

PRIVATE - For the use of Members of the Association

Transport Salaried Staffs' Association
of Great Britain and Ireland

HEAD OFFICE
WALKDEN HOUSE
10 MELTON STREET
LONDON NW1 2EJ

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

Held in

LEEDS

10th to 12th May 2014

List of Delegates Present

89

Branch	Delegate
Anglia No.1	Colin Farquhar
Anglia No.1	Malcolm Wallace
Anglia No.2	Dave Johnson
Anglia No.3	David Godfrey
Anglia No.3	Andrew Paton
Arriva Trains Wales	Cheryl O'Brien
ATOC	No Delegate
ATOS East	No Delegate
Babcock Scotland	No Delegate
Belfast	Deirdre Johnson
Belfast	Margaret Stephens
Brighton	Taffy Evans
Brighton	Michael Litchfield
Bristol	No Delegate
BT Police	No Delegate
C2C Rail	Billy Soule
Central Scotland General	No Delegate
CIE Executive Grades	No Delegate
Crewe & Cheshire General	David Lown
Crewe & Cheshire General	Cath Murphy
Chiltern	No Delegate
Darlington No.1	No Delegate
Delta Rail	No Delegate
Derby & East Midlands	No Delegate
Disability Working Group	Ray Spiteri
East Midlands Technical	Joe Kavanagh
East Midlands Trains	John Gilchrist
East Midlands Trains	Melissa Heywood
Edinburgh Rail	Ewan Ward
Edinburgh Rail	Margaret Lawrence
E-Mix	Angella Palmer
Eurostar	No Delegate
Euston	Tom Rickard
First Great Western East	Dilip Shah
First Great Western South West	No Delegate
First Capital Connect	No Delegate
Forth Ports	No Delegate
FutureTSSA	Kyle Williamson
Gatwick	Dave Drewry
Harwich Int. Port	No Delegate
Holyhead Ferries	No Delegate

Inverness & North General	No Delegate
Ireland East & West General	No Delegate
Ireland South Supervisors	No Delegate
Ireland South & South West	No Delegate
Lancs & Cumbria General	Frank Ellis
Lancs & Cumbria General	Asif Qurashi
Lancs & Cumbria Retired	No Delegate
London Bus Operators	Alan Younge
London Bus Operators	Richard Scudder
London Met.	Felix Matthew Brown
London Met.	Christine Burrell
London & North Western General	Trevor Ollis
London & North Western General	Stephen Davidson
London North West Retired	Fred Hall
London & South East Retired	Eddie Creighton
London South East & Sussex	Paul Messenger
London South East & Sussex	Terry Dawson
London South Western & Middx	Vincent Tully
London South Western & Middx	Steve Halliwell
LT Officers	No Delegate
Medway	Susan Pattwell
Merseyrail Electrics	Joan Goodwill
Merseyside General	No Delegate
Midlands Retired	Brian Mayhew
North East Scotland General	Alec Smith
Neath & Swansea	Noel Bater
Network Rail Anglia North	Steve Andrews
Network Rail East Anglia	Andy Wheele
Network Rail East Anglia	Rod Heaton
Network Rail East Midlands	Joseph Price
Network Rail Great Western	No Delegate
Network Rail Milton Keynes	No Delegate
Network Rail North London	David Lyons
Network Rail North West	Rob Cummings
Network Rail North West	Paul Laycock
Network Rail South West	No Delegate
Network Rail West Midlands	Allen Williams
Network Rail Yorkshire	Frank Ormston
Network Rail Yorkshire	Jonathan Halliday
Network Rail Infrastructure South East	Richard Magner
Newcastle General	No Delegate
North East Scotland General	No Delegate
Northern Rail Lancs & Cumbria	No Delegate
North Wales & Area General	No Delegate

Paddington/Thames Valley
Paddington/Thames Valley
Plymouth
Retired Members' Group
Scott Wilson Railways
South East Wales
Serco Dingwall
South Eastern (Kent)
South Eastern (Kent)
South Yorkshire
Southeastern Metro
Southeastern Metro
Southern Inner
Southern Inner
South Wales & Western Retired
Spectrum
Staffordshire
Stenna Stranraer
SWT Surrey & Hants
Travel Trade Scotland
TfL Central
TfL Central
Thomas Cook Central
Underground HQ
Underground Infrastructure
Underground Infrastructure
Underground No. 1
Underground Ops Managers
Virgin Lancs & Cumbria
Wessex
Wessex
West Midlands General
West Midlands TOC
West Midlands TOC
Women in Focus
Yorkshire No.1 TOC
Yorkshire North
Yorkshire North
Yorkshire Retired
Yorkshire Ridings TOC

Mike Wood
Rod Payne
Richard Westcott
Peter Vincent
No Delegate
Howard Morris
Karan Park
Ian McDonald
Martin Perfect
Judith Rodgers
Al Stoten
Josey Grimshaw
David King
Dhiman Mazumder
Jack Gadsby
Steve Horne
Rob Smith
No Delegate
No Delegate
David Gamble
John Rees
Fliss Premru
Dennis Evans
No Delegate
Sharon Simmonds
Harjit Sahota
Bernard Gentry
Dinesh Bhardwa
No Delegate
John Walsh
Simon Brown
Mick Risbridger
Manjit Gill
Steve Haskins
Mary Sithole
Nicola Jukes
Dave Howarth
Jill Murdoch
Tim Bartlett
Steve Wiltshire

