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Transport Salaried Staffs' Association
of Great Britain and Ireland

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**Minutes of
Annual Delegate Conference**
(ONE HUNDRED AND TWENTY FIRST YEAR)

Held in

LEICESTER

9th to 11th June 2018

List of Delegates Present

Total 58

Branch	Delegate
Anglia No 3	Andrew Paton
Anglia No 3	David Godfrey
Anglia South General	Malcolm Wallace
Anglia South General	Bridgit Jeffrey
Crewe & Cheshire General	David Lown
Crewe & Cheshire General	Steven Roberts
Devon, Cornwall & Taunton	No delegate
Disability Working Group	Catherine Murphy
E-mix	Vip Desai
East Scotland General	No delegate
East Midlands Trains No 1	Melissa Heywood
Euston	Sarah Jane Potter
Euston	Maryse Thiauw-Chu
Ferryways	No delegate
First Great Western East	No Delegate
FutureTSSA	Jhaenelle Miller
Irish Committee	Denise Guinan
Irish Committee	Kerry Jack
Irish Committee	Gerry Kennedy
Kent	Ian McDonald
Lancs & Cumbria Retired	No delegate
Lancs & Cumbria General	Steve Adshead
Lancs & Cumbria General	Frank Ellis
London & Southern Retired	Steve Halliwell
London South & West General	Colin Savage
London Met	Barry James
London Met	Hemant Patel
London NW Retired	Trevor Ollis
London Transport Retired Branch	John Rees
London Bus & Rail Operators	Steve Floyd
London Bus & Rail Operators	Oliver Mupenda
Lon Underground Mats & Op Mgrs	I. Anthony-Ajileye
Lon Underground Mats & Op Mgrs	Dinesh Bhardwa
Merseyside General	No delegate
Midlands General	No delegate
Midlands Retired	Peter Vincent
Network Rail Anglia North	No delegate
Network Rail London & Anglia Sth	Basil Morris
Network Rail London South	Dave Barnes
Network Rail Milton Keynes	Adam Wilson
Network Rail North London	Ian Rashbrook
Network Rail North London	Lisa Jackson
Network Rail Midlands	Allen Williams

Network Rail Yorkshire	No delegate
Newcastle General	No delegate
North East Operations	Richard Cooper
North East Operations	Andi Fox
North East Retired	Tim Bartlett
Resonate	No delegate
Retired Members Group	Joel Kosminsky
Scotland Retired	Leslie Simpson
South East Wales	Howard Morris
Southeastern Metro	John Morris
Southeastern Metro	Keeley Lipscombe
Sussex	No delegate
Swindon & Chippenham	Emily Maiden
Swindon & Chippenham	Matthew Courtliff
TfL Central	Sharon Simmonds
TfL Central	Chris Clark
Travel Trade Scotland	No delegate
Underground No 1	Graeme Sugarman
Underground No 1	Abdel Zaki
Wales No 1	Robert Parker
Wales No 1	Gareth Davies
Wales & Western Retired	Malcolm Harrison
West Midlands TOCs	Manjit Gill
West Midlands TOCs	Mo Noor
West Scotland General	Lesley Pollock
West Scotland General	Allen O'Hare
Women in Focus	Hilary Hosking
Yorkshire General	Harry Gibb
Yorkshire General	David Howarth

EXECUTIVE COMMITTEE (EC)

Mick Carney	President
Jason Turvey	Treasurer
Bob Bayley	Midlands
Marios Alexandrou	London Transport
Nicola Jukes	North East
Paul Corcoran	Ireland
Gary Kilroy	North West
Cheryl O'Brien	Wales & Western
Stephen Lawrence	Scotland (absent)
Al Stoten	London South
Paul Beadle	London North West
Steve Andrews	Anglia & London N. E.

STANDING ORDERS COMMITTEE (SOC)

Luke Howard
Joe Kavanagh (Chair)
Jill Murdoch
Kieran Crowe

HEAD OFFICE STAFF

Manuel Cortes	General Secretary
Frank Ward	Assistant General Secretary
Rob Jenks	President's Liaison Officer
Dionne Brown	Finance Manager
Carmel Nolan	Communications Manager
Iain Anderson	Hall Supervisor
John Smith	Hall Steward
Lorraine Ward	Hall Steward
Kirsty Matthews	Admin Support
Pam Collins	Admin Support
Lisa Holdridge	Despatch
Sam Tarry	Political Officer

ANNUAL DELEGATE CONFERENCE

Held in

LEICESTER

9TH TO 11TH JUNE 2018

First Day's Proceedings

1. **Appointment of Tellers & Voting Clerks**
Tellers and voting clerks were appointed. Tellers processed one item during Conference.
2. **Minutes of 2017 Annual Conference**
The Minutes of the 2017 Annual Conference were presented.
The Minutes of the 2017 Annual Conference were agreed.
3. **Announcement of Election Results**
The Scrutineers report on the elections for the various offices, delegations etc. were adopted. (See Minute 107 on Page 82).
4. **President's Address**
The President's Address was delivered by Mick Carney and warmly received by Conference.
5. **Remembrance of Deceased Colleagues**
Conference observed a brief silence in remembrance of deceased colleagues.
6. **Stewards' Report on Attendance**
Final attendance figures show that 58 delegates attended representing 39 Branches & SOGs, and with members of the Executive Committee, Standing Orders Committee and the paid staff, there were a total of 66 present. There were also several visitors throughout Conference

ADDRESS BY JEREMY CORBYN MP, LEADER OF THE LABOUR PARTY

This was followed by an opportunity to ask questions.

7. Middle East (Item 7)

That this Conference notes that the Joint Comprehensive Plan of Action (JCPOA), an international agreement to avoid nuclear proliferation in Iran, was agreed in July 2015, after months of negotiation. This was in exchange for removal of economic sanctions, and was ratified by the five permanent members of the UN Security Council, plus EU member states.

Conference also notes that Syria and Iran applauded the agreement and the declaration by them, in November 2017, of military defeat over Islamic State in Levant (also known as ISIS).

Conference is aware that, whilst JCPOA does not address human rights and the testing of ballistic missiles in Iran, the deal is a step in the right direction for the nonproliferation of nuclear weapons and towards peace in the Middle East.

Conference is concerned that the US President, Donald Trump, decided in October 2017 that he would not sign the certification required under the Iran Nuclear Agreement Review Act, saying that the scheme was flawed. Conference is also concerned that the US President is at odds with international players involved as well as his own advisors.

Conference instructs the EC to continue to seek assurances from the Government and the Foreign Office that it will take a pro-active part in foreign affairs and within the UN, and that international relations are important to us all, not just America alone.

Moved by Steve Floyd (London Bus and Rail Operators)

Seconded by Formally

CARRIED

8. Freedom for Öcalan Campaign (Item 8)

That this Conference is appalled at the plight of Abdullah Öcalan, a Kurdish nationalist leader and a founder member of the Kurdistan Workers' Party (PKK).

Mr Öcalan was arrested by the Turkish Intelligence Service with support from the CIA in Nairobi in 1999, was subjected to an unfair trial, granted no right of appeal, and has been incarcerated in a Turkish jail for over 18 years, in contravention of three articles of the European Convention of Human Rights. He was originally sentenced to death, however this was commuted to life imprisonment owing to Turkey abolishing the death penalty in 2002.

The Freedom for Öcalan Campaign was established in April 2016 to build support for the release of Mr Öcalan and to campaign for the Kurdish community to be allowed full participation in democratic processes, to be free from discrimination and to be free to choose their own leaders and representatives. Öcalan's work in Kurdish feminism is particularly poignant in this, the 100th Anniversary year of Women's Suffrage in Britain and Ireland.

Conference believes that the appalling treatment of Mr Öcalan must be opposed and highlighted, that he must be released from prison immediately and that the rights of the Kurdish people to self determination must be promoted.

Conference congratulates the General Federation of Trade Unions (GFTU) for holding a Kurdish Cultural Festival at its hotel in Quorn on 30 July 2017. Supported by the GFTU, this festival also included as its sponsors the Freedom for Öcalan Campaign and several other Kurdish organisations in the UK. Conference agrees to promote any other similar events to Association members.

Conference agrees to affiliate to the Freedom for Öcalan Campaign, to support the work of the organisation and to highlight the plight of Abdullah Öcalan and that of the Kurdish community.

Conference is also appalled at the recent attacks by Turkish forces on the Kurdish People's Protection Units (YPG) forces based in northern Syria. Conference is appalled at the Turkish government calling the YPG terrorists, even though the Syrian Kurds have been the most effective resistance against ISIS terrorists in that region, while also slowing attempts by Syrian government forces to retake the Kurdistan region of Syria. Conference pledges support in principle for Kurdish independence, and condemns the hypocrisy of the Turkish President and his government forces' brutal and unhelpful involvement in the complex civil war in Syria. This is taking place together with substantially increased erosion of human rights throughout Turkey over the past two years, incarcerating domestic Kurdish elected politicians, journalists and thousands of civic opponents.

Moved by Dinesh Bhardwa (LU MATS & Operating Managers)

Seconded by Malcolm Wallace (Anglia South General)

CARRIED

Amendments

A.

To insert between ‘representatives.’ in line 12 and ‘Conference’ in line 13: ‘Ocalan’s work in Kurdish feminism is particularly poignant in this, the 100th Anniversary year of Women’s Suffrage in Britain and Ireland.’.

Euston

CARRIED

B.

To insert between ‘promoted.’ in line 15 and ‘Conference’ in line 16 (new paragraph): ‘Conference congratulates the General Federation of Trade Unions (GFTU) for holding a Kurdish Cultural Festival at its hotel in Quorn on 30 July 2017. Supported by the GFTU, this festival also included as its sponsors the Freedom for Öcalan Campaign and several other Kurdish organisations in the UK. Conference agrees to promote any other similar events to Association members.’.

Anglia South General

ACCEPTED

C.

To add at end (new paragraph): ‘Conference is also appalled at the recent attacks by Turkish forces on the Kurdish People’s Protection Units (YPG) forces based in northern Syria. Conference is appalled at the Turkish government calling the YPG terrorists, even though the Syrian Kurds have been the most effective resistance against ISIS terrorists in that region, while also slowing attempts by Syrian government forces to retake the Kurdistan region of Syria. Conference pledges support in principle for Kurdish independence, and condemns the hypocrisy of the Turkish President and his government forces’ brutal and unhelpful involvement in the complex civil war in Syria. This is taking place together with substantially increased erosion of human rights throughout Turkey over the past two years, incarcerating domestic Kurdish elected politicians, journalists and thousands of civic opponents.’.

Kent

CARRIED

9. **Venezuela (Item 9)**

That this Conference notes the serious impact of US sanctions imposed this year on the Venezuelan economy and on the lives of the Venezuelan people. This, of course, is not the only country in this region of the world that suffers from US sanctions, notably Cuba for example.

Conference remembers the role played by the US in providing cover for the attempted right-wing coup against the Venezuelan Government in 2002 and also remembers US involvement and interference in other countries such as Nicaragua in the 1980s.

Conference therefore calls on the British Government to condemn the current US interference in the internal affairs of Venezuela and the US attempts to undermine a Government that has, over the past two decades:-

- (a) built three million affordable homes;
- (b) transformed levels of literacy;
- (c) brought health care to the poorest, and
- (d) cut infant mortality by 40%.

Conference condemns the UK right-wing media bias and notes the effective blackout of news on the recent very positive election results, where the Government party won 18 out of 23 Governorships.

Conference continues to support the Venezuelan (*Solidarity Campaign*) and Cuban Solidarity Campaigns and, to show further support for countries in this part of the world against US oppression, instructs the EC to affiliate to the Nicaragua Solidarity Campaign.

Moved by Keeley Lipscombe (South Eastern Metro)

Seconded by Formally

CARRIED

Amendment

To insert between ‘people.’ in line 2 and ‘Conference’ in line 3: ‘This, of course, is not the only country in this region of the world that suffers from US sanctions, notably Cuba for example.’.

To insert between ‘2002’ in line 4 and ‘Conference’ in line 5: ‘and also remembers US involvement and interference in other countries such as Nicaragua in the 1980s.’.

To delete all after ‘Venezuelan’ in line 15 and substitute: ‘and Cuban Solidarity Campaigns and, to show further support for countries in this part of the world against US oppression, instructs the EC to affiliate to the Nicaragua Solidarity Campaign.’.

Southeastern Metro

ACCEPTED

10. Low Pay (Item 10)

That this Conference wholeheartedly applauds the stand taken by the Bakers, Food and Allied Worker’s Union and the young McDonalds workers against the scourge of low pay. Such a resounding victory is a step in the right direction, but it remains just a small step.

Conference congratulates Jeremy Corbyn for his speech at the 2017 TUC which said that the “epidemic of low pay, which is closely tied up with insecurity at work, ruins people’s lives, leaving workers and their families locked in poverty.” Jeremy Corbyn also highlighted the fact that the pay gap at firms such as McDonalds - whose chief executive is paid 1,300 times more than ordinary staff - was symbolic of the “deep inequality and injustice that scars our society”.

Conference thanks all those who demonstrated outside McDonalds on 14 February 2018, who exposed the company’s practice of low pay, zero-hours contracts, and bullying and harassment by poorly paid and low paid managers.

Conference recognises that young people continue to face discrimination in all aspects of modern life from the denial of housing benefits to a lower minimum wage, and for many the dream to get on the property ladder will remain just that: a dream.

Railway companies are not exempt from this discrimination:-

- (a) low paid ‘apprenticeships’ with no guarantee of work at the end;
- (b) managers who fail to follow the terms of apprenticeships, and

(c) mundane work offering nothing in the way of development, are just some of the issues.

Conference congratulates the EC for the foresight to allow Future TSSA the funds to relaunch in February this year, but recognises that this support will need to be ongoing if Future is going to succeed.

Conference instructs the EC to bring the terms of this motion to both the TUC and the Labour Party and calls upon the support of both of these bodies.

Conference commits the Association to supporting our young people. They are the next generation of union members.

