse of the railway embankment resulting from	2
3	severe heavy rainfall. This type of incident adversely affecting railway infrastructure	3
4	following storms, and more frequent weather deteriorations, causing flooding,	4
5	earthwork damage, trees blocking lines, and buckled rails, is becoming more frequent,	5
6	with scope for truly major disasters in future. Government needs to invest massively to	6
7	strengthen and rebuild where necessary on rail infrastructure, some of which may be	7
8	up to 170 years old.	8
9	Conference also notes that while, in its much proclaimed efforts to meet climate	9
10	change targets overall, the Government has pledged to make some investment in	10
11	reopening closed railway lines, only on a modest handful of lines are considered so far.	11
12	Some of their press releases are repeats of previous ones: for example the major East-	12
13	West (Oxford-Cambridge) part-route reopening was investigated in 2006, finance	13
14	promised in 2011, and the same scheme was reported again in the press at end of	14
15	January 2021 as if it was new money rather than actually reduced money, and without	15
16	the electrification proposed previously. Meanwhile the Government plan to spend £27	16
17	billion on new roads in 2020-25. This target may have slipped but remains their policy.	17
18	Conference therefore urges the EC to raise with Government the essential need for	18
19	investment to be shifted from this absurd massive roads programme to comparable	19
20	expenditure on rail modernisation, with an 80% total route electrification target. The	20
21	HS2 project, now absurdly and unnecessarily expensive and environmentally unpopular	21
22	for many, cannot be the only significant rail project.	22
23	Conference also urges the Labour Party and possibly other parties and the TUC to	23
24	campaign more forcefully on such policies, if the Government is really serious on	24
25	meeting its climate impact reduction targets, only achievable in transport by	25
26	significant modal shift being accomplished for both people and freight.	26
	Kent	
	Mover	
	Seconder	

AGENDA

75 Transport Policy - Public Ownership		
1	This Conference is concerned at the lack of effort being employed by the current Tory	1
2	Government to implement change to the ownership and operation of the rail industry	2
3	in Great Britain. Conference is aware that the Government announced in September	3
4	2020 that they have 'ended' rail franchising. This is not true. What in fact they have	4
5	done is kicked franchising into the long grass by placing existing operators on	5
6	transitional contracts rather than taking back ownership of the contracts themselves.	6
7	The Williams Rail Review was established in September 2019, it was expected to	7
8	publish its findings and recommendations in Autumn 2019, with reform expected to	8
9	commence in 2020.	9
10	Conference believes the Tory Government is now using the Coronavirus pandemic as an	10
11	excuse to delay the change being introduced to the rail industry. How long will private	11
12	companies and international rail operators profit from taxes and for how long will the	12
13	travelling public suffer at the hands of the same operators? The wait for Williams is	13
14	delaying change.	14
15	Conference calls on the EC to challenge the Tory Government through all means	15
16	possible to have the railway returned to Public Ownership and have change made a	16
17	reality.	17
18	Conference instructs the EC to ask the Irish Committee to resist any future plans by the	18
19	Governments of either the Republic of Ireland or Northern Ireland to privatise any part	19
20	of the rail network in Ireland.	20
21	Furthermore, Conference requests that the Irish Committee take whatever action is	21
22	required to intervene and prevent the further selling of bus routes in the Republic of	22
23	Ireland.	23
	Irish Committee	
	Mover	
	Seconder	
76 Transport Policy - Cross-Border Funding		
1	That this Conference is concerned at the loss of European funding for rail infrastructure	1
2	projects in Northern Ireland. Most of Northern Ireland Railways' infrastructure projects	2
3	on urban and the cross border rail links were partially subsidised by the EU. With the	3
4	implementation of Brexit in January 2021 this funding has vanished. Northern Ireland	4
5	Railways' cross border rail service is a vital direct land link to the EU marketplace and	5
6	a trade route essential to the economic growth of Northern Ireland. Translink (the	6
7	Northern Ireland Transport Holding Company) will now have to find this funding from	7
8	other sources.	8
9	Conference calls on the EC to request the Irish Committee to encourage joint union and	9
10	ICTU engagement with the Northern Ireland Executive and the Irish Government, with	10
11	the aim of having special status awarded to Translink for extra funding so this vital	11
12	trade link can be maintained and grown.	12
	Irish Committee	
	Mover	
	Seconder	