EXECUTIVE COMMITTEE (EC)

Mick Carney	President
Andy Bain	Treasurer
Steve Lawrence	Scotland
Bob Bayley	Midlands
Ron Boyd	Northumberland & Durham
Colin Brazier	London South West
Andi Fox	Yorkshire
Gerry Kennedy	Ireland
Gary Kilroy	Lancs & Cumbria General
Steve Leggett	London South East
Vacancy	South Wales & West
Steph Owens	Liverpool North Wales & Cheshire
John Prest	Anglia & London North East
Mitch Tovey	London North West
Jason Turvey	London Transport

STANDING ORDERS COMMITTEE (SOC)

Joel Kosminsky (Chair)
Bob Davies
Steve Floyd
Luke Howard

HEAD OFFICE STAFF

Manuel Cortes	General Secretary
Frank Ward	Assistant General Secretary
Neil Davies	President's Liaison Officer
Dionne Brown	Finance Manager
Ben Soffa	Communications Manager
Siobhan Halil	Clerk to SOC
Iain Anderson	Hall Supervisor
Brian Brock	Hall Steward
Matt Barrow	Admin Supervisor
Ricky Jones	Admin Assistant
John Smith	IT Supervisor
Pat Pavlou	Conference Organiser

ANNUAL DELEGATE CONFERENCE

Held in

LEEDS

10TH TO 12TH MAY 2014

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

First Day's Proceedings

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

Steve Andrews (Network Rail Anglia North), Dinesh Bhardwa (Underground Ops), Felix Matthew-Brown (London Met), Frank Ellis (Lancs & Cumbria General), David King (Southern Inner), Joe Kavanagh (East Midlands Technical), Michael Litchfield (Brighton), Richard Magner (Network Rail Infrastructure SE), Brian Mayhew (Retired Members' Group), Cath Murphy (Crewe & Cheshire General), Frank Ormston (Network Rail Yorkshire), Cheryl O'Brien (Arriva Trains Wales South), Karan Park (Serco Dingwall), Rod Payne (Paddington & Thames Valley), Tom Rickard (Euston), Vincent Tully (London SW & Middx).

2. **Minutes of 2013 Annual Conference**

The Minutes of the 2013 Annual Conference were presented and agreed.

3. **Announcement of Election Results**

The Scrutineers report on the elections for the various offices, delegations etc, were adopted. (See Minute 70 page 53 for full election results). It was requested and agreed that the elections for the Labour Party & Women's Labour Party be re-run. However subsequent to the Conference it was ascertained that due to the Labour Party closing date for Delegate submissions, re-running the election was not able to happen within the timeframe allowed.

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 89 delegates attended representing 64 Branches & SOGs, and with members of the Executive Committee, Standing Orders Committee and the paid staff, there were a total of 119 present.

Conference was addressed by guest speaker, Linda Riordan MP for Halifax

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

That this Conference welcomes the EC Report as an overdue attempt to address the Association's financial sustainability. Conference therefore endorses the EC report and instructs the EC to implement the various recommendations in the report.

Conference instructs the EC to formulate the appropriate rule amendments to give effect to the proposals in the report and to put these to Conference for approval before the conclusion of this Conference.

Conference calls on the EC to monitor progress on the Strategic Plan at least quarterly, to take action as appropriate, and to keep members informed of developments, including through MyTSSA.

EC REPORT ON TSSA STRATEGIC PLAN

For many years now the Association has invested a great deal of time, effort and resources in trying to develop a progressive, growing, forward-thinking and effective trade union. Change was slow and as a consequence in recent years, attention began to focus on the Association's deteriorating financial position and opportunities for merger.

Following the failure of the most recent merger talks with Unite, the EC decided to progress a review of everything the Association does, looking at all opportunities to maximise income whilst understanding that a significant reduction in expenditure is a must if we are to become sustainable in the short to medium term. The overriding priorities guiding any changes were to address the deficits of £2.1m for 2012 and £2.7m for 2013, to maintain the Association's ability to continue to adequately represent its members, to build membership and capacity, alongside our ability to continue to influence external decision-makers. To achieve these aims, the EC agreed the following:

- (a) The Treasurer to lead a Working Party tasked with exploring in detail the possibilities for increasing income from all sources including member subscriptions and properties;
- (b) The President to lead a Working Party tasked with exploring in detail what efficiencies and costs savings could be made within our democratic structures and the services that we provide to members, and
- (c) The General Secretary to put in place a new structure to significantly reduce the Association's staffing costs and to progress these in line with existing agreements with the recognised unions for the paid staff, the GMB and Mandate.

Subsequent to this the EC received a number of reports before agreeing a consultation document for distribution to Branches, Divisional Councils and Self Organised Groups in January 2014.

The key estimated savings identified in the EC paper were as follows:

- (i) Annual Conference £102k/yr
- (ii) Executive Committee £38k/yr
- (iii) Journal £84k/yr

The key opportunities for increasing income in the EC paper were via:

- (a) Properties
- (b) Subscriptions

In addition to the savings identified above the General Secretary's reorganisation of the paid staff was agreed with projected savings of £1.5m.

The EC met to consider the responses received to their consultation in March 2014. There were 38 responses received in total, however, with the exception of reducing the length of Conference, there was very little consensus to be found in terms of the change agenda that the Association should adopt.