Moved by Jhaenelle Miller (FutureTSSA)

Seconded by Malcolm Wallace (Anglia South General)

CARRIED

Amendment

To insert between 'step.' in line 4 and 'Conference' in line 5 (new paragraphs):

'Conference congratulates Jeremy Corbyn for his speech at the 2017 TUC which said that the "epidemic of low pay, which is closely tied up with insecurity at work, ruins people's lives, leaving workers and their families locked in poverty." Jeremy Corbyn also highlighted the fact that the pay gap at firms such as McDonalds - whose chief executive is paid 1,300 times more than ordinary staff - was symbolic of the "deep inequality and injustice that scars our society".

Conference thanks all those who demonstrated outside McDonalds on 14 February 2018, who exposed the company's practice of low pay, zero-hours contracts, and bullying and harassment by poorly paid and low paid managers.'

Anglia South General

ACCEPTED

11. Housing (Item 11)

That this Conference opposes privatisation of Housing Associations (HAs) and the associated risk to residents in their properties.

Conference recognises that such privatisation is solely a means to remove the HAs' combined debts of £70 billion from the Public Sector Borrowing Requirement. This would make HAs as unaccountable as private landlords, and remove the rent level

guarantees that all HAs must currently give to rental tenancies and shared-ownerships.

Conference instructs the EC to work with other relevant bodies:-

- (a) for strong opposition to such privatisation and,
- (b) should that privatisation take place, for an incoming Labour Government to commit to bringing HAs back into the accountable public sector.

Moved by Joel Kosminsky (Retired Members Group)

Seconded by Malcolm Harrison (Wales & West Retired)

CARRIED

12. Housing (Item 12)

That this Conference is concerned that the use of the term 'social housing' is distracting government and voters from the desperate need for new council housing.

Nearly all new social housing, whether rented or purchased, is now provided through the distorted market for housing. It is therefore only provided where the local planning authority has the right requirements in an up to date adopted Local Plan, and where substantial profits (often around 25%) can still be guaranteed for the developer and landowner after all other costs have been taken into account. Due to the Conservative Government's changes, the other avenue for the provision of social housing directly by Housing Associations has effectively been cut dead.

Worse than this, even when provided, the discounts for purchase or the Government defined and misnamed 'affordable rent' at 80% of the local housing market rents, mean social housing is actually still unaffordable for the majority on lower incomes, and even many on middle incomes in more expensive parts of the country. Council housing, on the other hand, is in the ownership of an elected and accountable public body and provides housing as needed for people who cannot afford social housing rents. Much of the latter is paid by Housing Benefit so the taxpayer is funding property owners' profits, money that would be better spent on housing that was in public ownership.

Conference calls on the EC to ensure that the Labour Party, including the Scottish & Welsh Labour Parties, have a commitment in their next manifestos to:-

- (a) a major council house building programme across the United Kingdom;
- (b) place a duty on all councils to provide, over the next 10 years or less, a sufficient supply of new council housing (along with other forms of housing, including a reformed and more affordable version of social housing) to tackle the affordability crisis for all sections of the population, and
- (c) provide access to the necessary funding and/or Government borrowing to allow them to do this.

Moved by Dave Howarth (Yorkshire General)

Seconded by Hilary Hosking (Women In Focus)

CARRIED

13. **Fire-Related Deaths (Item 13)**

That this Conference is appalled by the sharp increase in fire-related deaths across London. In 2016 there were 46 fire-related deaths across the capital, up from 33 the previous year. And of course, being 2016 based, these figures do not include the Grenfell Tower tragedy.

Conference believes that the blame for this increase in deaths lies at the feet of Boris Johnson, the Tory Mayor of London from 2008 to 2016 who, in 2014, closed 10 fire stations with the loss of over 550 fire fighters. One of these closed fire stations was Knightsbridge, just 3.5 miles from Grenfell Tower. Conference believes Johnson should hang his head in shame.

Conference further acknowledges that we now have a Labour Mayor, who has been in place for 2 years with a resounding mandate, backed handsomely by the Association. Conference believes the time has come for a review of Johnson's failure of fire provision across London and for the safety and welfare of Londoners to once again be put first.

Conference instructs the EC to bring sentiments of this motion to the attention of the London Mayor's office.

Moved by John Morris (Southeastern Metro)

Seconded by Joel Kosminsky (Retired Members Group)

CARRIED

14. **National Insurance Fund (Item 14)**

That this Conference is concerned that the UK state pension languishes at the bottom of the list of state pensions in European economies despite the fact that the UK economy measured by GDP is the fifth largest in the world.

Conference notes that the National Insurance (NI) Fund, after allocating a fixed proportion for funding of the NHS, provides for the state pension plus a range of unemployment and other benefits and is funded by employers and employees through National Insurance Contributions.

Conference further notes that over many years the NI Fund has been in surplus in almost all of those years, even after allowing for a prudent margin for unexpected calls on the Fund, for example a sudden rapid increase in unemployment. However, over the same period governments of all political persuasions have, through the Debt Management Office, borrowed the Fund surplus to reduce the overall cost of government borrowing.

Conference instructs the EC to campaign for an increase in the state pension to be funded through the surplus in the NI Fund. Conference further instructs the EC to campaign for control of the NI Fund to be taken away from the government and the Treasury and transferred to independent commissioners with a statutory duty to utilise the whole of the Fund balances, after setting aside a modest contingency, to pay for increases in NHS spending, state pensions and other benefits.

Moved by Steve Halliwell (London & Southern Retired)

Seconded by Formally

CARRIED

15. **Social Care (Item 15)**

That this Conference notes the disconnect between hospital discharge into the community and the levels of suitable social care. This can delay return to work of an employee and also brings extended separation within older and retired families, often linked to unaffordable cost.

Conference notes that there is a need for the wider railway and transport industries and others, to extend and develop the funding for the provision of access to convalescent homes and retirement homes such as the Railway Convalescent Homes, Woking Homes and the Railway Housing Association for use by current and former transport staff and their families.

Conference also calls on the EC to work with the Almshouse Association to identify those set up to provide accommodation for people connected with the transport industry and to seek opportunities to get the transport industry to work with such almshouses to develop and financially support them in their provision of accommodation for retired transport staff.

Conference instructs the EC to ensure that such provision be made more widely known to staff and retired staff and their families.

Moved by Peter Jones (Midlands Retired)

Seconded by Formally

CARRIED

16. **Environment (Item 16)**

That this Conference is concerned that not enough is being done to link together many of the major problems facing the world and thereby not recognising the opportunity of an holistic solution. The following list shows some of the issues needing to be solved:-

- (a) increasing atmospheric concentration of carbon dioxide (CO₂);
- (b) the wholesale destruction of the world's rainforests;
- (c) rising sea levels;
- (d) rising average temperatures;
- (e) increasing incidence and severity of floods, famines and storms;
- (f) growth of violence over control of resources, whether or not presenting as political or religious causes, and
- (g) the resultant rise in refugees and economic migration and exploitation of them for criminal gain.

The underlying causal factor is water, where and what kind it is. What is needed is concerted action to redirect its availability to where it is required.

Conference, therefore, instructs the EC to campaign with all relevant bodies to concentrate a significant proportion of the UK foreign aid budget, working with UN agencies, the African Union and charities like Water Aid etc, on a major project to:-

- (i) pipe sea water to those parts of Africa (and other countries as appropriate) that are in desperate need of water supplies and irrigation, and
- (ii) employ solar energy in recipient areas for desalination to provide fresh water for agriculture, industry and domestic use, plus salt and other chemicals as a by-product.

The benefits of this globally significant project are:-

- 1) limiting sea level rise by direct extraction of water;
- 2) enabling equatorial and tropical agriculture by growing trees over crops as proven in the Americas, thereby enabling populations to feed themselves;

- 3) absorption of atmospheric carbon by growing the trees required (over very large areas), which would also promote clouds and rain - with consequential beneficial effects on global temperatures;
- 4) reduction of flood risk by vegetative retention of water and soil fixation;
- 5) reduction of famine risk due to greater crop dependability;
- 6) reduction of risk and severity of storms due to lower temperatures;
- 7) removal of migration pressure due to dependable food supplies and ability to prosper at home;
- 8) reduction of financial and political costs of responding to the problems of migration;
- 9) increased local tax revenues from settled populations to fund better infrastructure, communications and prosperity; and
- 10) improved political climate creating opportunities to include those currently using violence to create maturing businesses and job opportunities without the perceived need for criminality.

This is a big project, but at a relatively low cost compared to ongoing wars and the need to respond to uncontrolled climate change. The time has come for a FRESH approach to WATER.

Moved by Tim Bartlett (North East Retired)

Seconded by Steve Halliwell (London & Southern Retired)

CARRIED

Amendment

To insert new clause (b) in line 5: '(b) the wholesale destruction of the world's rainforests;'

To renumber succeeding clauses accordingly.

London & Southern Retired

ACCEPTED

17. **Environment (Item 17)**

That this Conference notes the steadily growing evidence that the cost of electricity generated from renewable sources continues to fall. Conference is also aware that the deal between the UK Government, EDF and the China General Nuclear Power Group for the construction of the proposed Hinkley Point C nuclear power station is inordinately complex and protects the contractors at the expense of future British taxpayers and electricity consumers.

Conference therefore calls for:-

- (a) urgent development of an exit strategy for the contracts for Hinkley Point C, with the intention of cancelling this unnecessary project;
- (b) the cancellation of any other planned new nuclear power stations; and
- (c) a renewed commitment to the Campaign for a Million Climate Jobs, including a comprehensive strategy of conservation and demand reduction measures and a policy of developing renewable energy generation including onshore and offshore wind, tidal and geothermal.

Conference instructs the EC to raise this issue in the TUC and the Labour Party.

Moved by Chris Clark (TfL Central)

Seconded by Ian McDonald (Kent)

CARRIED

18. **Environment (Item 18)**

That this Conference notes with concern the use of glyphosate to control lineside vegetation. Glyphosate is marketed as Roundup by the US agrochemical giant Monsanto, and is used extensively to kill weeds on ballast and on structures such as bridges. Although glyphosate degrades naturally and is widely considered to be less harmful than other herbicides, it has been linked to a range of health issues in humans and wildlife. A study commissioned by the World Health Organisation in 2015 concluded that the chemical was 'probably carcinogenic to humans'. Norway, Denmark, Sweden, Sri Lanka, El Salvador, Brazil and India have already banned the use of Roundup. French President Emmanuel Macron has ordered a ban on the use of glyphosate in France 'as soon as alternatives are found, and within three years at the latest'.

Conference calls on the EC to lobby Network Rail, London Underground and other transport authorities to fund research into the feasibility of using safer methods and

products which will not damage the environment and wherever possible to adopt safer methods for vegetation control.

Moved by Matthew Courtliff (Swindon and Chippenham)

Seconded by Formally

CARRIED

Amendment

To insert between 'Rail' and 'to' in line 11 ', London Underground and other transport authorities'.

LU MATS & Operating Managers

CARRIED

19. Menopause (Item 19)

That this Conference believes the Association can and should do more to help our sisters who are going through the menopause. In Sept 2017, over 70% of all UK workers were women, all of whom will experience the menopause.

Some of the symptoms associated with the menopause include hot flushes, palpitations, night sweats and sleep disturbance, fatigue, poor concentration, irritability, mood disturbance, skin irritation and dryness. For most women this happens between the ages of 45 and 55 although a minority experience these symptoms in their early thirties. These hormonal changes and symptoms can last from four to eight years.

Conference recognises that many of our sisters in the rail and bus industries work in safety critical roles yet none of the companies in Ireland or the UK take this into consideration, nor do they have a menopause policy. Conference believes it is time they did.

Conference therefore instructs the EC to drive a programme through our reps and paid officials to engage with the industries that they negotiate with, to fight to deliver a policy that will not only benefit the female members of this Association but a policy for all women workers. Conference also asks the Irish Committee to develop a similar programme.

Moved by Gerry Kennedy (Irish Committee)

Seconded by Hilary Hosking (Women In Focus)

CARRIED

20. **Health and Wellbeing (Item 20)**

That this Conference notes that people with gambling addictions are often suffering from a hidden mental illness. Many do not even realise they have gambling compulsion. It can result in devastating consequences for the individuals and their loved ones around them, including loss of their home and even death. Yet there is no cap or limit on how much you can gamble: within an hour, it is easy to gamble away your life savings and place yourself in considerable debt.

It is not easy to know if a colleague is under the compulsion or addiction of gambling but such people are in need of help and our Association should endeavour to make members and reps aware. There is so much temptation currently out there, such as casinos, betting shops, slot machines etc, with all of these simulated again on-line; yet there is nothing but a voluntary Set of Regulations for these firms to comply with and these do not cover checks into ability of the person to pay nor is there a limit to how much a person can gamble.

Conference instructs the EC to ensure members are made aware of gambling issues and to provide reps with details of best advice and where to get help for anyone who approaches them with gambling debts or addiction.

Conference also instructs the EC to heighten the awareness of problems associated with gambling to our sister unions, the TUC and the Labour Party. Conference calls on the EC to use its influence and lobby the TUC and Labour Party to encourage any suitable bodies, political or otherwise, into reviewing the current gambling problem and possible introduction of a cap on the various gambling activities.

Moved by Allen Williams (Network Rail Midlands)

Seconded by Matthew Courtliff (Swindon & Chippenham)

CARRIED

Amendment

To add at end ‘, in particular, a further limit on “fixed odds betting” stakes and outlets.’.

London & Southern Retired

LOST

21. **Health and Wellbeing (Item 21)**

That this Conference notes the valuable work done by the European Dyslexia Association (EDA). Following Brexit, the loss of this co-operation and interchange of ideas would put our members at a disadvantage.

To mitigate the loss of communication with our European counterparts after Brexit, Conference realises that it is vital that the Association forge relationships with our European counterparts in the interests of our members.

Conference therefore instructs the EC to affiliate to the EDA and other European bodies of similar nature that the EC deem appropriate.