AGENDA

77	Transport Policy - Rail Freight	
1	That this Conference believes that rail freight is more environmentally friendly when	1
2	compared with road haulage over long distances, yet the total volume of rail freight	2
3	fell to its lowest level in 23 years in 2020.	3
4	Conference is concerned that, though goods transported by rail have a lower carbon	4
5	footprint, rail freight is decreasing in favour of road haulage. Rail infrastructure is	5
6	being removed to make way for more lorries and, though the capacity of a freight train	6
7	is greater than an HGV, more freight is being sent by road.	7
8	Conference calls upon the EC to ask the Labour Party to push for an increase in market	8
9	share for rail freight, and to put pressure on the Government, in order to reduce CO ₂	9
10	emissions and congestion on our roads.	10
	West of Scotland	
	Mover	
	Seconder	
78	Rule Alterations	
1	That this Conference, having duly passed the several Resolutions which involve	1
2	alterations to the Rules of the Association, hereby instructs the EC to give effect to all	2
3	such Resolutions by making the authorised amendments to the Rules affected	3
4	(including such re-numbering and verbal correcting as may be necessary) and to have	4
5	the same registered in accordance with statutory requirements - also to produce a	5
6	sufficient number of printed copies of the amended Rules to be made available to each	6
7	member on request; the revised Rules to come into operation forthwith, except where	7
8	otherwise provided for.	8
	Executive Committee	
	Mover	
	Seconder	

NOMINATION RESULTS (Agenda Item 3)

ELECTION OF DELEGATION TO THE LABOUR PARTY CONFERENCE 2021
(Three delegates required)

<i>Nominee</i>	<i>Branch</i>	<i>Nominated by</i>
PAUL BEADLE	EUSTON	Anglia South General, Belfast, Euston, Kent, London Bus & Rail Operators, LT Retired, LU MATS & Operating Managers, Midlands General, Network Rail North London, Retired Members' Group, Scotland North & East General, Scotland Retired, Southeastern Metro, TfL Central
FRANK ELLIS	LANCS & CUMBRIA GENERAL	Crewe & Cheshire General, Disability Working Group, Lancs & Cumbria General
NICOLA JUKES	NORTH EAST OPERATIONS	North East Operations, West of Scotland General, Women in Focus
DAVE MERRETT	NORTH EAST GENERAL	North East General
JILL MURDOCH	NORTH EAST GENERAL	Anglia South General, Belfast, Crewe & Cheshire General, Disability Working Group, Euston, Kent, Lancs & Cumbria General, London Bus & Rail Operators, LT Retired, LU MATS & Operating Managers, Midlands General, Network Rail North London, North East General, Retired Members' Group, Scotland North & East General, Scotland Retired, Southeastern Metro, TfL Central, West of Scotland General, Women in Focus
CHERYL O'BRIEN	WALES No 1	London & Southern Retired, Wales No 1, West of Scotland General, Women in Focus
ANAND PILLAI	ANGLIA No 3	Anglia No 3
FLISS PREMURU	TfL CENTRAL	Anglia South General, Belfast, Crewe & Cheshire General, Disability Working Group, Euston, Kent, FutureTSSA. Lancs & Cumbria General, London Bus & Rail Operators, LU MATS & Operating Managers, Midlands General, Network Rail North London, North East General, Scotland North & East General, Scotland Retired, Southeastern Metro, TfL Central
JOSIE WELLER	SOUTHEASTERN METRO	FutureTSSA

NOMINATION RESULTS (Agenda Item 3)

ELECTION OF DELEGATION TO THE LABOUR PARTY WOMENS' CONFERENCE 2021
(Two delegates required)