The EC remains confident that its proposals would allow the Association to continue as an independent trade union for the foreseeable future and that, provided our membership did not fall below 18,000 members, any considerations around our independence would not be financially driven.

Conference instructs the EC to prepare and publish a recruitment and retention strategy, and to make every effort to ensure that membership levels are maintained and improved.

Conference welcomes the EC's decision to set up a Communications Working Party. Conference urges it to implement improvements immediately if deemed desirable to do so, to consult with members and staff for their views, and to keep them advised of progress.

Conference calls on the EC to implement the following:

- (a) to reduce the SOC to three people;
- (b) with the introduction of Conference delegates being elected through the Divisional Council, retired members, other than from the Retired SOG, or if workplace delegates cannot be found, should not be delegates to Annual Conference or serve on the SOC.

Conference urges the EC to evaluate and consider implementing the following:

- (i) With the demise of the EC Activities Report to consider how we can maintain a permanent record of the Association's activities at minimum cost;
- (ii) To endeavour not to have more than one guest speaker at Annual Conference in order to maximise debating time;

- (iii) To prepare a recruitment strategy with consideration being given to training, promoting online recruitment, producing a video, the use of YouTube, and the use of any appropriate material produced by the TUC;
- (iv) To save costs, Head Office should ask members to volunteer for duties at future Conferences such as timekeepers, stewards, the distribution of documents to delegates, and any other non-professional duties that are required. A document setting out the duties of all volunteers should be prepared by Head Office to enable them to understand very clearly their role, and what they are responsible for. Account should be taken of last minute sickness or other problems that may occur during Conference. There should not be any overnight accommodation paid, but expenses for meals and travel should be reimbursed. If sufficient volunteers cannot be found in the host Divisional Council area, then other Councils/volunteers can be asked to fill the required places;
- (v) To save costs the Conference platform should be made smaller and be composed of the President, Treasurer, General Secretary and whoever is to respond to the debate. All other EC members to sit together at an appropriate place in the room;
- (vi) To reduce the time of the Conference farewell/thank you speeches, and
- (vii) To enable Branches to contact each other regarding motions and amendments for Annual Conference an appropriate procedure be introduced, including consideration of placing the telephone number and email address of the Branch Secretary and Chair on motion and amendment papers.

The EC strongly believes that the future independence of the Association requires radical change in order to address the current financial crisis. The reorganisation of the paid staff reduced the number of posts to 46, a reduction of 26%, reflecting a possible reduction in costs of approximately £1.5m. The EC believes that no further reductions are possible in this area without seriously impacting on the ability of the Association to adequately represent and support members. With this in mind, Conference is asked to agree the following recommendations:

- (i) To discontinue the annual EC Activities Report but communicate much of the information it contained in other ways.
- (ii) To reduce the size of the EC from 15 to 12 through the mergers of the following Divisional Councils:
 - Lancs & Cumbria with the Liverpool and Cheshire geographical areas of Liverpool/North Wales & Cheshire (to be known as North West), and South Wales & Western with the North Wales geographical area of Liverpool, North Wales & Cheshire (to be known as Wales & Western)

- Northumberland & Durham with Yorkshire (to be known as North East)
 - London South West with London South East (to be known as London South).
- (iii) To review the duration of Annual Conference and the streamlining of Conference procedures through discussion with Branches, Divisional Councils and SOC, taking account of the experience of the constrained Conference in 2014. One option to be considered is to hold the initial SOC late on Saturday afternoon with Conference business starting on Sunday morning and continuing to midday on Tuesday. The conclusions of this review are to be published in November 2014.
- (iv) Conference delegates to be elected from the proposed Divisional Councils on the basis of one delegate for every 400 members or part thereof. Each Divisional Council would be entitled to send an additional delegate under the age of 26. In addition, each SOG would be entitled to send one delegate.
- (v) Motions and amendments for Conference may be submitted from the proposed Divisional Councils, and not exceed two per 400 members or part thereof. In addition, each SOG would have the right to submit two motions and two amendments. In rule change years, additional motions for changing the rules may be submitted on the same basis by Divisional Councils and SOGs.
- (vi) The EC shall consult with Branches over the procedures for agreeing delegates, motions and amendments for Conference and the outcome of this process would be put to a vote of Branches and a two-thirds majority will be required prior to implementation. In the event that there is no agreement following consultation and a vote about the new procedures, the status quo will prevail.
- (vii) The Journal shall be reduced from six issues per year to one, which will meet disclosure requirements of the Certification Officer. Some of the savings that flow from this decision and the cessation of the EC Activities Report will be redirected, to support the development and delivery of a communications strategy that better targets members, activists and other stakeholders. The EC has already set up a Working Party to consult with activists and staff before agreeing this strategy, which will then be communicated to Branches.

- (viii) To propose significant increases in the weekly subscription rates from July 2014, and introduce banded subscriptions from 01 July 2015 with a structure based on members' income. This will be subject to wide consultation before May 2015 and the rule changes introduced in 2014 will use 'real money' to assist members' understanding of banded subscriptions **but these are just placeholders and there will be another Conference BEFORE the new rule takes effect, allowing plenty of time for discussion/consultation on the real figures.**
- (ix) To amend the Association's rules to allow the recruitment and organising of any group of workers in the transport and travel industries where no recognition agreement already exists between the employer and another trade union.
- (x) The EC believes that the Rule Book is overburdened by administrative processes and will be reviewing this prior to 2015 Annual Conference with a view to getting agreement on a modernised rule book that is more readily understood by members. Proposed changes will be circulated for consultation during 2014 and debated at 2015 Annual Conference.