Moved by Cath Murphy (Disability Working Group)

Seconded by John Rees (London Transport Retired)

CARRIED

22. **Health and Wellbeing (Item 22)**

That this Conference notes that UK citizens currently enjoy the right to equal health care across other EU member states as long as they apply for and carry a European Health Insurance Card (EHIC). The EHIC covers treatment on the same basis as would apply to a resident of the relevant country, either at a reduced cost or, in many cases, for free. The EHIC also covers the treatment of pre-existing medical conditions.

For the EHIC to remain in force the UK would have to stay in the single market at Brexit and it is not negotiable outside that framework. The UK would need to negotiate bilateral reciprocal agreements with the member states to secure the same concessions as EHIC.

For many UK disabled people who have to travel abroad as part of their employment, this is an essential benefit. The fact that our pre-existing conditions are covered without added costs is of great benefit. For many disabled people, foreign travel can be a very costly affair and getting private travel or medical insurance can be impossible, with many insurers refusing to cover pre-existing health conditions and disabilities and some only with the added cover the EHIC provides.

Going on holidays for the general public is as simple as getting a travel insurance policy from their local supermarket. For disabled people it is much harder, there are so many exclusions and exceptions and EHIC offers a security blanket and reassurance although EHIC does not cover repatriation.

Conference therefore instructs the EC to:-

(a) campaign for a like for like provision in any reciprocal agreements matching EHIC provision in case of a hard Brexit taking us out of the single market, and

(b) raise awareness of this issue to disabled members and the general public via social media and other publications.

Moved by Cath Murphy (Disability Working Group)

Seconded by Lesley Pollock (West of Scotland)

CARRIED

23. **Harassment** (Item 23)

That this Conference believes that, while harassment in all forms is recognised and that there are policies to address these issues, in some cases there are no defined consequences and therefore no deterrent.

When a victim speaks to an advisor, they are asked 'What would you like to happen?' Most people's response would be for the harassment to STOP! However that would mean that the harasser would have no consequence.

Conference is appalled that this has not been addressed and asks that the EC campaign within the Labour Party and TUC to have defined consequences to harassment.

Moved by Kerry Jack (Irish Committee)

Seconded by Formally

LOST

Amendment

To insert between 'deterrent.' in line 3 and 'When' in line 4 (new paragraph):

'As recent high profile cases have shown, when victims made allegations of unwanted behaviour they were ignored and their assailant was able to repeat offend.'

To delete 'would be' in line 5 and replace with 'is'.

To delete 'would' in line 6 and replace with 'may'.

To delete all after ‘consequence.’ in line 6 and substitute ‘Conference insists that harassment policies need a defined consequence when an allegation has been identified in line with the type of harassment. Measures may also be required from the point in time that an allegation is made.

Conference calls on the EC to ensure that a policy that fulfils these requirements is (a) instituted within all offices and activities of the TSSA (b) negotiated with all employers where we have negotiating rights, and (c) adopted, so far as possible, by the TUC and Labour Party.’.

Women in Focus

LOST

Second Day’s Proceedings

24. Transport Management (Item 24)

That this Conference notes that, although improvements are being made to the Metrolink system, disability access is poor and in some cases people with certain types of disability cannot access the system.

Conference instructs the EC to ask the Mayor of Greater Manchester to carry out a disability access audit with a view to identifying problems and improving access.

Moved by Frank Ellis (Lancs and Cumbria)

Seconded by Formally

CARRIED

25. Transport Management (Item 25)

That this Conference notes that elected mayors who have now taken office are receiving significant powers over local transport systems, which will affect our members’ employment.

Conference instructs the EC to examine the effects of devolution on the transport industry and produce a report before the 2019 Annual Conference.

Moved by Steve Adshead (Lancs and Cumbria)

Seconded by Formally

CARRIED

26. Transport Management (Item 26)

That this Conference welcomes progress of rail infrastructure in London with the introduction of the Thameslink Programme, including the rebuilding of London Bridge, and the opening of the Crossrail route now known as the Elizabeth Line, later in 2018.

Conference is concerned that the reduction in TfL's operating grant has caused drastic cuts to bus services, using the excuse that Crossrail services absorb excess capacity. However, the cuts are happening before services start, and this will affect our members' futures.

Conference is also alarmed that the opening of Crossrail in December 2018 has been linked to the removal of bus services along Oxford Street to encourage pedestrianisation of this main shopping thoroughfare.

Conference notes that pedestrianisation of main shopping streets such as Oxford Street, and many towns, such as Oxford, and suburbs in London, are often welcomed by retailers and pressure groups, such as Living Streets, as helping making shopping streets pleasant places to walk and citing reduced levels of pollution. Conference also notes, however, that this takes buses away from the very objective of bringing passengers to shops, especially the elderly, disabled and generally those with restricted mobility, and that through passengers will suffer longer journeys by being taken on longer, diversionary routes, acting as a disincentive to using buses.

Conference instructs the EC to object to the cutbacks of routes in this fashion and ask the Mayor of London to review the role of the bus in servicing Oxford Street and the proper integration of public transport in London.

Conference also instructs the EC to lobby the DfT for a restoration of TfL's operating grant as a benefit to mobility around London.

Moved by Oliver Mupenda (London Bus & Rail Operators)

Seconded by Ian McDonald (Kent)

CARRIED

27. Transport Management (Item 27)

Conference notes that TfL has announced what it has called a 'pause' on the development of new trains and associated infrastructure for the Northern and Jubilee lines on London Underground.

TfL stated, on its website in August 2014, that 'Alongside new modern signalling systems, the additional trains will help LU meet the challenge of London's growing population - set to increase from 8.2m today to around 10m by 2030 - by increasing capacity in central London on the Jubilee line by 13% and on the Northern line by 25 per cent.'

The construction of these additional trains and associated upgrade work will now not take place, however the demand on our transport system will continue and, for the foreseeable future, increase.

Conference believes that London is a world class city, however it is one of the few cities that do not fully fund its mass transportation system from the public purse. London faces all the challenges to its transport infrastructure that other cities do; greater demand, ageing rolling stock and life-extinct technology. London's increasing air quality problems present a related challenge.

It is not possible to deliver the transport system London needs and at the same time continue to slash funding.

Conference calls on the Executive Committee to lobby the London government, central Government and the Labour Party to secure proper public investment in increasing the capacity and sustainability of our essential public transport.

Moved by

Idowu Anthony-Ajileye (London Underground
MATS & Operating Managers)

Seconded by

Chris Clark (TfL Central)

CARRIED

28. Transport Management (Item 28)

That this Conference supports the implementation of a zero tolerance approach to antisocial and violent behaviour on public transport. TOCs are moving towards a business model that involves staff working in an increasingly open, front-facing customer environment.

Conference instructs the EC to pursue a national zero tolerance strategy with relevant undertakings. A zero tolerance policy could benefit users of public transport nationally, creating an increased feeling of security and well-being.

Moved by Richard Cooper (North East Operations)

Seconded by Tim Bartlett (North East Retired)

CARRIED

Amendment

To insert between 'strategy' and 'A' in line 5 'with relevant undertakings.'

North East Retired

ACCEPTED

29. Transport Management (Item 29)

That this Conference is concerned at the number of bus stops without (*bus shelters*) either shelters or benches.

Whil(e)st waiting for a bus, the shelters provide (*much appreciated*) necessary seating as well as refuge from bad weather, shade from the sun, useful local information and advertising for passengers.

Conference instructs the EC to:-

- (a) (*engage with bus companies in the UK and request that they erect bus shelters at all permanent bus stops, where possible, and*) engage with local, metro and transport authorities throughout the UK and request that they erect bus shelters and/or provide benches at all permanent bus stops, wherever these are practicable,
- (b) encourage County Councils, who in some areas provide grants to parish/borough/district councils, and companies that provide bus shelters for advertising purposes, to erect bus shelters at permanent bus stops where none are provided, and wherever technically possible, and
- (c) raise awareness of this issue with the relevant transport groups.

Moved by Vip Desai (E-Mix)

Seconded by Steve Floyd (London Bus & Rail Operators)

CARRIED

Amendments

A.

To delete ‘bus shelters.’ in line 1 and substitute ‘either shelters or benches.’. To delete ‘While’ in line 2 and substitute ‘Whilst’. To delete ‘much appreciated seating’ in line 2 and substitute ‘necessary seating,’. To delete all between ‘to:-’ in line 5 and ‘(b)’ in line 8 and substitute (new paragraph): ‘(a) engage with local, metro and transport authorities throughout the UK and request that they erect bus shelters and/or provide benches at all permanent bus stops, wherever these are practicable, and’.

Yorkshire General

ACCEPTED

B.

To delete all between ‘to:-’ in line 5 and ‘(b)’ in line 8 and substitute (new paragraph): ‘(a) encourage County Councils, who in some areas provide grants to parish/borough/district councils, and companies that provide bus shelters for advertising purposes, to erect bus shelters at permanent bus stops where none are provided, and wherever technically possible, and’

London Bus & Rail Operators

ACCEPTED

30. Carillion (Item 30)

That this Conference notes the collapse of the Carillion organisation and the consequent disarray facing workers, pensioners, subcontracting companies and the delivery of important public services and infrastructure projects, including rail developments. Many of these will have to be bailed out at public expense. This organisation already had a bad reputation for illegal blacklisting of trade unionists and similar activities.

Conference believes that this exposes the myth of ‘risk transfer’ to monolithic contractors for these projects, and the dangers of relying on large private sector organisations to deliver essential services. Similar issues can be seen in many other recent developments, not least the fire in Grenfell Tower which exposed the way the Royal Borough of Kensington and Chelsea had used subcontracting structures to shrug off the Authority’s responsibility and accountability to the communities it is supposed to serve.

Conference considers there is no place for private sector competition in building control and supports the return of all building control functions to adequately funded local authorities.

Conference believes it is vital that trade unions are recognised and full public accountability is maintained for public projects and services and calls for this to be reflected in national and local government procurement policies and other relevant areas of public policy.

Conference calls for a full and transparent system for the management of all public-sector contracts.

Conference believes that the best way to plan the future infrastructure, both nationally and locally, in the public interest is to reverse the deregulation, privatisation and contracting out processes of the last 20 to 30 years.

Conference instructs the EC to raise this issue in the TUC and the Labour Party.

Moved by Keeley Lipscombe (Southeastern Metro)

Seconded by Joel Kosminsky (Retired Members Group)

CARRIED

Amendments

A.

To insert between ‘activities.’ in line 5 and ‘Conference’ in line 6 (new paragraph): ‘Conference is disappointed that Network Rail has refused to take Carillion’s work and employees in-house but is, nonetheless, pleased to note that Amey has agreed to take on many of Carillion’s railway contracts and, more importantly, most of its railway related workers. Conference believes that the future in all senses of these workers terms and conditions, pay, pensions etc) must at least be maintained as they would have been in Carillion.’. To insert between ‘issue’ and ‘in’ in line 16 ‘forcefully’.

Yorkshire General

LOST

B.

To insert between 'serve.' in line 12 and 'Conference' in line 13 (new paragraph):
'Conference considers there is no place for private sector competition in building control and supports the return of all building control functions to adequately funded local authorities.'

Crewe & Cheshire General

ACCEPTED

C.

To insert between 'vital' and 'that' in line 13 'that trade unions are recognised and'.

Retired Members' Group

ACCEPTED

D.

To insert between 'policy.' in line 15 and 'Conference' in line 16 'Conference calls for a full and transparent system for the management of all public-sector contracts.'

Lancs & Cumbria General

ACCEPTED

E.

To insert between 'policy.' in line 15 and 'Conference' in line 16 (new paragraph):
'Conference believes that the best way to plan the future infrastructure, both nationally and locally, in the public interest is to reverse the deregulation, privatisation and contracting out processes of the last 20 to 30 years.'

Network Rail North London

ACCEPTED

31. **TSSA Democracy (Item E7)**

That this Conference endorses the Executive Committee report.

Moved by General Secretary

Seconded by Formally

CARRIED

Amendment

To delete 'endorses' in line 1 (of motion) and substitute 'notes'.

To add at end (of motion) new paragraphs:

'Conference, however, takes the view that there is no enthusiasm amongst Association members for change and that this has been shown repeatedly through EC consultations and debates at Conference.

Conference regrets that the EC withdrew its motion on TSSA Democracy at Annual Conference 2017 as this would have brought the debate to a conclusion.

Conference notes that the EC is proposing to establish a Working Party to consider the 21 proposals already evaluated by the EC. These proposals failed to convince the EC that they offered a clear line of approach and Conference is not convinced that a further Working Party consultation, with all the "significant" costs incurred, including the prospect of a Special Delegate Conference, will change the situation.

Conference agrees, that for the foreseeable future, there is little merit in pursuing changes to the number of delegates and motions to Annual Conference as this will place a further strain on our financial resources.'

Anglia South General

LOST

32. **Rule Alteration (Item 33)**

Preface: To make corrections, clarifications and tidying-up changes to the new Rule Book

Rule 2. Powers of the Union

2.1 Powers of the Union

Clause (a)

To delete 'Fund' after 'Political' and substitute 'Funds'.

Rule 3 - Rules

Introductory paragraph

To delete 'Votes of Divisional Council Delegates 9(h)' and substitute '9.1(h)'.

3.1 - Structure

To delete first sentence.

Rule 4. Members

4.1 Qualifications for Membership

Clause (f)

To delete 'A Branch Meeting and/or the' and substitute 'The'.

4.2 Categories of membership

To delete 'Note 1' and substitute with 'Note A'

4.3 Subscriptions

4.3.1 Subscription rates

Clause (k)

To delete 'Note 1' and substitute with 'Note A'.

4.3.2 Subscriptions - Reduced rate cases

Clause (a)

To add at end of line 3 'Guidance Note A sets out some such circumstances.'

4.4 Members' Entitlements

4.4.2 Benefits (Unfair treatment of members)

To delete entire Rule and substitute:

4.4.2 Benefits

Benefits payable to members

(a) Details of benefits are set out in Guidance Note B.