<i>Nominee</i>	<i>Branch</i>	<i>Nominated by</i>
KATRINA FACCENDE	SCOTLAND NORTH & EAST GENERAL	Scotland North & East General
NICOLA JUKES	NORTH EAST OPERATIONS	North East Operations, West of Scotland General, Women in Focus
CATH MURPHY	CREWE & CHESHIRE GENERAL	Anglia South General, Belfast, Crewe & Cheshire General, Disability Working Group, Euston, Kent, Lancs & Cumbria General, London Bus & Rail Operators, LT Retired, LU MATS & Operating Managers, Midlands General, North East General, Retired Members' Group, Scotland North & East General, Scotland Retired, Southeastern Metro, TfL Central, West of Scotland General, Women in Focus
CHERYL O'BRIEN	WALES No 1	London & Southern Retired, Wales No 1
JOSIE WELLER	SOUTHEASTERN METRO	Anglia South General, Belfast, Crewe & Cheshire General, Disability Working Group, Euston, FutureTSSA, Kent, Lancs & Cumbria General, London Bus & Rail Operators, LT Retired, LU MATS & Operating Managers, Midlands General, North London Network Rail, North East General, Retired Members' Group, Scotland Retired, Southeastern Metro, TfL Central

NOMINATION RESULTS (Agenda Item 3)

ELECTION OF DELEGATION TO THE TRADES UNION CONGRESS 2021
(Three delegates required)

<i>Nominee</i>	<i>Branch</i>	<i>Nominated by</i>
JOHN HAYNES	WALES No 1	Wales No 1
HAYLEY HILL	WALES No 1	Wales No 1
NICOLA JUKES	NORTH EAST OPERATIONS	North East Operations, West of Scotland General
SARAH-JANE MCDONOUGH	EUSTON	Anglia South General, Belfast, Crewe & Cheshire General, Disability Working Group, Euston, Kent, Lancs & Cumbria General, London Bus & Rail Operators, LT Retired, LU MATS & Operating Managers, Midlands General, Network Rail North London, North East General, Retired Members' Group, Scotland North & East General, Scotland Retired, Southeastern Metro, TfL Central, West of Scotland General, Women in Focus
CATH MURPHY	CREWE & CHESHIRE GENERAL	Anglia South General, Belfast, Crewe & Cheshire General, Disability Working Group, Euston, Kent, Lancs & Cumbria General, London Bus & Rail Operators, London & Southern Retired, LT Retired, LU MATS & Operating Managers, Midlands General, North East General, Retired Members' Group, Scotland North & East General, Scotland Retired, Southeastern Metro, TfL Central, Women in Focus
CHERYL O'BRIEN	WALES No 1	Wales No 1
AL STOTEN	SOUTHEASTERN METRO	Anglia South General, Belfast, Crewe & Cheshire General, Disability Working Group, Euston, FutureTSSA, Kent, Lancs & Cumbria General, London Bus & Rail Operators, LT Retired, LU MATS & Operating Managers, Midlands General, North East General, Retired Members' Group, Scotland North & East General, Scotland Retired, Southeastern Metro, TfL Central
JOSIE WELLER	SOUTHEASTERN METRO	FutureTSSA

NOMINATION RESULTS (Agenda Item 3)

ELECTION OF DELEGATION TO THE WOMENS' TRADES UNION CONGRESS 2022
(Five delegates required)

<i>Nominee</i>	<i>Branch</i>	<i>Nominated by</i>
SOPHIE DAVIS-WILLIAMS	FIRST GREAT WESTERN EAST	FutureTSSA
HAYLEY HILL	WALES No 1	Wales No 1
NICOLA JUKES	NORTH EAST OPERATIONS	North East Operations, West of Scotland General, Women in Focus
SARAH-JANE MCDONOUGH	EUSTON	Anglia South General, Belfast, Crewe & Cheshire General, Disability Working Group, Euston, Kent, Lancs & Cumbria General, London Bus & Rail Operators, London & Southern Retired, LT Retired, Midlands General, Network Rail North London, North East General, Retired Members' Group, Southeastern Metro, TfL Central, West of Scotland General, Women in Focus
CATH MURPHY	CREWE & CHESHIRE GENERAL	West of Scotland General
CHERYL O'BRIEN	WALES No 1	Disability Working Group, Lancs & Cumbria General, London & Southern Retired, Wales No 1, West of Scotland General, Women in Focus
FLISS PREMUR	TFL CENTRAL	Anglia South General, Belfast, Crewe & Cheshire General, Disability Working Group, Euston, Kent, Lancs & Cumbria General, London Bus & Rail Operators, LT Retired, Midlands General, North East General, Retired Members' Group, Scotland North & East General, Scotland Retired, Southeastern Metro, TfL Central
MARYSE THIAW-CHI	EUSTON	Belfast, Euston, Kent, London Bus & Rail Operators, LT Retired, London & Southern Retired, LU MATS & Operating Managers, Network Rail North London, Retired Members' Group, Scotland North & East General, Scotland Retired, Southeastern Metro, TfL Central
JOSIE WELLER	SOUTHEASTERN METRO	Anglia South General, Belfast, Crewe & Cheshire General, Disability Working Group, Euston, Kent, Lancs & Cumbria General, London Bus & Rail Operators, LT Retired, Midlands General, Network Rail North London, North East General, Retired Members' Group, Scotland North & East General, Scotland Retired, Southeastern Metro, TfL Central