The Association will be better able to succeed in furthering the interests of its members if membership increases. Membership will only increase if potential members see the Association as being able to protect them and improve their work conditions. The two are inseparable and the Association must recognise and act on this fact in everything it does.

The EC should develop a recruitment strategy that integrates recruitment into everything the Association does. Consideration should be given to the following:

- (a) recruitment as a standing item at every EC, Divisional Council and SOG meeting;
- (b) recruitment as a central part of the work of the Communications Working Party;
- (c) every success to be reviewed and publicised as a recruitment tool, appropriately and to the targeted audience, and
- (d) produce basic recruitment tips on an easy to carry card and send copies to every current and new rep.

Conference agrees to consider and vote separately on the various rule alterations which seek to give effect to the recommendations contained within the report.

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

Seconded by Malcolm Wallace (Anglia No.1)

CARRIED

Amendments -

A. *To delete all after “Conference” in line 1 (of motion) and substitute “welcomes the EC report as an opening for the required debate on the future of the Association.*

Conference therefore instructs the EC to engage a professional qualified consultant to examine the Association and to recommend an organisational shape which can function within the financial means expected to be available to the Association, in line with the recognised need for changes, and for the EC to report back to the membership with specific proposals before the end of 2014.

Conference also commits the Association to the principle that no deletion, diminution or amendment of current members’, Branches’ and/or SOGs’ rights, as defined in the current Rule Book, may be implemented without prior full consultation of members, Branches and SOGs, and a clear indication shown of majority consent to those alterations.”.

Moved by: Peter Vincent (Retired Members’ Group)
Seconded: Formally

LOST

B. *To insert between “report” in line 4 and “Conference” in line 5 (of motion) “subject to inclusion of the following amendments:”*

To delete all between “from” in line 121 and “(v)” in line 126 (of report) and substitute “each Branch on the basis of one delegate for every 300 members or part thereof”.

To delete all between “from” in line 126 and “(vi)” in line 132 (of report) and substitute “Branches on the basis of one per 300 members or part thereof. In addition each SOG would have the right to submit one motion. Each Branch and SOG would have the right to submit one amendment to a motion. In rule change years additional motions for changing the Rules and amendments thereto may be submitted on the same basis by Branches and SOGs.”.

Moved by Dave Johnson (Anglia No.2)
Seconded by David Lown (Crewe & Cheshire General)

LOST

C. *To insert between “report” in line 4 and “Conference” in line 5 (of motion) “subject to inclusion of the following amendment:”*

To delete “one” in line 138 (of report) and substitute “three”.

Moved by Susan Pattwell (Medway)
Seconded Formally

LOST

D. *To insert between “report” in line 4 and “Conference” in line 5 (of motion) “subject to inclusion of the following amendments:”*

To delete “one” in line 138 (of report) and substitute “four”.

To insert between “Branches.” in line 145 and “(viii)” in line 146 (of report) “The EC’s Working Party should investigate the possibility of the Journal being published electronically so reducing postage and printing costs, enabling the Journal to be published four times per year.”.

To insert between “rep.” in line 179 and “Conference” in line 180 (of report) new paragraph:

“Conference is concerned that the cost of Head Office accommodation in London is prohibitive so the EC’s Working Party should investigate the possibility of selling, leasing or renting the whole of Walkden House, with Head Office staff being relocated in cheaper accommodation outside the metropolis that will better serve the needs of the reduced membership.”.

Moved by Judith Rodgers (South Yorkshire)
Seconded by Felix Matthew-Brown (London Met)

LOST

E. *To insert between “report” in line 4 and “Conference” in line 5 (of motion) “subject to inclusion of the following amendment:”*

To delete all between “2014” in line 147 and “(ix)” in line 154 (of report) and substitute:

“. The concept of banded subscriptions, based on basic rates of pay will be thoroughly investigated and a fully comprehensive consultation document shall be produced. This document will form an EC Reserve Motion and will be issued to all members in good time for full discussion and comment at Branch, SOG and Divisional Council levels prior to the 2015 Annual Conference. Should that Reserve Motion be carried at said Conference any applicable rule alterations will be made to facilitate the introduction of banded subscriptions on 01 July 2015.”.

Moved by Eddie Creighton (London SE Retired)
Seconded by Steve Halliwell (London South Western & Middlesex)

LOST

F. *To insert between “report” in line 4 and “Conference” in line 5 (of motion) “subject to inclusion of the following amendment:”*

To insert between “union.” in line 157 and “(x)” in line 158 (of report) new clause: “(x) To amend the Association’s rules so that Branches and Divisional Councils are allocated a fixed sum allowance for each member (which can be determined from the number of members in each band) to be paid as a Branch or Divisional Council allowance to be used for honoraria payments to Officers, campaigns, affiliations, organising activities, and legitimate expenses that the Branch or Divisional Council agree at properly convened meetings, such that any Branch or Divisional Council should return any excess balance over and above the nominated amount for ‘cash in hand’ or claim it back during the year from the Central Fund should the need arise.”. To re-number remaining clause accordingly.