Unfair treatment of members

(b) The Executive Committee may make payments to Members clear on the books who have been unfairly treated because of their TSSA activities.

The Executive Committee has discretion as to these matters.'

Rule 5 Lay Staff Representatives

5.2

To delete 'under Rule 9.1(g)(5)' in lines 4 and 5 and substitute '(in accordance with Rule 9.1(g)(5))'.

Rule 6 - Branches

6.2 Branch Funds and payment to Central Fund

Clause (a)

To delete 'ordinary' and substitute 'paying' in line 2.

To add at end of Clause (new paragraph):

'A Branch shall not, without the sanction of the Executive Committee, affiliate to, or make donations to, any organisation to which TSSA is not affiliated nationally, save as provided in Rule 9.4.6'

Clause (b)

To delete 'ordinary' and substitute 'paying' in line 5.

To add at end (new paragraphs):

'The Executive Committee may issue to Branches directions governing the use of allowances made to Branch Officers under this clause.'

The Executive Committee may, at its discretion, direct in the case of any Branch or Branches that no sums shall be allowed to Branch Officers under this clause. By way of example only, and without limiting the Executive Committee's discretion, such a direction may be made where a Branch has failed to send to Head Office any of the reports provided for in Rule 9.1(j) and/or where a Branch has failed to comply with any of the directions issued under this clause.'

Rule 6 - Branches

6.2 Branch Funds and payment to Central Fund

Clause (h)

To delete entire clause including sub-heading.

Rule 8 Self Organised Groups

8.3 Conferences

To delete 'Conferences' in heading and substitute 'Formal activities of SOGs'.

To delete first paragraph and three numbered sub-paragraphs and substitute:

'(a) Each SOG shall hold some form of consultation with its membership by way of conference or otherwise, at least annually. Notice of such events shall be widely publicised.'

(b)'.

To delete last paragraph.

8.4 Elections

To delete 'of the Appendix' in line 5.

*To insert between "5." in line 68 and "8.6" in line 69 (of motion) (new paragraphs):
'8.5 Funding'*

To insert between 'SOG.' in line 7 and 'The' in line 8 (of Rule Book) (new paragraph):

'A SOG shall not, without the sanction of the Executive Committee, affiliate to, or make donations to, any organisation to which TSSA is not affiliated nationally, save as provided in Rule 9.4.6.' "

8.6 Appeals

To delete entire clause and heading.

Rule 9. The Executive Committee

9.1 EC Meetings and Powers

Clause (b)

To delete all between 'Committee' in line 2 and 'In' in line 11.

Clause (e)

To delete entire clause and heading and re-letter succeeding clauses.

Clause (i) *Conference*

To delete 'resolutions' in line 1 and substitute 'motions'.

9.2 Election of President, Treasurer and Executive Committee

Clause (a)

To Insert between 'Rule.' In line 3 and 'The' in line 4 (new paragraphs):

'The President and Treasurer shall hold office for a period of two years and be eligible for re-election if nominated. Their election shall be by individual vote of the members and they shall take office from the first day of the month following the Annual Delegate Conference in the year in which they are elected.

Vacancies occurring between elections may be filled by the Executive Committee from its own number until the next election is held unless at the date when the vacancy occurs there shall be more than 12 months before the next scheduled elections in which event an election shall be held and the successful candidate shall hold office for the balance of the outstanding term.'

To insert between “term.’.” in line 90 and “Rule” in line 91 (of motion) (new paragraphs):

“9.4.6 DONATIONS TO OTHER UNIONS AND ORGANISATIONS

To add at end of line 7 (of Rule Book) (new paragraph):

‘See also 6.2(a), 7(f) and 8.5 as appropriate.’ ”.

Rule 10. Annual and Special Delegate Conferences

10.1 Annual Delegate Conference

Clause (a)

To delete ‘town’ in line 2 and substitute ‘location’.

To delete all between ‘Committee’ in line 2 and ‘(b)’ in line 4.

Clause (c) Branch representation at Conference

To delete ‘Branch’ from sub-heading.

To add at end of clause, ‘Each SOG may be represented by one delegate’.

Clause (l) Resolutions - Timing and Repeat Resolutions

To delete ‘Resolutions’ in line 1 and substitute ‘Motions’.

To insert ‘or SOG’ between ‘Branch’ and ‘, except’ in line 1.

To delete ‘resolution’ in line 5 and substitute motion’. ‘

Clause (n) Executive Committee’s Report

To insert ‘and Accounts’ at end of heading.

To insert between ‘(n)’ and ‘Questions’ in line 1, ‘The Report and Accounts shall be sent to Branches and SOGs no later than 4 weeks before the date of commencement of Conference.’.

To delete last sentence of clause.

Clause (p)

To delete current sub-heading and substitute ‘Conference Approval of Changes to Rules, Procedures, Policies’.

10.2 Appeals to Annual Delegate Conference

Clause (a)

To insert ‘or SOG’ between ‘Branch’ and ‘decision’ in line 1.

To insert 'or SOG' between 'Branch' and 'may' in line 4.

Clause (b)

To insert ', SOGs' between 'Branches' and 'and' in line 2.

Rule 11 - Elections, Delegations etc

11.2 Delegations

Clause (d)

To delete 'Attendance's' in heading and substitute 'Attendances'.

11.4 Conference Elections

Clause (e)

To insert 'and SOGs' between 'Branches' and 'not' in line 1.

Moved by Manuel Cortes

Seconded by Formally

CARRIED

Amendment

To insert between "2." in line 42 and "Clause" in line 43 (of motion) (new paragraphs):

"To add at end of Clause (new paragraph):

'A Branch shall not, without the sanction of the Executive Committee, affiliate to, or make donations to, any organisation to which TSSA is not affiliated nationally, save as provided in Rule 9.4.6.' "

To insert between "5." in line 68 and "8.6" in line 69 (of motion) (new paragraphs):
"8.5 Funding

To insert between 'SOG.' in line 7 and 'The' in line 8 (of Rule Book) (new paragraph):

'A SOG shall not, without the sanction of the Executive Committee, affiliate to, or make donations to, any organisation to which TSSA is not affiliated nationally, save as provided in Rule 9.4.6.' "

To insert between "term.'" in line 90 and "Rule" in line 91 (of motion) (new paragraphs):

"9.4.6 DONATIONS TO OTHER UNIONS AND ORGANISATIONS

To add at end of line 7 (of Rule Book) (new paragraph):

'See also 6.2(a), 7(f) and 8.5 as appropriate.' "

Yorkshire General

ACCEPTED

33. **Rule Alteration (Item 34)**

Preface: To change the Association's name to reflect existing/possible membership.

Rule 1 Name and Objects of TSSA

1.1 Name

To delete 'Salaried' in line 1 and substitute 'Sector'.

Mover Tim Bartlett (North East Retired)

Seconder Formally

LOST

34. **Rule Alteration (Item 35)**

Preface: To clarify the restrictions on representing TSSA

Rule 1. Name and Objects of TSSA

1.3 Issue of Circulars and use of Association's name

To delete entire sub-Rule and substitute:

'(a) No Officer, Member, Branch, Self Organised Group or Divisional Council shall issue any circular relating to TSSA which brings the Association into disrepute or contravenes any TSSA rule, policy or law.

(b) No member shall claim to represent TSSA without TSSA's permission. This may be granted expressly by the Executive Committee or by virtue of holding elected office within the association.'

Mover Manuel Cortes

Seconder Formally

CARRIED

35. **Rule Alteration (Item 36)**

Preface: To facilitate ease of amending, deleting and inserting changes to Rules and

Guidance Notes.

Rule 3 - Rules

3.1 Structure

To add at end (new paragraph):

‘All separate paragraphs in the Rule Book and Guidance Notes shall be individually and sequentially numbered, for ease of reference and clarity of insertion, amendment and/or deletion.’.

Mover John Rees (London Transport Retired)

Seconder Formally

LOST

36. Rule Alteration (Item 37)

Preface: To clarify status of Guidance Notes

Rule 3 Rules

3.3 Guidance Notes

To delete entire sub-Rule and substitute:

‘This Rule Book is complemented by a book of Guidance Notes and reference to it is made throughout this Rule Book.

Guidance Notes contain the administrative processes required to maintain the standards of and give effect to the Rules. Guidance Notes are binding on members and on organisations within the Association’s structures (Branches, etc).

However, one or more of the processes and arrangements described in the Guidance Notes may be varied by the EC at any time in the following ways:

(a) at the request of a member or organisation to make allowance for specific circumstances;

(b) at the suggestion of a member or organisation that a generally applicable change is required;

(c) as a result of the EC’s own deliberations regarding the efficient operation of the Association;

(d) as part of the five yearly review to be carried out by the EC in line with the Rule change cycle.

Any changes made to the Guidance Notes in the case of (b), (c) or (d) will:

- i. be opened up for consultation with Branches, etc;
- ii. require changes to be presented for ratification at the next Annual Conference;
- iii. need to receive a simple majority of those voting at Annual Conference.’.

Mover Manuel Cortes
 Secunder Formally

CARRIED

Amendment

To delete “simple” in line 23 (of motion) and substitute “two thirds”.

Lancs & Cumbria General

LOST

37. Rule Alteration (Item 38)

Preface: To change the frequency of Rule Change Conference from every 5 years to every 3 years.

Rule 3. Rules

3.2 Alteration of Rules

To delete ‘May 2003’ in line 2 and substitute ‘2018’.

To delete ‘fifth year after 2003’ in line 3 and substitute ‘third year after 2018’.

3.3 Guidance Notes

To delete ‘five’ In line 12 and substitute ‘three’.

Mover Ian Rashbrook (Network Rail North London)
 Secunder Formally

CARRIED

38. **Rule Alteration (Item 39)**

Preface: To provide lower rates for low-paid members while broadly maintaining subs revenue overall

Rule 4 Members

4.3.1 Subscription rates

Clause (d)

To delete all between 'rate' in line 3 and 'Superannuated/Retired' in line 8 and substitute (new table rows):

'£1 - £18,000 £2.00

£18,001 - £26,000 £2.30

£26,0001 - £50,000 £4.80

£50,001+ £6.00'.

WITHDRAWN

39. **Rule Alteration (Item 40)**

Preface: To combine the categories of Superannuated and Retired members

Rule 4 Members

4.3.1 Subscription rates

Clause (d)

To delete both occurrences of 'Superannuated/Retired' and substitute 'Retired'.

Rule 9 The Executive Committee

9.2 Election of President, Treasurer and Executive Committee

Clause (n)

To delete 'Superannuated members' from third paragraph.

Rule 12. General Secretary and Staff

12.2 Election of General Secretary

Clause (f) Members not eligible to be nominated

To delete 'and Superannuated members' in line 8.

Mover Manuel Cortes

Seconder Formally

CARRIED

40. **Rule Alteration (Item 41)**

Preface: To remove provision for cash payment of subs

Rule 4. Members

Rule 4.3.1 Subscription rates

Clause (e)

To delete 'cash,' from line 2.

Mover Manuel Cortes

Seconder Formally

(Vote 66% in favour 33% against)

CARRIED

41. **Rule Alteration (Item 42)**

Preface: To give the EC discretion in legal proceedings against union officers

Rule 4 Members

Rule 4.4.1 Legal Proceedings and Legal Assistance to Members

Clause (a)

To delete 'shall, so far as it lawfully may,' in line 1 *and substitute 'may'.*

Mover Manuel Cortes

Seconder Formally

CARRIED

42. **Rule Alteration (Item 43)**

Preface: To add and expand scope of website by adding circulars and other forms.

Rule 4 Members

4.4 Members' Entitlements

4.4.4 Website

To add at end: 'This could include the publication of circulars, forms and documents which can be downloaded by electronic means.'

Mover Steve Floyd (London Bus & Rail Operators)

Seconder Dinesh Bhardwa (London Underground MATS & Operating)

LOST

43. **Rule Alteration (Item 44)**

Preface: To require all Branches and Divisional Councils to follow by-laws.

Rule 6. Branches

6.1 Branch Management

Clause (a)

To delete existing clause and substitute:

'(a) Each Branch shall either:

1) make by-laws (otherwise referred to as Standing Orders) for the government of its own local affairs, subject to the approval of the Executive Committee, or

2) follow the model by-laws published by the Executive Committee. These by-laws shall be published on the TSSA Website.'

Rule 7 Divisional Councils

Clause (d) Votes of Divisional Council Delegates

To delete heading 'Votes of Divisional Council Delegates' and substitute 'By-laws'

To delete existing clause and sub-heading and substitute:

'By-laws

(d) Each Divisional Council shall either:

1) make by-laws (otherwise referred to as Standing Orders) for the government of its own local affairs, subject to the approval of the Executive Committee, or

2) follow the model by-laws published by the Executive Committee. These by-laws shall be published on the TSSA Website.'

Mover Manuel Cortes

Seconder Formally

CARRIED

44. **Rule Alteration (Item 45)**

Preface: to make it mandatory for branches to have by-laws.

Rule 6 BRANCHES

6.1 Branch Management

Clause (a)

To delete ‘may’ in line 1 and substitute ‘shall’.

Yorkshire General

WITHDRAWN

45. **Rule Alteration (Item 46)**

Preface: To guarantee a minimum funding in each TSSA accounting period for all smaller branches, to cover routine overheads such as postage, stationery, room hire and affiliations.

Rule 6 Branches

6.2 Branch Funds and payments to Central Fund

Clause (a)

To add at end of line 3 ‘, except that Branches with less than 50 members shall be granted a minimum funding of £10.00 weekly, to enable those smaller branches to meet normal expenditures, with due regard for Rule 6.2 (f). This minimum sum shall be reviewed each fifth or Rule Change year.’.

Mover John Rees (LT Retired)

Seconder Joel Kosminsky (Retired Members Group)

LOST

Amendment

To delete all between “that” in line 7 and first “to” in line 8 (of motion) and substitute

“small branches may on application be granted a minimum funding of £10.00 weekly at the discretion of the EC,”.

To delete all after “(f).” in line 9 (of motion).