NOMINATION RESULTS (Agenda Item 3)

ELECTION OF DELEGATION TO THE TUC BLACK WORKERS CONFERENCE 2022
(Five delegates required)

<i>Nominee</i>	<i>Branch</i>	<i>Nominated by</i>
ANAND PILLAI	ANGLIA No 3	Anglia No 3, West of Scotland General, Women in Focus
IRENE WRIGHT	NETWORK RAIL MILTON KEYNES	West of Scotland General, Women in Focus

The delegates have been elected unopposed. A further call for nominations and an election will be held for three delegates, including at least one woman.

NOMINATION RESULTS (Agenda Item 3)

ELECTION OF DELEGATION TO THE TUC DISABLED WORKERS' CONFERENCE 2022
(Five delegates required)

<i>Nominee</i>	<i>Branch</i>	<i>Nominated by</i>
MICK CARNEY	SOUTHEASTERN METRO	Anglia South General, Belfast, Crewe & Cheshire General, Disability Working Group, Euston, Kent, Lancs & Cumbria General, London Bus & Rail Operators, LT Retired, LU Mats & Operating Managers, Midlands General, Network Rail North London, North East General, Retired Members' Group, Scotland North & East General, Scotland Retired, Southeastern Metro, TfL Central, West of Scotland General, Women in Focus
JOHN HAYNES	WALES No 1	Disability Working Group. Wales No 1
CATH MURPHY	LANCS & CUMBRIA GENERAL	Anglia South General, Belfast, Crewe & Cheshire General, Disability Working Group, Euston, Kent, Lancs & Cumbria General, London Bus & Rail Operators, LT Retired, LU Mats & Operating Managers, Midlands General, North East General, Retired Members' Group, Scotland North & East General, Scotland Retired, Southeastern Metro, TfL Central, West of Scotland General, Women in Focus
RAY SPITERI	TfL CENTRAL	Anglia South General, Belfast, Crewe & Cheshire General, Disability Working Group, Euston, Kent, Lancs & Cumbria General, London Bus & Rail Operators, LT Retired, LU Mats & Operating Managers, Midlands General, Network Rail North London, North East General, Retired Members' Group, Scotland North & East General, Scotland Retired, Southeastern Metro, TfL Central, West of Scotland General, Women in Focus
IRENE WRIGHT	NETWORK RAIL MILTON KEYNES	Disability Working Group, Euston, Kent, Lancs & Cumbria General, West of Scotland General, Women in Focus

The above delegates have been elected unopposed.