Moved by Richard Scudder (London Bus Operators)
Seconded Formally

LOST

G. *To delete all after “report” in line 4 (of motion) and substitute “but is deeply concerned that the proposed savings fall far short of what is necessary for financial survival. Bearing in mind the Association neither has time nor money to elongate further the turn-round process, Conference instructs the EC as a matter of urgency to make use of the Association’s internal expertise and goodwill to:*

- (a) arrange a meeting as soon as practicable between the EC and up to two reps appointed from each Divisional Council;
- (b) this meeting to put together an effective budget to balance income and expenditure, and
- (c) direct the General Secretary to make all necessary arrangements to re-arrange the Association’s business to act effectively within that budget to achieve financial stability and organisational support to the membership.

Conference therefore instructs the EC to formulate appropriate rule amendments to give effect to the emerging proposals and put these to a Delegate Conference.”.

Moved by Tim Bartlett (Yorkshire Retired)
Seconded Formally

LOST

Second Day's Proceedings

8. **Employment Rights** (Composite Items 10 & 14)

That this Conference is concerned that zero hours contracts are a move back to the Victorian era where the rights of workers were in short supply.

Conference is also aware that these contracts, which have the support of the Coalition government, are creeping into the railway industries through the channels of sub-contracting by companies.

The TUC and the Labour Party should now be fighting these contracts with all the power at their disposal and fighting to make these forms of contracts illegal.

Conference is opposed to zero hours contracts and authorises the EC to take all necessary legal and industrial steps to prevent them being imposed or perpetuated on members.

Conference therefore instructs the EC to bring the terms of this motion to the attention of the TUC and Labour Party.

Moved by Eddie Creighton (London S.E. Retired)
Seconded by Vincent Tully (London South Western & Middx)

CARRIED

9. **Conditions of Service** (Item 11)

That this Conference is aware of the continuing worsening in terms and conditions for many rail staff.

Conference is also aware that successive improvements and safeguards proposed by the EU have been watered down by successive Governments, mostly at the behest of the CBI and its allies.

Whilst Conference expects this from a Conservative government, it is a sad fact that the Blair governments also pandered to the ministrations of the bosses and were instrumental in the dilution of many European Directives, for example the Working Time Directive.

Conference instructs the EC to commence discussions with the Labour Party, seeking absolute assurances that measures seeking to introduce improvements to workers' terms and conditions will not be undermined by a future Labour government.

Moved by Joe Kavanagh (East Midlands Technical)
Seconded Formally

CARRIED

10. **Conditions of Service (Item 12)**

That this Conference calls upon the EC to recognise that the terms and conditions of sub-contracted employees, in particular those employed by Lorne Stewart on the West Coast Main Line, are not being adhered to.

Conference instructs the EC, as a matter of urgency, to take all necessary steps to ensure that basic entitlements, in particular the annual and compensation leave entitlements, are strictly adhered to.

Moved by Cath Murphy (Crewe & Cheshire General)
Seconded by Ray Spiteri (Disability Working Group)

CARRIED

11. **Conditions of Service (Item 13)**

That this Conference believes that to enable our members to have a better work- life balance, the Association should have a strategy to obtain a shorter working week.

The EC should endeavour to highlight this aspiration to the Association's officials and lay reps, encouraging them to achieve a better quality of life for members.

Moved by Colin Farquhar (Anglia No.1)
Seconded Formally

CARRIED

12. **Health & Safety (Item 15)**

That this Conference notes with concern that employees and reps of this Association who show leadership and best practice in health and safety are not accredited with an official symbol to display their commitment.

Conference therefore urges the EC to encourage the official recognition of employees and reps who show excellence and best practice in their endeavour to improve health and safety expertise.

Moved by Michael Litchfield (Brighton)
Seconded by Bernard Gentry (Underground No.1)

CARRIED

13. **Health & Safety (Item 16)**

That this Conference is gravely concerned that the austerity measures introduced by the discredited Coalition government is having damaging effects on rail safety and in a wider context the general safety of all citizens. The reductions proposed and in some cases taking place in the Fire and Rescue Service will endanger a large number of people in both urban and rural areas where the services are greatly diminished.

Conference instructs the EC to bring the terms of this motion to the attention of the appropriate Government departments, the Labour Party and the TUC.

The recent floods have demonstrated how important adequate emergency services are in a wider range of tasks than ordinarily expected. Fire crews have saved lives and alleviated intense distress for thousands of people suffering flooding. Any diminution in their ability to respond would turn a disaster into a catastrophe. Conference calls on the EC to make these points strongly in all possible forums, especially with Government ministers and the Mayor of London, and the TUC. Conference further calls on the EC to seek to ensure that a future Labour government is committed to reversing any cuts to the emergency services.

Moved by Joe Kavanagh (East Midlands Technical)
Seconded Formally

CARRIED

A. *To add at end new paragraph:*

“Conference instructs the EC to bring the terms of this motion to the attention of the appropriate Government departments, the Labour Party and the TUC.”.