London Transport Retired

ACCEPTED

46. Rule Alteration (Item 47)

Preface: To propose a modest increase in Branch Officers’ Commission which has not increased for 20 years.

Rule 6 Branches

6.2 Branch Funds and Payments to Central Fund

Clause (b) Payments to Branch Officers

To delete ‘10p’ in line 5 and substitute ‘12p’.

To delete ‘three’ in line 6 and substitute ‘four’.

Mover Steve Adshead (Lancs and Cumbria General)

Seconder Formally

LOST

47. Rule Alteration (Item 48)

Preface: to allow Branch and Committee meetings to take place in the non-availability of the Branch Financial Secretary.

Rule 6 Branches

6.3 Branch Financial Secretary

Clause (b)

To insert between ‘shall’ and ‘attend’ in line 1 ‘, if available,’.

Mover Peter Jones (Midlands Retired)

Seconder Formally

CARRIED

48. Rule Alteration (Item 49)

Preface: to make it mandatory for Divisional Councils to have by-laws.

RULE 7 Divisional Councils

To insert between ‘3’ in line 1 and ‘Representation’ in line 2 (new clause):

(a) Each Divisional Council shall make by-laws for the government of its affairs, which will be subject to approval by the Executive Committee. These by-laws will be published on the TSSA Website.’.

To re-letter all other clauses.

Yorkshire General

WITHDRAWN

49. Rule Alteration (Item 50)

Preface: To reduce the quorum for the EC to reflect the smaller size of the EC, and add a requirement for at least one of the nationally elected officers.

Rule 9 The Executive Committee

9.1 EC Meetings and Powers

Clause (d)

To delete ‘Seven’ in line 1 and substitute ‘Six, including at least one of the President or Treasurer,’.

Mover Manuel Cortes

Seconder Formally

CARRIED

50. Rule Alteration (Item 51)

Preface: To remove age discrimination from the Rule Book.

Rule 9. The Executive Committee

9.2 Election of President, Treasurer and Executive Committee

Clause (n)

To delete last paragraph of clause.

Mover Manuel Cortes

Seconder Formally

CARRIED

51. Rule Alteration (Item 52)

Preface: To formalise arrangements for the Treasurer to deputise for the President.

Rule 9 The Executive Committee

9.3 President and Treasurer

9.3.1 President

To delete all between 'Committee.' in line 2 and 'See' in line 7.

9.3.2 Treasurer

To insert between 'Conference.' in line 4 and 'See' in line 5, 'The Treasurer shall deputise for the President as required.'

Mover Manuel Cortes

Seconder Formally

CARRIED

52. Rule Alteration (Item 53)

Preface: To assert the supremacy of Conference.

Rule 10 Annual and Special Delegate Conference

10.1 Annual Delegate Conference

Clause (b)

To add at end of line 2 'Conference has the power to scrutinise and challenge the decisions made by the Executive Committee and TSSA officials.'

Swindon and Chippenham

RULED OUT OF ORDER

53. Rule Alteration (Item 54)

Preface: To correct under-representation of larger branches at Conference, reflecting situations where branches have closed and members have been assimilated into larger branches.

Rule 10 Annual and Special Delegate Conferences

10.1 Annual Delegate Conference

Clause (c) Branch Representation at Conference

To delete 'two' in line 2 and substitute 'three'.

West of Scotland

FALLS

54. Rule Alteration (Item 55)

Preface: To strengthen gender balance requirements.

Rule 10 Annual and Special Delegate Conference

10.1 Annual Delegate Conference

Clause (d) Gender Balance in Representation

To delete all between second 'delegates' in line 2 and 'Where' in line 7 and substitute ', those delegates shall be a man and a woman.

If either a man or a woman Branch member does not indicate a willingness to be nominated then both delegates can be of the same gender.'

Midlands Retired

FALLS

55. Rule Alteration (Item 56)

Preface: To reinstate the rule requiring up to date branch accounts to allow representation at Annual Conference.

Rule 10 Annual and Special Delegate Conference

10.1 Annual Delegate Conference

Clause (e) Issue of Credentials

To add at end (new paragraph):

'If, twenty eight days before the commencement of any Delegate Conference, a Branch has two or more financial returns outstanding, no Delegate credentials and/or expenses shall be issued to a delegate from that Branch.'

North East Retired

FALLS

56. Rule Alteration (Item 57)

Preface: To recognise that some branches represent more than a single company and compensate for the loss of motions from closed branches.

Rule 10 Annual and Special Delegate Conferences

10.1 Annual Delegate Conference

Clause (l) Resolutions - Timing and Repeat Resolutions

To delete 'two' in line 1 and substitute 'three'.

To delete 'two' in line 2 and substitute 'three'.

West of Scotland

FALLS

57. **Rule Alteration (Item 58)**

Preface: To reduce and clarify the threshold for calling a Special Delegate Conference.

Rule 10 Annual and Special Delegate Conferences
10.3 Special Delegate Conferences

To delete ‘in an emergency’ in line 1.

To delete ‘twenty Branches’ in line 2 and substitute ‘fifteen Branches received in Head Office within 15 days’.

Mover Manuel Cortes

Seconder Formally

CARRIED

Amendment

To delete “fifteen” in line 5 (of motion) and substitute “twelve”.

Network Rail North London

LOST

58. **Rule Alteration (Item 59)**

Preface: To correct spelling in heading.

Rule 11 Elections, Delegations, etc
11.1 TSSA Scrutineers

To delete ‘Scrutineers’ in heading and substitute ‘Scrutineers’.

Mover Oliver Mupenda (London Bus & Rail Operators)

Seconder Formally

CARRIED

59. **Rule Alteration (Item 60)**

Preface: To tidy up and bring up-to-date the rule on the activities of Scrutineers

Rule 11 Elections, Delegations etc
11.1 TSSA Scrutineers

Clause (b)

To delete all between ‘Elections).’ In line 1 and ‘No’ in line 4.

Clause (c)

Sub-clause (2)

To delete ‘observe and witness’ in line 1 and substitute ‘sample and check’.

Sub-clause (3)

To delete entire paragraph and substitute:

‘(3) to open and count the votes in connection with Branch ballots for the elections for Trustees, Standing Orders Committee and Delegates to the Trades Union Congress, the Labour Party Conference, and similar bodies. The Scrutineers may be assisted by such staff as the General Secretary may allocate for the purpose.’.

To delete ‘under the supervision of’ in line 13 of clause and substitute ‘undertaken by’.

Mover

Manuel Cortes

Seconder

Formally

CARRIED

60. Rule Alteration (Item 61)

Preface: To make the deadlines for Annual Conference elections relate to the date of Annual Conference

Rule 11 Elections, Delegations etc

11.4 Conference Elections

Clause (a)

To delete ‘7 January’ in line 5 and substitute ‘not later than 4 calendar months before the date of commencement of Conference.’.

Clause (e)

To delete ‘14 March’ in line 1 and substitute ‘not later than 2 calendar months before the date of commencement of Conference.’.

To delete ‘30 April’ in line 3 and substitute ‘not later than 2 weeks before the date of commencement of Conference.’.

Mover Manuel Cortes

Seconder Formally

CARRIED

61. EC Motion on Guidance Note Changes (Item 62)

That this Conference endorses the EC report.

Mover Manuel Cortes

Seconder Formally

CARRIED

Amendment

To delete “endorses” in line 1 and substitute “notes”.

To add at end “subject to the following alterations:

Change 1 - to insert after ‘1.4’ in third bullet point ‘The EC will propose exact wording to Conference to detail what is intended.’

Change 2 - to insert after ‘Trainees.’ in last bullet point ‘The EC will propose exact wording to Conference to detail what is intended.’”.

London Transport Retired

WITHDRAWN

62. TSSA Organisation (Item 63)

That this Conference is concerned that the Rule Book and Guidance Notes amended at 2017 Annual Conference in June were not issued until the last week of November 2017.

Conference notes that a number of Branches and SOGs hold their AGMs in early November each year. Consequently they did not have an up to date Rule Book and Guidance Notes available when discussing possible rule amendments in 2017.

Conference calls on the EC to issue a revised Rule Book and Guidance Notes, or where appropriate amendment sheets, to all Branches, SOGs and Divisional Councils no later than 1st November in any year when the Rule Book and/or Guidance Notes have been amended at the immediately preceding Annual Conference and anyway in the year that precedes a Rules Revision Conference.

Conference also calls on the EC to post a copy of the fully revised Rule Book and Guidance Notes on the Association’s website and to notify branches, SOGs and Divisional Councils when and where on the website they are available.

Mover Steve Halliwell (London and Southern Retired)

Seconder Formally

CARRIED

63. TSSA Organisation (Item 64)

That this Conference recognises that the recruitment of new members is rightly a major priority but also recognises that the retention of existing members is equally a priority.

Local Reps are best placed to both recruit and retain members. In order to be successful local Reps need the proper education and support to provide them with the 'tools to do the job'. The current emphasis of educational and training courses is on recruitment whilst retention tends to take a back seat.

Conference therefore requests that the EC:-

(a) conduct a survey of all local Reps to discover what they require in order to successfully retain members;

(b) set up a Local Rep Forum where all Reps can share good practice and Experience (, and);

(c) encourage all Local Reps to maintain contact with their local branches, where problems may be aired and the experience and knowledge of branch members can be drawn on, and

(d) contact any member who resigns while still in employment, and ascertain the reason(s) why they wish to resign from the Association. The branch concerned to be advised accordingly.

Mover Steven Roberts (Crewe & Cheshire General)

Seconder Howard Morris (South East Wales General)

LOST

Amendment

To delete ' , and' in line 11 and substitute ';'.

To add at end ' , and

(d) contact any member who resigns while still in employment, and ascertain the reason(s) why they wish to resign from the Association. The branch concerned to be advised accordingly.'

South East Wales General

ACCEPTED

64. TSSA Organisation (Item 65)

That this Conference recognises that the move to an organising based union has been productive.

Conference is concerned, however, that with the increased use of Reps dealing with routine matters, there has been a corresponding reduction in contact between Officials and Reps, some of whom may feel a bit isolated.

Conference requests the EC to look at ways of improving regular routine contact between Association Officials and Reps, so as to ensure that:-

- (a) Reps are functioning as best as they can;
- (b) Reps are availing of training, and
- (c) local and national structures are in place and are operating (e.g. Local and Company meetings to negotiate as necessary).

Conference asks the EC to consider:-

- i. an annual all Reps meeting should be organised if possible, and if appropriate, for each company;
- ii. all reps should be contacted at least twice yearly;
- iii. Reps should be encouraged to report as many as possible outcomes to Negotiations or Disciplinary Hearings or Grievances so as to give the Officials an overview of how the Reps are coping.

Conference recognises that the General Secretary and the Officials are best placed to take this forward.

Mover Maryse Thiaw-Chu (Euston)

Seconder Catherine Murphy (DWG)

CARRIED

Amendment

To delete all between 'productive' in line 2 and 'with' in line 3 ', but is concerned that mutually beneficial communications should be improved.

However,'.

To delete 'Officials' in line 4 and substitute 'National Officers, Branches'.

To delete 'Association Officials' in line 7 and substitute 'National Officers, Branches'.

To delete first 'or' in line 17 and substitute ', '.

To delete 'the Officials' in line 17 and substitute 'National Officers and Branches'.

To delete 'coping' in Line 18 and substitute 'progressing, supplying them with necessary support.'

To delete 'the Officials' in line 19 and substitute 'National Officers'.

North East Retired

LOST

65. TSSA Organisation (Item 66)

That this Conference notes that in workplaces where the Association is not recognised by the employer, or where the elected Staff Representative is a member of another union, there is no TSSA workplace representative to advise and lead members of the Association in any issues which may arise.

Conference considers that in such circumstances the Association is not able to provide members in that workplace with the service which they are entitled to expect, and as a result recruitment and retention of members is difficult.

Conference instructs the EC to review the arrangements to ascertain if they can be improved and if necessary bring proposals, including Rule and or Guidance Note alterations, to the 2019 Annual Conference.

Midlands Retired

WITHDRAWN

66. TSSA Organisation (Item 67)

That this Conference (*calls upon the EC to*) instructs the EC, with the aim of introducing the use of electronic means for electoral processes to:-

(a) conduct a review of election procedures across the Association for both local and functional/company council representatives;

(b) to form a panel that includes a cross section of the Association, and

(c) put proposals before the 2019 Annual Conference for inclusion in the Association's Rule Book.

Mover Barry James (London Met)

Seconder Catherine Murphy (DWG)

CARRIED

Amendment

To delete 'calls upon the EC' in line 1 and substitute 'instructs the EC, with the aim of introducing the use of electronic means for electoral processes,'.

Disability Working Group

ACCEPTED

67. TSSA Organisation (Item 68)

That this Conference is concerned that Branches and SOGs are experiencing low attendance of their members at meetings. Conference encourages Branches and SOGs to adopt the 'virtual branch model' for up to 50% of attendance at their meetings, making greater use of social media. This would encourage a speedier response from members in the comfort of their own homes and the new form of communication would stimulate better engagement.

Conference (*instructs the EC to embrace this mode of communication for the Association*) calls on the EC and all branches and SOGs to explore the varieties and possibilities of "virtual branches/SOGs" and instructs the EC to involve branches and SOGs in any decisions made. Conference believes that the use of a form of virtual branch/SOG would increase member involvement and improve the democracy of the Association.

Mover Vip Desai (E-Mix)

Seconder Hilary Hosking (Women In Focus)

CARRIED

Amendment

To delete all after 'Conference' in line 7 and substitute 'calls on the EC and all branches and SOGs to explore the varieties and possibilities of "virtual branches/SOGs" and instructs the EC to involve branches and SOGs in any decisions made. Conference believes that the use of a form of virtual branch/SOG would increase member involvement and improve the democracy of the Association.'

Women in Focus

ACCEPTED

68. TSSA Organisation (Item 69)

That this Conference instructs the EC (*to adopt the use of prepaid debit cards for Branch Financial Secretaries, with defined spending limits*) to explore the possibility

of using debit cards for Unity Trust accounts held by branches, Divisional Councils and SOGs, as this is not currently possible under the Unity Trust rules, and cheques are increasingly not being accepted for payment for some transactions.