NOMINATION RESULTS (Agenda Item 3)

ELECTION OF DELEGATION TO THE TUC YOUNG WORKERS' CONFERENCE 2022
(Four delegates required)

<i>Nominee</i>	<i>Branch</i>	<i>Nominated by</i>
SOPHIE DAVIS-WILLIAMS	FIRST GREAT WESTERN EAST	FutureTSSA
HARRY GIBB	NORTH EAST GENERAL	Anglia South General, Belfast, Crewe & Cheshire General, Disability Working Group, Euston, FutureTSSA, Kent, Lancs & Cumbria General, London Bus & Rail Operators, LT Retired, LU MATS & Operating Managers, Midlands General, Network Rail North London, North East General, Retired Members' Group, Scotland North & East General, Scotland Retired, Southeastern Metro, TfL Central, West of Scotland General, Women in Focus
CAMERON LAW	WEST OF SCOTLAND GENERAL	Disability Working Group, FutureTSSA, West of Scotland General
ANEURIN REDMAN-WHITE	LANCS & CUMBRIA GENERAL	Anglia South General, Belfast, Crewe & Cheshire General, Disability Working Group, Euston, Kent, Lancs & Cumbria General, London Bus & Rail Operators, LT Retired, LU MATS & Operating Managers, Midlands General, North East General, Retired Members' Group, Scotland North & East General, Scotland Retired, Southeastern Metro, TfL Central, West of Scotland General, Women in Focus
JOSIE WELLER	SOUTHEASTERN METRO	Anglia South General, Belfast, Crewe & Cheshire General, Disability Working Group, Euston, FutureTSSA, Kent, Lancs & Cumbria General, London Bus & Rail Operators, LT Retired, LU MATS & Operating Managers, Midlands General, Network Rail North London, North East General, Retired Members' Group, Scotland North & East General, Scotland Retired, Southeastern Metro, TfL Central, West of Scotland General, Women in Focus

Sophie Davis-Williams and Josie Weller elected under Rule 11.2(e).

NOMINATION RESULTS (Agenda Item 3)

ELECTION OF DELEGATION TO THE TUC LGBT CONFERENCE 2022
(Five delegates required)

<i>Nominee</i>	<i>Branch</i>	<i>Nominated by</i>
DAVE DREWREY	SOUTHEASTERN METRO	Anglia South General, Belfast, Crewe & Cheshire General, Disability Working Group, Euston, Kent, Lancs & Cumbria General, London Bus & Rail Operators, LT Retired, Midlands General, North East General, Network Rail North London, Retired Members' Group, Scotland North & East General, Scotland Retired, TfL Central, West of Scotland General, Women in Focus
HAYLEY HILL	WALES No 1	Wales No 1
AARON LEE	LONDON METROPOLITAN	FutureTSSA
ANEURIN REDMAN-WHITE	LANCS & CUMBRIA GENERAL	Anglia South General, Belfast, Crewe & Cheshire General, Disability Working Group, Euston, Kent, Lancs & Cumbria General, London Bus & Rail Operators, LT Retired, Midlands General, Network Rail North London, North East General, Retired Members' Group, Scotland North & East General, Scotland Retired, TfL Central, West of Scotland General, Women in Focus
GEMMA SOUTHGATE	WALES No 1	West of Scotland General, Women in Focus

The above have been elected unopposed.

NOMINATION RESULTS (Agenda Item 3)

ELECTION OF STANDING ORDERS COMMITTEE 2021-2022
(Four required)

<i>Nominee</i>	<i>Branch</i>	<i>Nominated by</i>
LUKE HOWARD	TFL CENTRAL	Anglia South General, Belfast, Crewe & Cheshire General, Euston, Kent, Lancs & Cumbria General, London Bus & Rail Operators, LT Retired, LU MATS & Operating Managers, Midlands General, Network Rail North London, North East General, Scotland North & East General, Scotland Retired, Southeastern Metro, TfL Central, West of Scotland General
JOE KAVANAGH	MIDLANDS GENERAL	Anglia South General, Belfast, Crewe & Cheshire General, Euston, Kent, Lancs & Cumbria General, London & Southern Retired, London Bus & Rail Operators, LU MATS & Operating Managers, Midlands General, North East General, Scotland North & East General, Scotland Retired, Southeastern Metro, TfL Central
GERRY KENNEDY	BELFAST	Anglia South General, Belfast, Crewe & Cheshire General, Euston, Kent, Lancs & Cumbria General, London & Southern Retired, London Bus & Rail Operators, London & Southern Retired, LT Retired, LU MATS & Operating Managers, Midlands General, Network Rail North London, North East General, Scotland North & East General, Scotland Retired, Southeastern Metro, TfL Central, West Coast of Scotland General
STEVE LEGGETT	SOUTHEASTERN METRO	Anglia South General, Belfast, Crewe & Cheshire General, Euston, Kent, Lancs & Cumbria General, London & Southern Retired, London Bus & Rail Operators, LT Retired, LU MATS & Operating Managers, Midlands General, North East General, Network Rail North London, Scotland North & East General, Scotland Retired, Southeastern Metro, TfL Central, West Coast of Scotland General
CHERYL O'BRIEN	WALES No 1	Wales No 1, West of Scotland General
ANAND M. PILLAI	ANGLIA No 3	Anglia No 3