Moved by Paul Messenger (London S.E. & Sussex)
Seconded by Peter Vincent (Retired Members’ Group)

CARRIED

B. *To add at end new paragraph:*

“The recent floods have demonstrated how important adequate emergency services are in a wider range of tasks than ordinarily expected. Fire crews have saved lives and alleviated intense distress for thousands of people suffering flooding. Any diminution in their ability to respond would turn a disaster into a catastrophe. Conference calls on the EC to make these points strongly in all possible forums, especially with Government ministers and the Mayor of London, and the TUC. Conference further calls on the EC to seek to ensure that a future Labour government is committed to reversing any cuts to the emergency services.”.

Moved by Jill Murdoch (Yorkshire North)
Seconded by Fliss Premru (TfL Central)

CARRIED

14. People’s Assembly Against Austerity (Item 17)

That this Conference congratulates all those that have been engaged in the work of the People’s Assembly. Since its national launch in London during June 2013 many local and regional assemblies have been established which have done a magnificent job defending our education, health, welfare and social services and pointing out the failure of the Coalition government’s austerity programme.

Conference notes that the People’s Assembly stands with all those who are campaigning against the Government: those in the student movement, the trade unions and trades union councils, the many campaigns to defend services, the NHS, the Coalition of Resistance, the People’s Charter, UK Uncut, the environmental movement and the Occupy movement. The People’s Assembly has one goal: to make the Government abandon its austerity programme.

Conference notes the support given to the People’s Assembly by many trade unions and calls on the EC, (*to encourage*) Divisional Councils, Branches, SOGs and the Association’s members to engage in its activities.

Conference also urges the Association’s members to get involved in trades union councils as they can often be the key trade union bodies to build local People’s Assemblies around. Conference also asks the EC to give early publicity to the Association’s members of the TUC ‘Britain Needs a Pay Rise’ demonstration on 18 October 2014.

Moved by Malcolm Wallace (Anglia No.1)
Seconded by Peter Vincent (Retired Member’s Group)

CARRIED

Amendments -

A. *To delete “to encourage” in line 11 and substitute “,”.*

Retired Members’ Group

ACCEPTED

B. *To add at end new paragraph:*

“Conference also urges the Association’s members to get involved in trades union councils as they can often be the key trade union bodies to build local People’s Assemblies around. Conference also asks the EC to give early publicity to the Association’s members of the TUC ‘Britain Needs a Pay Rise’ demonstration on 18 October 2014.”.

Network Rail North London

ACCEPTED

15. **Fuel Poverty (Item 18)**

That this Conference notes with deep concern that in 2012 over 25,000 older people died from cold related illnesses, the vast majority as a result of cold homes. This was caused by a number of factors, including high energy costs and poor insulation.

Conference calls on the Government to address the need for higher winter fuel payments, widespread insulation programmes and the introduction of a block on the right of energy companies to simply put up bills without any regard to the economic climate in which they operate.

Conference takes the view that privatisation of the utilities has failed and that the conflict between maximising profits and meeting the nation's needs is not reconcilable. Conference therefore calls on the Labour Party to include in its next election manifesto a promise to return electricity, gas and water to public ownership.

Moved by Peter Vincent (Retired Members' Group)
Seconded Formally

CARRIED

16. **Privatised Utilities (Item 19)**

That this Conference deplores the continuation of the failed privatisation policies of the current Government and others before it. Conference further deplores the sell-off of the last remaining state owned part of Eurostar when it is finally profitable and returning money to the Treasury.

These shameful privatisations only serve and profit the rich minority and big corporations at the expense of the general public, in particular, the poor, elderly and disabled.

There is no better example of this than with the utility companies, water, gas and electricity, where we have seen crushing above-inflation price rises, whilst company profits run into billions. This has led to many disgraceful deaths as people are plunged into fuel poverty.

Conference recognises and applauds the excellent campaigns and efforts to renationalise the railways, in particular the East Coast campaigns. This obviously must remain the Association's priority, but Conference also recognises that there is a wider issue of anti-privatisation and feels that the tide of public opinion is turning this way. It is noted with interest the sequence of events that took place after Ed Miliband's announcement at 2013 Labour Party Conference concerning the freezing of energy prices.

Conference therefore asks that, where possible, the EC along with other campaigning groups highlight the cost and effects of our utility companies, to support campaigns for renationalisation and, wherever possible, to put pressure on our friends and the appropriate people within the Labour Party to ensure that discourse takes place about not only the renationalisation of the railways, but all privatised public utilities.

Moved by Josey Grimshaw (Southeastern Metro)
Seconded Formally

CARRIED

17. **Royal Mail (Item 20)**

That this Conference notes with regret, but with no surprise, the privatisation of Royal Mail despite an overwhelmingly positive campaign against this act of political vandalism. This Coalition government was determined to remove this institution from state control and to line the pockets of their City supporters, via Vince Cable's economic illiteracy.

Conference urges the EC to support and campaign for the return of Royal Mail to the public sector in combination with recognised trade unions.

Moved by Tom Rickard (Euston)
Seconded by Rod Payne (Paddington/Thames Valley)

CARRIED

18. **NHS (Composite Items 21 & 22)**

That this Conference is appalled at the continuous downgrading of Accident & Emergency units, outsourcing and general downgrading of the NHS, especially hospitals, by the current government. Conference is also deeply concerned about the creeping privatisation of the NHS. This puts at risk the fundamental ethos of the NHS being free at the point of use and inevitably introduces a multi-tiered system for healthcare provision. Standards will inexorably be pushed downwards as the purpose of providing care becomes the extraction of profit from the system, in the same way that privatisation of cleaning of hospitals led to an epidemic of hospital-borne infections.