Mover Leslie Simpson (Scotland Retired)

Seconder Oliver Mupenda (London Bus and Rail Operators)

CARRIED

Amendment

To delete all after 'EC' in line 1 and replace with 'to explore the possibility of using debit cards for Unity Trust accounts held by branches, Divisional Councils and SOGs, as this is not currently possible under the Unity Trust rules, and cheques are increasingly not being accepted for payment for some transactions.'

London Bus & Rail Operators

ACCEPTED

69. TSSA Organisation (Item 70)

That this Conference asks the EC to consider devoting additional resources to organising at London Euston station on the grounds that this is the largest single concentration of TSSA members in a Virgin Trains location.

Euston

WITHDRAWN

70. EC Motion on Report and Financial Statements (Item 31)

That this Conference adopts the Report and Financial Statements for 2017.

Mover Jason Turvey

Seconder Formally

CARRIED

71. **EC Motion on Appointment of Auditors (Item 32)**

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

Mover Jason Turvey

Seconder Formally

CARRIED

EC PRESENTATION ON STRATEGIC PLAN

This was followed by an opportunity to ask questions.

72. **Appeal T.Jakpa**

The Appeal of Mr T. Jakpa against the decisions of the Executive Committee was **LOST**.

73. **Appeal London North West Retired Branch**

The Appeal of London North West Retired Branch against the decision of the Executive Committee was **CARRIED**.

74. **TSSA Diary (Item 71)**

That this Conference is concerned at the costs, and questions the necessity, of issuing the Association's annual diary. Conference believes that the hard copy is outdated, costly and potentially underused.

In an effort to modernise and become more appealing to younger members, Conference instructs the EC to consider establishing a diary opt-in and the feasibility of developing a diary app to either replace or run alongside the hard diary. If successful, this may lead to the creation of a range of other future applications: a TSSA 'app store' which could have the additional benefit of increasing involvement and activism and creating a real time communication tool.

Mover Andi Fox (North East Operations)

Seconder Formally

CARRIED

75. **TSSA Subscriptions (Item 72)**

That this Conference notes that Emergency Item E6 (Minute 66) at 2014 Annual Conference set the weekly subscription rates for 3 bands of Annual Projected Earnings.

It is also noted that these bands have not been adjusted in line with inflation or pay rises, yet subscription rates for members have.

Conference instructs the EC to review the Projected Annual Earnings bands range and arrange for the appropriate adjustment.

Mover Allen Williams (Network Rail Midlands)

Seconder Formally

CARRIED

76. **TSSA Political Fund (Item 73)**

That this Conference notes:-

(a) the overspend on the Association's Political Fund reported at 2017 Annual Conference;

(b) that the current Political Fund contribution rate has been in place for a great length of time, massively decreasing its real value;

(c) the continuing importance of government at all levels in determining crucial aspects of public policy, law, and governance, and funding of public institutions like Network Rail, and therefore on the jobs and lives of our members and their dependents;

(d) the additional calls on the Political Fund with the plethora of additional elections for devolved assemblies, large city/combined authority mayoral elections etc, and

(e) the need to publicly campaign on political issues affecting our members and in support of the Labour Party and Labour Party candidates to tackle those issues.

Conference therefore instructs the EC to review the demands on the Association's Political Fund and, emerging from that review, to establish what future contribution rates should be set at. Conference calls on the EC to produce a report to branches within six months, including recommendations on what the future Political Fund contribution rate should be, and to bring the necessary Rule alterations to the 2019

Annual Conference for decision.

Mover David Howarth (Yorkshire General)

Seconder Formally

CARRIED

77. Pay and Pensions (Item 74)

That this Conference notes that Network Rail has responded to the collective equal pay grievances raised by the Association by introducing a revised pay structure for Band 1-4 employees called Your Pay. The principle of this change was to create a fairer pay structure and to provide a transparent and fair structure.

Conference notes that the Association has supported the development of a fairer pay structure but the company implemented the new structure without addressing the Association's concerns, particularly in regard to a fair mechanism to progress through the pay range and that the new structure was not considered to have addressed all of the equal pay concerns.

With the introduction of Your Pay, the Association has successfully won significant pay rises for hundreds of employees who were being paid lower than the newly assessed minimum rate for each job. Many challenges remain, however, including staff with identical job titles but identified with different pay ranges and therefore different rates of pay.

Conference notes also that many cases remain of employees who carry out identical jobs while paid very significantly different salaries. The differences in are not linked to experience, competence or qualification; in many cases the only difference is the employee's gender.

Conference therefore instructs the EC to initiate a campaign to improve the existing Your Pay structure including:

(a) an improvement for those on common job titles to have the same pay ranges;

(b) to identify and support opportunities for equal pay claims in order to put pressure on the company to make improvements to the pay structure, and

(c) to eliminate current unacceptable pay differentials.

Mover Dave Barnes (Network Rail London South)

Seconder Ian Rashbrook (Network Rail North London)

CARRIED

78. **Pay and Pensions (Item 75)**

That this Conference is aware that British pensioners have amongst the least adequate state pensions in Europe and that this position is expected to continue over the coming years, as revealed by the Pensions Policy Institute in October 2017.

A separate report by the investment bank UBS, which compared the retirement outlook for a 50-year-old woman in 12 major cities across the globe, found that a woman in London can expect just 40% of her current income in retirement. This was the same as in Hong Kong and just one place above the lowest ranked city, Taipei in Taiwan. Singapore at 73%, Sydney at 72%, Paris at 68% and Milan at 67% were the top four cities.

Conference notes that Labour Party pension policies are superior to those of the Conservatives but believes that a new assessment needs to be made, with consideration given to raising the employers' share of pension contributions. Conference therefore instructs the EC to progress this with all relevant bodies.

Mover Joel Kosminsky (Retired Members Group)
Secunder Formally

CARRIED

79. **Transport Policy (Item 76)**

That this Conference believes that integrated transport systems are the best way to provide for the public transport needs of our communities.

The deregulation and privatisation of the various means of public transport has resulted in a fragmented, inconvenient and unreliable service that is unacceptable to most users and potential users:-

a) railway branch line services are often misaligned with main lines services resulting in missed connections;

b) bus services often have a number of buses following each other along common parts of a route resulting in the first bus stopping at a bus stop where a queue has formed and the following buses failing to stop, and

c) facilities for disabled users are often inadequate or not provided.

Conference therefore requests that the EC continue to campaign for the return of our public transport system to public control and in the meantime to liaise with the

various bus, train and tram operating companies in all parts of the country to achieve a better integration of transport services especially with regard to:-

- i. improved integration of railway branch line services with main line services;
- ii. improved intervals of bus services between hospitals, town centres and railway stations, and to meet the transport needs of rural communities, and
- iii. improved facilities for disabled users on bus, trains and trams and at bus, train and tram stations.

Mover Steve Roberts (Crewe & Cheshire General)

Seconder John Rees (London Transport Retired Branch)

REMITTED

Amendment

To insert between 'stations,' and 'and' in line 18 'and to meet the transport needs of rural communities,'.

LT Retired

ACCEPTED

80. Transport Policy (Item 77)

That this Conference condemns the decision of the Secretary of State for Transport to reduce the scale of the much needed and overdue electrification programme.

In particular, Conference does not accept the reasoning that bi-mode trains are acceptable as they are heavier, slower and not as environmentally friendly as electric only trains. The reason for this decision is solely based on cost which is short sighted with no consideration of the effect on future generations.

Conference considers that all such schemes, including the Great Western route from Cardiff to Swansea, Midland Main Line and Trans Pennine route must be fully electrified without further delay.

Conference instructs the EC to publish a brief summary of the history of these policies from the dates when these electrification schemes were announced by the Conservative Government to the present stage in these plans, as evidence of this failure to honour commitments made previously, and to urge the Labour Party and TUC to publish similar exposes of this about-turn, in order to draw the widest support from the public and the labour movement.

Conference instructs the EC to lobby the Government, the Labour Party and the TUC to adopt this policy.

Mover Howard Morris (South East Wales General)

Seconder Ian MacDonald (Kent)

CARRIED

Amendments

A

To add at end (new paragraph):

‘Conference instructs the EC to publish a brief summary of the history of these policies from the dates when these electrification schemes were announced by the Conservative Government to the present stage in these plans, as evidence of this failure to honour commitments made previously, and to urge the Labour Party and TUC to publish similar exposes of this about-turn, in order to draw the widest support from the public and the labour movement.’.

Kent

ACCEPTED

B

To add at end (new paragraph):

‘Conference instructs the EC to lobby the Government, the Labour Party and the TUC to adopt this policy.’.

Retired Members Group

ACCEPTED

81. Transport Policy (Item 78)

That this Conference welcomes the Cardiff Metro as proposed by the Welsh Government but strongly considers that full electrification and associated track work of the rail network should be managed and undertaken by Network Rail. This is especially relevant in view of the failure of Carillion this year.

Mover Howard Morris (South East Wales General)

Seconder Formally

CARRIED

any trade union representative on the Board is a full member of the Board and must’.

To insert between ‘voting.’ in line 7 and ‘Conference’ in line 8 (new paragraph):

‘The Act contains provisions setting out when Board members are to be excluded from discussion because of a direct or indirect conflict of interest, and gives the Mayor power to override this exclusion. Conference believes that the conflict of interest rules are so sweeping that they could prevent any involvement of a representative from any union in any business of the Board, which would make a nonsense of the requirement that this expertise should be represented on the Board. Conference therefore calls on the Mayor and on future Mayors to exercise the powers given and ensure that trade union representatives are not constrained from taking full part in any decisions of the Board unless that representative has a direct pecuniary interest in the matter.’.

To delete ‘not just’ in line 8.

To delete ‘but’ in line 8 and substitute ‘and’.

TfL Central

ACCEPTED

83. Transport Policy (Item 80)

That this Conference believes that the future of public passenger transport lies with public control and ownership, and that the Bus Services Act 2017 is an obstacle to full and fair provision of affordable and frequent bus services across the UK.

Conference believes that municipalities have the best local knowledge to plan and operate bus networks within their boundaries and to liaise with neighbouring authorities to provide cross-boundary and cross-border travel to serve the needs of their residents, visitors and workers. This is currently frustrated by the terms of the Bus Services Act 2017.

Conference recognises that provision of such bus services requires suitable and sufficient funding, to be at advantageous interest rates so as not to be a burden on local municipal expenditure.

Powers should be given to enable all municipal bus companies to borrow money, at favourable rates for investment, from the Public Works Loan Board.

Conference therefore accepts that the Bus Services Act 2017 is not fit for purpose, and needs either overhaul or replacement, and therefore calls on the EC to join with relevant bodies to work toward a publicly-owned, comprehensive network of affordable bus services across the UK.

Conference also calls on the EC to provide an annual report to members on or about the time of Annual Conference on work during the preceding year toward these objectives.

Mover John Rees (LT Retired)

Seconder Howard Morris (South East Wales General)

CARRIED

Amendments

A

To insert between ‘expenditure.’ in line 12 and ‘Conference’ in line 13 (new paragraph):

‘Powers should be given to enable all municipal bus companies to borrow money, at favourable rates for investment, from the Public Works Loan Board.’.

South East Wales General

ACCEPTED

B

To delete all after ‘UK.’ in line 16.

Lancs & Cumbria General

LOST

84. Transport Policy (Item 81)

That this Conference welcomes the Labour Party’s commitment to bringing our railways back to public ownership but notes that it has said nothing about engaging employees and the public in their operation.

Conference has no desire to return to the 1948 model that rejected employees sitting on boards of management and seeks new procedures that reflect the best interests of management and staff including consultation and negotiating machineries. Furthermore, bodies should be introduced that will engage the public with the objective of improving services, creating a greater understanding that it is people who own our railways, and that public ownership is not simply an arm of the state.

Conference calls on the EC to develop a plan on how best to achieve these objectives, taking into account *Rebuilding Rail* and *A Public Future for Scotland's Railways*, and any factors arising from our departure from the EU. This plan should be submitted to the 2019 Annual Conference for amendment and approval before being passed to the Labour Party.

Should a General Election arise in the meantime the EC is authorised to convey the principles of this motion to the Labour Party.

Mover Malcolm Wallace (Anglia South General)

Seconder Denise Guinan (Irish Committee)

CARRIED

THIRD Day's Proceedings

85. **Racism** (Item 82)

That this Conference notes that: -

(a) the fall out from the EU referendum has seen the Tories using EU citizens as bargaining chips in Brexit negotiations;

(b) the Government is still scapegoating migrants and refugees, and attacking Muslims with its 'Prevent Agenda'. Disgracefully they have turned away unaccompanied child refugees;

(c) the election of Donald Trump, his Muslim ban and intention to build a wall to keep out Mexican migrants have led to a global wave of protests, and

(d) the far right in Europe has built support against a backdrop of growing Islamophobia and the targeting of refugees.

Conference believes that: -

i. we must combat attempts to divide and rule ordinary people;

ii. Labour leader Jeremy Corbyn and shadow home secretary Diane Abbott are correct to defend the rights of EU nationals and to stress the positive role that migrant workers play, and

iii. migrants and refugees do not undermine wages and public services, whereas cuts and austerity do.

Conference therefore resolves to affiliate to Stand Up To Racism, to publicise its

national and local initiatives to our members and to send representatives to sit on local Stand Up To Racism committees.

Mover Dave Barnes (Network Rail London South)

Seconder Formally

CARRIED

86. Tax Avoidance, Evasion and Havens (Item 83)

That this Conference notes Item 30 (Minute 18) at 2017 Annual Conference and welcomes its partial inclusion in the 2017 Labour Party Manifesto *For the Many not the Few*.

Conference notes that company tax avoidance and evasion are encouraged by pressure on big business to maximise profits and payments to shareholders.