NOMINATION RESULTS (Agenda Item 3)

ELECTION OF SCRUTINEERS 2021-2022
(Two required)

<i>Nominee</i>	<i>Branch</i>	<i>Nominated by</i>
ANDY BAIN	NETWORK RAIL NORTH LONDON	Anglia South General, Belfast, Crewe & Cheshire General, Euston, Kent, Lancs & Cumbria General, London & Southern Retired, London Bus & Rail Operators, LT Retired, LU MATS & Operating Managers, Midlands General, Network Rail North London, North East General, Scotland North & East General, Scotland Retired, Southeastern Metro, TfL Central, West of Scotland General
STEVE FLOYD	LONDON BUS & RAIL OPERATORS	Anglia South General, Belfast, Crewe & Cheshire General, Euston, Kent, Lancs & Cumbria General, London & Southern Retired, London Bus & Rail Operators, LT Retired, LU MATS & Operating Managers, Midlands General, Network Rail North London, North East General, Scotland North & East General, Scotland Retired, Southeastern Metro, TfL Central, West of Scotland General

The above have been elected unopposed.

NOMINATION RESULTS (Agenda Item 3)

ELECTION OF TRUSTEES
(Two required)

<i>Nominee</i>	<i>Branch</i>	<i>Nominated by</i>
DAVE PORTER	ANGLIA No 3	Anglia No 3, Anglia South General, Belfast, Crewe & Cheshire General, Euston, Kent, Lancs & Cumbria General, London & Southern Retired, London Bus & Rail Operators, London North West Retired, LT Retired, LU MATS & Operation Managers, Midlands General, Network Rail North London, North East General, Scotland North & East General, Scotland Retired, TfL Central, West of Scotland General.
MALCOLM WALLACE	ANGLIA SOUTH GENERAL	Anglia No 3, Anglia South General, Belfast, Crewe & Cheshire General, Euston, Kent, Lancs & Cumbria General, London & Southern Retired, London Bus & Rail Operators, London North West Retired, LT Retired, LU MATS & Operating Managers, Midlands General, Network Rail North London, North East General, Scotland North & East General, Scotland Retired, TfL Central, West of Scotland General

The above have been elected unopposed.

GLOSSARY

BAME	Black, Asian and Minority Ethnic (Groups)
CACCTU	Campaign Against Climate Change Trade Union Group
CBI	Confederation of British Industry
CLP	Constituency Labour Party
CO ₂	Carbon dioxide
COP26	26 th Conference of the Parties (to the United Nations Framework Convention on Climate Change)
Covid	Coronavirus Disease 2019
EC	Executive Committee
EHRC	Equality and Human Rights Commission
EU	European Union
HGV	Heavy Goods Vehicle
HLM	Honorary Life Member
HS2	High Speed 2
ICTU	Irish Congress of Trade Unions
IR	Industrial Relations (Reps)
ISO	International Organisation for Standardization
IT	Information Technology
ITUC	International Trade Union Confederation
MP	Member of Parliament
NEC	National Executive Committee
NEU	National Education Union
NHS	National Health Service
PLP	Parliamentary Labour Party
RMG	Retired Members Group
SNP	Scottish National Party
SOC	Standing Orders Committee
SOG	Self Organised Group
TfL	Transport for London
TOC	Train Operating Company
TSSA	Transport Salaried Staffs Association
TUC	Trades Union Congress
TUSDAG	Trade Union Sustainable Development Advisory Group
UK	United Kingdom
USA	United States of America
VAT	Value Added Tax