Conference recognises that the Labour government started the path towards privatisation of NHS services and that Andy Burnham MP, the Labour Shadow Health Secretary, has acknowledged that this was probably a mistake. Conference instructs the EC to work in all possible ways with the Labour Party and the TUC to ensure that a future Labour government is committed to restoring the NHS to its founding principles: a fully public service committed to the provision of healthcare, free at the point of use and untainted by the drive to maximise profits.

Moved Jill Murdoch (Yorkshire North)
Seconded by Tom Rickard (Euston)

CARRIED

Amendments -

A. *To insert between "infections." in line 5 and "Conference" in line 6 new paragraph:*
"Conference is further concerned that despite the Court victory for the Lewisham Hospital campaign in October, the Government continues to intervene to force successful centres into partnership with inappropriate trusts in order to mask the failures of the commercial business models being forced on health trusts. This was illustrated by reports in February 2014 that the Treasury is blocking an overdue move by the world-renowned Papworth Hospital into new premises in Cambridge, in order to force Papworth into partnership with the loss-making Peterborough and Stamford NHS Trust."

Moved by John Rees (TfL Central)
Seconded Formally

LOST

B To insert between “healthcare,” and “untainted” in line 12 “free at the point of use and”.

Moved by Tim Bartlett (Yorkshire Retired)
Seconded Formally

CARRIED

19. Individual Care Budgets (Item 23)

That this Conference notes the recent Court ruling that an individual accepting an Individual Care Budget assumes the responsibilities of an employer. Conference considers that this is inappropriate for a vulnerable individual.

Conference calls upon the EC to approach the Government for clarification on the responsibility for those given an Individual Care Budget, and for a review of the scheme following the recent Court judgement in the North West.

Moved by Ray Spiteri (Disability Working Group)
Seconded by Bernard Gentry (Underground No.1)

CARRIED

20. Pay Day Loans (Item 24)

That this Conference is concerned about the growth of pay day lenders and the representation in our media that this is becoming normal and acceptable.

There has been a massive shift in wealth in this country over the last 20 years, with many of the rich becoming super rich and the mass of the population suffering job losses, pay freezes and zero hour contracts, while at the same time facing price increases across the previously state controlled utilities and services. The poor meanwhile have to turn to food banks and loan sharks.

Many more people do not get enough to live on, and banks are reluctant to lend to the poor or to give short term loans. There is therefore a growing market in pay day loans at high interest rates and there are huge profits to be made.

Some of the hardest hit by this legalised sharking are the young. Some are already discriminated against by lower minimum wage rate and are now facing the removal of all benefits for the under-25s in current proposals.

Conference calls on the EC to lobby the TUC and Labour Party to support:

- (a) economic policies that recognise the above and that reverse austerity;
- (b) the introduction of ‘living wage’ legislation;
- (c) regulation of the finance industry to protect people from high interest charges by pay day and doorstep lenders, *(and)*
- (d) introduction of legislation to support the expansion of community based credit unions and (.)
- (e) a reintroduction of full benefits for people aged between 17 and 25.

Conference also calls on the EC to publicise amongst the Association’s members and their families the benefits of low interest credit unions, and to consider the use of the Association’s Benevolent Fund to assist members in financial difficulties for a short period.

Moved by Kyle Williamson (FutureTSSA)
Seconded by David Lyons (Network Rail North London)

CARRIED

Amendment -

To insert between “made.” in line 9 and “Conference” in line 10 new paragraph:

“Some of the hardest hit by this legalised sharking are the young. Some are already discriminated against by lower minimum wage rate and are now facing the removal of all benefits for the under-25s in current proposals.”.

To delete “, and” in line 14 and substitute “;”.

To insert between “unions” in line 15 and “Conference” in line 16 “, and

(e) a reintroduction of full benefits for people aged between 17 and 25.”.

FutureTSSA

ACCEPTED

21. Welfare Reform Bill (Item 25)

That this Conference is concerned that the implementation of the Welfare Reform Bill by the Northern Ireland Assembly this year will lead to extensive hardship to the less well off in society. The impact on Northern Ireland’s more vulnerable members of society will be much greater than any other part of the UK.

Conference therefore calls upon the EC to request the Irish Committee to:

- (a) take action and engage with all of the political parties in the North of Ireland;
- (b) support any campaign on this issue organised by the ICTU, sister trade unions and community groups, and
- (c) urge the Association’s members to lobby their MPs and Members of the Legislative Assembly to vote against the introduction of such a draconian policy.

Moved by
Seconded

Margaret Stephens (Belfast)
Formally

CARRIED

22. Pensions (Item 26)

That this Conference opposes the Government’s Defined Ambition pension proposals. Conference believes that pension payments should reflect a value reasonably consistent with the cost of living, as currently defined by the RPI, or a measure better suited to pensioners.

Conference further believes that surviving dependants of a deceased pensioner must continue to benefit from a proportion of the pension formerly paid whilst the pensioner was alive.

Conference will not tolerate any degrading of pension payments and authorises the EC to take all practicable steps, including working with the TUC, to secure these principles in law.

Moved by
Seconded

Peter Vincent (Retired Members’ Group)
Formally

CARRIED

23. **State Pension Age (Item 27)**

That this Conference expresses its opposition to the Government's policy of accelerating the increase in State Pension Age announced by the Chancellor in his Autumn Statement on 5 December 2013.