The shift over the last 30 years away from a more caring and community-based society, towards one where self-interest is the norm, also encourages individuals to avoid and evade tax. The richer they are the bigger the rewards to them and the bigger the loss to society.

Corporate and income taxes are major sources for Government spending on schools, NHS and house building, and Government cuts to these have had a disproportionate negative impact on the vast majority of the population who are not rich.

Conference calls for a public inquiry to look into tax avoidance and evasion, including:-

(a) how the Government works with British overseas territories, Crown dependencies and others to control tax evasion and avoidance;

(b) how to change the law to what would be considered moral by the majority in the UK;

(c) how the Government stays ahead of big business which will use expensive lawyers and accountants to get around new laws, and

(d) consideration of HMRC resources to allow detection and recouping from tax avoidance.

Conference considers that if the current Government refuses a public inquiry then the Labour Party, with the assistance from trade unions with members in the HMRC, should develop relevant policies.

Mover Lisa Jackson (Network Rail North London)
Seconder Oliver Mupenda (London Bus and Rail Operators)

REMITTED

87. **Labour Party (Item 84)**

That this Conference welcomes the Association's continued relationship with Momentum. Conference recognises that, whilst the Labour Party initially ran a campaign of 'protecting what we've got' during the 2016 General Election, Momentum mobilised its thousands of (predominantly young) members and hit the streets. This won target seats, protected what we had and turned marginals into winnable seats next time around. The performance of the Labour Party in 2016 was in no small part down to Momentum and certain Labour MPs would do well to remember this.

This was the election where young people became engaged. Canterbury, North Leeds West and Cardiff North are among seats won by student populations. For the first time in many areas disabled young people felt their voice was being heard.

However, it would be wrong to say all in the garden is rosy. Momentum was set up as a grass roots campaigning organisation. It was Independent minded and free flowing: that indeed is what attracted many people, especially the young, towards it. *(Now its head has been elected to the NEC and there have been question marks over the handling of a democracy exercise a couple of years ago.)*

Conference understands the need *(for Momentum to be Labour supporting and to hold Labour values but urges it)* to bring progressive change to the Labour Party and Momentum, so as not to lose its independent spirit, the very spirit which attracted so many young people in the first place, the spirit which includes everyone.

Conference instructs the EC to bring forward the sentiments of this motion to Momentum and the Labour Party.

Mover Sarah Jane Potter (Euston)
Seconder Jhaenelle Miller (Future TSSA)

CARRIED

Amendments

A.

To insert between 'populations.' in line 9 and 'However' in line 10 'For the first time in many areas disabled young people felt their voice was being heard.'

To insert between 'place' in line 17 and 'Conference' in line 18 ', the spirit which includes everyone.'

Disability Working Group

ACCEPTED

B.

To delete all between 'it.' in line 12 and 'Conference' in line 15.

To delete all between 'need' in line 15 and 'not' in line 16 and substitute 'to bring progressive change to the Labour Party and Momentum, so as'.

Euston

ACCEPTED

C.

To add at end 'and the Labour Party.'

TfL Central

ACCEPTED

88. Labour Party (Item 85)

That this Conference expresses its deepest concern that the Association has become too heavily involved with the far left pressure group known as Momentum without any consultation with the wider membership. Conference believes that such pressure groups within the Labour Party are unhelpful in trying to achieve a broad spectrum of leftleaning socialist opinion by Momentum's endeavours to force non-supporters out of office at both parliamentary and local council level.

Conference, therefore, instructs the EC to withhold immediately any payment to Momentum or give any officer support to Momentum until such time as a full consultation has been undertaken with the wider Association membership through Branches and Divisional Councils.

North East Retired

FALLS

89. **Labour Party (Item 86)**

That this Conference instructs the EC to call on the Labour Party to support Labour's leadership and its democratically agreed policies in order to ensure that Labour has a majority of MPs in Parliament at the next election.

Conference notes that under the leadership of Jeremy Corbyn the Labour Party's 2017 Election Manifesto said that a publicly owned railway system can be the backbone of its plans to integrate transport. This, and its other transport proposals, were a welcome advance over other manifestos in recent years and brought Labour close to power.

Sadly, following the election of Jeremy Corbyn as Leader of the Labour Party, the actions of some Labour MPs to discredit him in the eyes of the public did untold damage and undermined Labour's election chances.

Mover Malcolm Wallace (Anglia South General)

Seconder Formally

CARRIED

90. **NHS (Item 87)**

That this Conference believes that one penny in the pound should be added to Income Tax and hypothecated to the NHS.

Conference calls on the EC to argue and campaign for this in the Labour Party with a view to it being included in the next Labour Party manifesto.

Women in Focus

LOST

91. **Arms Diversification (Item 88)**

That this Conference, further to the carrying of Item 43 (Minute 27) at 2017 Annual Conference, notes the popularity of the 2017 Labour Party Manifesto during the election campaign. Conference welcomes the commitment in the manifesto to the suspension of arms sales to Saudi Arabia for use in Yemen pending a UN investigation into human rights abuses there.

Conference believes this commitment should go further in a future Labour Manifesto with a view to ceasing Britain's invidious role as the world's second biggest arms exporter.

Conference recognises that many jobs are involved in the arms industry and notes that in 2017 the TUC passed a motion calling for a strategy of diversification of the arms industry to develop alternative skilled jobs for the workers affected by a reduction in arms manufacture.

Conference therefore calls on the EC to actively support the TUC's campaign to persuade the Labour Party to establish a shadow Defence Diversification Agency.

Mover **Hilary Hosking** (Women in Focus)

Seconder **Formally**

CARRIED

92. Transport Policy (Item E2)

That this Conference condemns the recent policy by the Conservative Government to curtail, postpone, or abandon many of the electrification schemes. These were previously advocated triumphantly as evidence of all the efforts and costs being spent to modernise the railways.

Conference instructs the EC to publish a brief summary of the history of these policies from the dates when these electrification schemes were announced by the Conservative Government to the present stage in these plans, as evidence of their failure to honour previous commitments, and to urge the Labour Party and TUC to publish similar exposés of this about-turn, in order to draw on the widest support from the public and the labour movement.

Mover Ian McDonald (Kent)

Seconder Formally

CARRIED

93. Transport Policy (Item E3)

That this Conference recognises that there is a unique opportunity to bring Abellio Scotrail into public ownership. There is a clause in the contract which allows the Scottish Government to terminate the contract early if Abellio does not meet its contractual obligations.

Conference is alarmed that the Scottish franchise is one of the most heavily subsidised franchises in the UK, while the operators are making consistent annual operating profits of between £10-£20 million.

Conference is concerned by Abellio Scotrail's failure to provide a reliable, cost-effective public transport service in Scotland. There is a public appetite for an end

to private companies taking profits abroad, and people want a publicly owned railway in Scotland where money is re-invested in infrastructure in order to reduce delays, cancellations and skip-stopping.

Conference calls upon the EC to campaign with other unions and put pressure on the Scottish Government to terminate the Abellio franchise and take Scotland's railway into public ownership.

Mover Lesley Pollock (West of Scotland General)

Seconder Leslie Simpson (Scotland Retired)

CARRIED

94. **Syria (Item E6)**

That this Conference notes:

- 1) the terrible ongoing loss of innocent lives in the conflict in Syria;
- 2) that Britain, the US and France launched missile and air strikes against Syria on 14 April 2018; and
- 3) that the conflict in Syria is an international war involving directly or by proxy the US, Russia, Iran, Israel, Britain, Turkey, France and various Syrian and Islamic fundamentalist factions.

Conference condemns:

- a) the ongoing atrocities by all sides in the conflict in Syria and the use of chemical weapons;
- b) air and missile strikes against the Assad regime by Britain, the US and France in breach of International Law; and
- c) Turkish military incursions into Syria targeting Kurdish fighters who have defeated 'Islamic State' militants.

Conference notes that since the initial rush to arms supporting Trump's warmongering, there has been complete inertia on the part of the British government to seek a justified settlement.

Conference believes:

- i. that further missile and air strikes by the US, Britain and France will increase the loss of innocent lives whilst doing nothing to bring an end to the appalling conflict in Syria;
- ii. that anyone responsible for chemical attacks must be brought to justice in The Hague following an investigation by the Organisation for the Prevention of Chemical Weapons;
- iii. that Britain must play no further military role in this conflict without the support of a United Nations resolution; and

- iv. that the international community must now urgently relaunch a diplomatic initiative to bring the conflict in Syria to an end through a political settlement and ensure that all necessary humanitarian support required is provided.

Conference instructs the EC to use every available opportunity to make the views contained within this motion known to the Labour Party, TUC and related organisations and to seek to influence their policies so that they chime with ours.

Mover: Nicola Juke (Executive Committee)

Seconder: Sarah Jane Potter (Euston)

CARRIED

95. Transport Policy (Item E15)

That this conference is appalled by the circular/leaflet issued to station staff on May 20th by Govia Thameslink, which told staff not to help people with mobility issues onto trains if there was a possibility of a train delay.

Conference insists that the EC publicly condemn this action as completely unacceptable for a rail franchise holder.

Mover: Catherine Murphy (Disability Working Group)

Seconder: Gerry Kennedy (Irish Committee)

CARRIED

96. Transport Policy (Item E16)

That this Conference notes the announcement on Tuesday 5 June 2018 by Transport Minister, Chris Grayling of the government endorsement of a 14 billion plus expansion and third runway for Heathrow airport which flies in the face of air quality concerns in London and the climate emergency we have to deal with as well as the destruction of local communities when new homes are needed.

Conference notes that this calls for new/ urgent action to stop this potential environmental catastrophe and flag up the false environmental and economic claims and call on the EC to:-

- a. launch an immediate campaign for Labour MPs 'No' vote;
- b. campaign to ensure the Labour Party commits to a sound environmental policy which includes opposing Heathrow and airport expansion;

- c. campaign to get the TUC to oppose Heathrow and airport expansion and make sure unions are not buying the false promises of variable numbers thousands of new jobs;
- d. campaign to get both the Labour Party and the TUC to commit to alternatives to destructive construction and expansion projects for short term gain, including just transition away from energy intensive jobs, including One Million Climate Jobs (including rail over short haul flights, increased public transport, retrofitting housing and building much needed sustainable housing, more jobs in agriculture, energy democracy and renewable energy projects which can create both the employment and environment desperately needed for a sustainable 21st century infrastructure;
- e. ensure that Campaign Against Climate Change and Climate Jobs campaigns are built into the activity plan of the Campaigns Committee, and that these are actively promoted to TSSA members, and
- f. organise a Climate Jobs event at the Tolpuddle Martyrs' Festival in 2019.

Mover: Chris Clark (TfL Central))

Seconder: Joel Kosminsky (Retired Members Group)

CARRIED

97. **Palestine (Item E11)**

That this Conference condemns the massacre of 114 Palestinian protestors in Gaza and the wounding of thousands by Israeli snipers using live fire and expanding bullets on the 14th May this year.

Conference believes that these protestors - many of them refugees from areas inside the state of Israel - have the right to return to their homes and lands, as enshrined in UN General Assembly Resolution 194.

Conference calls for an immediate end to the slaughter, for Israel's withdrawal from the occupied territories, for an end to all discrimination inside Israel, and for progress towards a just and peaceful future for Palestinians and Israelis.

Conference notes the political stance taken by the Jewish Voice for Labour organisation, which is remarkably close to the position taken by this union, in support of Palestine and the Palestinians, over the past years.

Conference calls for an end to arms sales to Israel and urges the widest possible support for vigils and demonstrations called around the UK.

Conference asks the EC to seek to send a delegation to meet with the foreign office to make our position clear, and to encourage the TUC to send a delegation to Gaza.

Mover: Sarah Jane Potter (Euston)

Seconder: Gerry Kennedy (Irish Committee)

CARRIED

98. Labour Party (Item E1)

That this Conference is of the view that there is no justification for continuing to maintain the Labour Party's parliamentary group "Labour Friends of Israel" (LFI), and the affiliation to the party by the "Jewish Labour Movement" (JLM). Conference is unaware of any other named state which has a "Labour Friends of..." and are unable to identify any special need or demand for this particular affiliation when there are so many other democratic socialist countries which might merit such special attention, and especially as there is also a "Conservative Friends of Israel" to which most Conservative MPs belong.

The clear function of these groups has been to maximise support for Israel's policies including the occupation of land in Palestine, which the UN has declared should be independent. The JLM has maintained a similar role in defending Israeli policies and the principles of Zionism at all costs. The most recent actions by these groups have been false accusations of anti-Semitism levelled at Labour Party members who are clearly not racist, and have even targeted several Jewish members of the Labour Party for suspension and expulsion for daring to criticise Israeli Government policies and actions. The determining factor in recent claims has been to ensure the embarrassment and removal of Jeremy Corbyn as the new leader of the Labour Party, and it is regrettable that the Labour Party responded with unjustified disciplinary actions.

There are Jewish groups who oppose the propaganda of these two organisations, including many who are in the Labour Party such as "Jewish Voice for Labour" but who have been ignored or sidelined.

Conference therefore calls on the Labour Party to terminate their association with these two named organisations, LFI and JLM, as soon as possible and to encourage support instead for the Jewish Voice for Labour, Jewish Socialist Group, Jews for Justice for Palestinians, and others who support the demand for an independent Palestine and an end to the Occupation.

Mover Ian McDonald (Kent)

Seconder Joel Kosminsky (Retired Members Group)

LOST

99. **TSSA FINANCE REPORT** (Item E9)

That this Conference, mindful of the contents of Circular 119/18, is concerned that delegates will not have the opportunity to adequately discuss the Annual Report and Financial Statements if questions will only be answered by correspondence.

Conference recognises the exceptional and important financial situation regarding the Association following the compulsory purchase of Walkden House, and understands the reasons for the late completion of the Accounts and Balance Sheet. However, Conference deplores the failure to provide the day to day accounts and Annual Report in time for branches and SOGs to ask questions for the normal written answers to be provided.

Conference also questions why the interim payment on Walkden House is not an item in this year's accounts with the final negotiated sum (which will happen in the next finance year) being shown in the relevant year.

Conference demands that these reports be made available without further delay and instructs the EC to arrange a Special Delegate Conference to receive and debate the Annual Report and Financial Statements for the year ended 31 December 2017 when they are completed, and that Special Delegate Conference shall take place not later than two months after the publication of the Annual Report and Financial Statements.

Conference further instructs the EC that this delayed publication of the Annual Report and Financial Statements is not to be a precedent.

Mover: John Rees (LT Retired)

Seconder: Tim Bartlett (North East Retired)

LOST

Amendment

To delete all between 'that' and 'opportunity' in line 2 and substitute 'there will be no'.

To delete 'adequately' in line 2.

To delete all between 'statements' in line 3 and 'Conference' in line 5 and substitute 'for 2017'.

YORKSHIRE GENERAL

WITHDRAWN

100. **TSSA FINANCE REPORT** (Item E12)

Conference notes that at the Lancs and Cumbria branch meeting on 17th May 2018, the Correspondence Secretary was instructed to obtain a copy of the Financial Report for conference because we wished to ask a question concerning the political fund. The Correspondence Secretary requested this and received a reply from the Assistant General Secretary dated 23rd May 2019, that there is currently no financial report. We note the explanation given by the Assistant General Secretary in circular 119/18. However we believe that conference is entitled to a full explanation of why this has happened, because branch had wished to ask a question on the status of the political fund.

Conference calls upon the General Secretary to make an urgent report to conference to explain why this situation has arisen.

Mover: Frank Ellis (Lancs & Cumbria)

Seconder: Formally

LOST

101. **TSSA ORGANISATION** (Item E10)

That this Conference notes with concern the increasing incidence of Circulars and other correspondence emailed from TSSA Head Office not being received by some members, branches and SOGs. Conference is further concerned by reported repeating problems with email communications, and messages being blocked by mail servers and 'spam' filters. This is illustrated by the fact that many members of the Retired Members' Group did not receive the newsletter distributed in April 2018, notably among those with a BT internet mail account. Conference notes that the distribution of *TSSA News On The Go*, via 'Mailchimp', seems to have fewer problems.

Conference instructs the EC to:

- (a) Make urgent arrangements for publication of Circulars and correspondence on the Association's website, where appropriate in a password-protected area such as MyTSSA,

- (b) Explore other means by which Circulars and relevant correspondence can be seen by all members and appropriate parts of the Association and
- (c) Conduct an evaluation of all methods of communication to ensure they are efficient and meets the requirements of members.

Mover: Joel Kosminsky (Retired Members' Group)

Seconder: Steve Halliwell (London & Southern Retired)

CARRIED

Amendment

To add at end:

'(c) Conduct an evaluation of all methods of communication to ensure they are efficient and meets the requirements of members.'

Anglia South General

CARRIED

102. Composite - Steel and international trade (Item E14 and E18 Composite)

That this Conference deplores the announcement by Trump on 31st May 2018 to introduce trade tariffs on the USA's closest trading partners. So much for our special relationship. This further exposes the folly of Cameron to call for a referendum on Brexit without fully understanding the consequences and once again exposes the deplorable decision to close the British Steel Redcar steelworks.

This criminal decision threw thousands of skilled working class men and women onto the scrapheap. A short sighted decision which placed a complete reliance on imported foreign steel with a complete disregard to the impact on communities left behind to suffer.

Conference demands that all necessary steps are taken by the European Commission and UK government to protect UK steel including Port Talbot/Llanwern plants which are particularly affected due to the high percentage of special type steels that they export to the USA.

The consequences of this Trump decision will not just affect the steel industry but will have far reaching impact across British business as whole, business that may well not have its European allies to rely on in the future.

Conference condemns this isolationist decision by Trump and calls upon the Labour Party to not only do likewise but give a commitment that Tory decimation of industries across Britain will be reviewed as a priority of an incoming Labour government.

Conference therefore calls on the EC to promote and support the Together Against Trump National Demo on Friday the 13th of July.

Mover: Howard Morris (South East Wales General)

Seconder: John Morris (South Eastern Metro)

CARRIED

AMENDMENT

To add at end (new paragraph):

'Conference therefore calls on the EC to promote and support the Together Against Trump National Demo on Friday the 13th of July.'

Network Rail London South

CARRIED

103. Transport Policy (Item E13)

That this Conference notes the announcement by the Rail Delivery Group on 8 May 2018 that the industry is seeking a “Root and Branch Reform” of rail fares. Transport Focus is to carry out a public consultation to formulate proposals in this respect.

Conference is concerned that an increasing number of fares are available only via the various digital platforms or offer a discount if booked on line.

Conference is also concerned that split ticketing can often result in cheaper fares between two destinations, and is specifically mentioned in the consultation as an anomaly of rail fares.

Conference instructs the EC to participate in this consultation exercise and to pursue with all relevant companies and organisations the principle that all fares should be available at ticket offices at the same level as those offered on line.

Mover: Malcolm Wallace (Anglia South General)

Seconder: Steve Floyd (London Bus & Rail Operators)

CARRIED

104. **TSSA Organisation** (Item E17)

That this Conference is dismayed that the deadline of 21 April for submission of amendments to TUC Disabled Workers' Conference was missed, as was the earlier deadline for submission of motions. Delegates had not been asked for submissions as had been previous Head Office practice.

Conference believes it would be extremely helpful to branches, SOGs and elected delegates to external bodies if TSSA Head Office could send out a list of the closing dates for motions and amendments to all external conferences as well as the closing dates for any nominations that can be made. This would ensure that these dates are not missed in future.

Conference believes that it is important that TSSA does not miss its opportunity to have its voice heard and therefore calls on the EC to consider sending this information out in a timely manner.

Conference further believes that all conference correspondence should be acknowledged by e-mail or a written receipt.

Mover Catherine Murphy (Disability Working Group)

Seconder Gerry Kennedy (Irish Committee)

CARRIED

105. **BREXIT** (Items 89, E4 & E8 Composite)

That this Conference notes:

- 1) Deep division within the Tories, resulting in the Government failing to articulate a vision for post-Brexit Britain. As a result of this, the Cabinet on 02 May 2018, was unable to agree a position on future customs arrangements with the European Union (EU) once the proposed transition period has elapsed;
- 2) By 08 May 2018, the Government had suffered 14 defeats in the House of Lords on its EU Withdrawal Bill, making the Bill almost unrecognisable from what the Tories had previously squeezed through the House of Commons;
- 3) On 11 May 2018, The Independent reported that post-Brexit, millions of European Economic Area workers currently in our country, will need work visas. Those

workers would then face deportation for going on strike, thus weakening trade unions and workers solidarity;

- 4) On 13 May 2018, The Observer reported that student organisations representing almost a million young people in our country's colleges and universities were joining forces to demand a referendum on any final Brexit deal;
- 5) Negotiations on a Brexit deal remain mostly deadlocked and are very unlikely to reach a conclusion that works for ordinary people so long as the Tories lead them;
- 6) The Labour party has said that its six key tests - with the addition of a customs union - must be met in full before a Brexit deal gains its support.

Conference reiterates its:

- a) Opposition to a no deal Brexit;
- b) Support for the continuation of free movement of people between Britain and the 31 other countries within the European Economic Area;
- c) Opposition to Britain simply becoming a rule-taker like Norway;
- d) Support for working with trade unions and sister parties of the Labour Party to create a Europe for the many;
- e) Opposition to the creation of a hard border in Ireland.

Conference is deeply concerned that the rights fought for by the trade unions, including health and safety protection, equal pay for women, the right to paid holiday and holiday pay for part-time workers, are under threat and the Government may erode workers' rights when the European Union Withdrawal Bill converts EU law into UK law but without MPs voting on them. Under so-called 'Henry VIII powers', employment legislation could be altered without consultation.

Conference also believes that when the Brexit referendum took place, no one knew what the consequences would be, because no one knew on what terms we would leave the EU. Conference feels that for democracy to function effectively, the people have to know what they are voting for (or against) and since we still do not know what the final deal will look like, we certainly cannot have known that when the referendum took place.

Conference welcomes Jeremy Corbyn's response to the Government's announcement on 2nd March that "Theresa May's only clear priority today seemed to be to tie the UK permanently to EU rules which are used to drive privatisation and block support for British industry."

Conference welcomes:

- i. The Labour Party's position on Brexit continuing to evolve in the direction of what was agreed last year by our Annual Delegate Conference;
- ii. The Party's commitment to vote down any deal which doesn't meet its six tests and also doesn't deliver a post-Brexit customs union with the EU;

- iii. That there is now clear red water between our Party and the Tories over Brexit.

Conference therefore urges the leadership of the Labour Party to vote against the Government over Brexit at every turn to precipitate the end of Tory rule. Conference also instructs our Executive Committee (EC):

- To continue lobbying and campaigning in line with the wishes and instructions contained within the comprehensive Brexit policy positions agreed last year by our Annual Delegate Conference and those contained within this motion;
- To lobby the Labour Party, TUC and related organisations to ensure no support is given to any Brexit agreement which makes us a vassal state. This includes retaining our voice and influence during any agreed transition period by continuing to attend the Council of Ministers and also through the retention of our full complement of MEPs during this time;
- To lobby the Labour Party and campaign for ordinary people to have the final say through a referendum on any Brexit deal which is agreed by Parliament so that the British people can make an informed decision regarding their EU membership, once they are aware of the deal on offer. If this is then rejected, Britain must remain a member of the EU. If this is the case, our EC must continue its proud record of always standing up for our members by opposing any legislation emerging from Brussels which goes against the interests of working people. Our union will never be sycophants for those elements within the European ruling class who want to create a neo-liberal Europe. Instead, our EC must continue standing shoulder-to-shoulder with our sisters and brothers across the EU to create a Europe for the many;
- To campaign for 16 and 17 year-olds to be given the vote in a referendum on any Brexit deal agreed by Parliament;
- To work with the Labour Party and the TUC to scrutinise changes made during the Brexit process, and to take justifiable action to protect the interests of our members and all workers;
- To continue and maintain the Association's long and proud record of critical support of the UK's membership of the European Union;
- To actively seek to change the EU ethos to supporting working people and their workplace rights.

Mover: General Secretary

Seconder: Chris Clark (TfL Central)

CARRIED

Amendments

A.

To insert between first 'of' and 'free' in line 27 "managed movement for work and passport- and customs- ".

To insert between 'EU' and '. If' in line 73 "pending either further negotiations on a more acceptable form of Brexit, or as the result of a further decision to stay in".

To insert between 'people' and '. Our' in line 76 ", as well as supporting further reform and democratisation of the EU to make its governance more directly accountable to EU citizens and less influenced by corporate interests".

YORKSHIRE GENERAL

LOST

B.

To insert between 'place.' in line 45 and 'Conference' in line 46 (new paragraph):

'Conference welcomes Jeremy Corbyn's response to the Government's announcement on 2nd March that "Theresa May's only clear priority today seemed to be to tie the UK permanently to EU rules which are used to drive privatisation and block support for British industry." '.

To add at end (new bullet point):

- '● To continue and maintain the Association's long and proud record of critical support of the UK's membership of the European Union.'

LU MATS & OPERATING MANAGERS

CARRIED

C.

To add at end (new bullet point):

- '● To actively seek to change the EU ethos to supporting working people and their workplace rights.'

LT RETIRED

CARRIED

106. **Rule Alterations (Item 90)**

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

Mover General Secretary

Seconder Formally

CARRIED

107.

ELECTION RESULTS 2018**Labour Party 2018**

Rebecca Barnes	5,025
Jason Turvey	3,850
Sarah Jane Potter	2,275

Hilary Hosking	2,150
Bob Bayley	1,150
Chris Clark	1,150
Fliss Premru	1,125
Judith Rodgers	1,125
Dave Merrett	1,050
Cheryl O'Brien	975
Frank Ellis	925
Nicola Jukes	900
George Mills	650
Trevor Ollis	325
Sharon Simmonds	225

Trades Union Congress 2018

Fliss Premru	6,825
Jill Murdoch	6,225
Kieran Crowe	4,400

Sharon Simmonds	1,875
Dave King	1,600
Huzaifa Essajee	1,100
John Haynes	950
Richard Cooper	575

TUC Black Workers' Conference 2019

Angella Palmer*
Laurence Basseby-Davies*
Roger Carrington*
Oliver Mupenda*

* Elected unopposed

A further call for 1 female delegate will be made.

Scrutineers 2019

Mitch Tovey	7,325
Jill Murdoch	5,850

Trevor Ollis	1075
Huzaifa Essajee	450

Women's Labour Party 2018

Jill Murdoch	5,425
Fliss Premru	5,175
Sarah Jane Potter	4,824
Sharon Simmonds	4,000
Hilary Hosking	3,950

Nicola Jukes	3,325
Judith Rodgers	2,875
Cheryl O'Brien	1,625

TUC Young Workers Conference 2019

Harry Gibb*

* Elected unopposed

A further call for 2 more male and 1 more female delegates will be made

Women's TUC 2019

Fliss Premru	6,575
Sarah Jane Potter	5,500
Sharon Simmonds	4,700
Keeley Lipscombe	4,075
Nicola Jukes	3,975

Hilary Hosking	3,125
Angella Palmer	2,950
Judith Rodgers	2,525
Cheryl O'Brien	1,625

Standing Orders Committee 2019

Luke Howard	362
Gerry Kennedy	358
Kieran Crowe	302
Andi Fox	248

Joe Kavanagh	187
Rod Payne	93

TUC LGBT Conference 2019

Chris Powell*
Aneurin Redman-White*
Steve Horne*

* Elected unopposed

A further call for 2 female delegates will be made.

TUC Disabled Workers' Conference 2019

Sharon Simmonds*

Caroline Dale*

Ray Spiteri 6,725

Bob Bayley 6,425

Frank Ellis 5,075

John Haynes 1,575

* Elected unopposed

* Candidates elected unopposed at first call for nomination.

A further call for nominations will be made from Branches/SOGs for those conferences where insufficient nominations were received at first call.

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