Under the Pensions Act 2007, the legislated increase to 67 would take place by 2036 and to 68 by 2046 but in his Autumn Statement, George Osborne announced that the increase to 68 would be in the mid-2030s and to 69 in the late 2040s, having previously made the statement that the rise to 67 would take place in 2028.

This policy is based upon the average life expectancy within the UK as outlined by the Office for National Statistics, but takes no account of the difference in life expectancy in different parts of the UK or within different work situations or the increased likelihood of ill-health or disability.

Nor does the Government take into account that every older person remaining in work keeps a job off the availability list for the younger generation where we already have a major unemployment disaster.

Conference therefore instructs the EC to raise this issue with the TUC, the Labour Party and with Age UK.

Moved by Dave Howarth (Yorkshire North)
Seconded by Asif Quarashi (Lancs & Cumbria General)

CARRIED

Amendment:

To insert between "situations" in line 9 and "Nor" in line 10 "or the increased likelihood of ill-health or disability."

Lancs & Cumbria General

ACCEPTED

24. Tax Avoidance (Item 28)

That this Conference was so concerned by the tax avoidance schemes of multinational companies that a motion was carried at 2013 Annual Conference for action to be taken against these companies.

Conference is alarmed that these companies continue to avoid paying full taxes on UK transactions and the efforts of this Coalition government to bring these companies to account have been weak or non-existent.

Conference also condemns 'sweetheart deals' entered into by HMRC with such companies while chasing ordinary taxpayers for pennies.

Conference therefore instructs the EC to bring these concerns to all interested parties.

Conference welcomes the launch of the Fair Tax Mark on 20 February 2014, the world's first independent tax accreditation scheme. Conference believes that, as one in four consumers want to boycott tax dodgers, the Fair Tax Mark offers businesses the opportunity to proudly display to their customers that they are responsible tax payers. Conference congratulates the magazine 'Ethical Consumer and Tax Research UK' for developing the Fair Tax Mark and the immediate support given to it by Midcounties Co-operative, Unity Trust Bank, and The Co-operative Phone and Broadband. Conference calls on all companies operating in the UK to support this initiative.

Moved by Eddie Creighton (London S.E. Retired)
Seconded by Colin Farquhar (Anglia No.1)

CARRIED

Amendment -

To add at end new paragraph:

"Conference welcomes the launch of the Fair Tax Mark on 20 February 2014, the world's first independent tax accreditation scheme. Conference believes that, as one in four consumers want to boycott tax dodgers, the Fair Tax Mark offers businesses the opportunity to proudly display to their customers that they are responsible tax payers. Conference congratulates the magazine 'Ethical Consumer and Tax Research UK' for developing the Fair Tax Mark and the immediate support given to it by Midcounties Co-operative, Unity Trust Bank, and The Co-operative Phone and Broadband. Conference calls on all companies operating in the UK to support this initiative."

Anglia No.1

ACCEPTED

25. **Planning Gain (Item 29)**

That this Conference recognises infrastructure development raises values of associated land and developments and that such improvements should be conditional on developers paying, without exception, appropriate statutory authorities a levy from their new and improved income from those sites and works.

Conference believes that such levies should be universal across the UK. ‘Loopholes’ such as redeveloping an existing building to evade (in England and Wales) Section 106 of the Town and Country Planning Act 1990 should be closed, and a similar standard should be applied in Scotland under Section 75 of the Town and Country Planning (Scotland) Act 1997.

Conference instructs the EC to approach the Labour Party, TUC and other appropriate bodies to move this principle from policy into practice.

Moved by
Seconded

Steve Halliwell (London South Western & Middlesex)
Formally

CARRIED

26. **Transparency of Lobbying Bill (Item 30)**

That this Conference is concerned at the action by the current Government to introduce the Transparency of Lobbying, Non-party Campaigning and Trade Union Administration Act (*Bill*). The clear intent is to silence those that might wish to criticise the actions of the current Government during the now extended election campaign.

Conference recognises that many fought and died for our right to be freely heard and we now need to defend that right.

Conference therefore instructs the EC to take all reasonable steps to encourage the wider labour movement to continue to challenge the making of regulations under this unreasonable Act, to argue against the restrictions imposed by the Act (*oppose this unreasonable Bill at all its Parliamentary stages*) and for the Labour government to commit to repeal it when they next reach power. (*if it should become law*).

Moved by
Seconded by

Brian Mayhew (Midlands Retired)
John Rees (TfL Central)

CARRIED

Amendment -

To delete “Bill” in line 2 and substitute “Act”.

To delete all between first “to” and “and” in line 8 and substitute “continue to challenge the making of regulations under this unreasonable Act, to argue against the restrictions imposed by the Act”.

To delete all after “power” in line 9.

TfL Central

ACCEPTED

27. Immigration (Item 31)

That this Conference is concerned about the current obsession of UKIP and much of the media with immigration levels, and their exaggerated claims about the negative effects of both legal and illegal immigration. They fail to recognise the positive impacts brought by most immigrants who work hard and without whom many areas of employment, such as the NHS, would suffer greatly and possibly even collapse.

The figures also reveal that immigration levels to the UK are far less than many other European countries and considerably less than many Middle Eastern, African and Asian countries, overwhelmed by fugitives from conflicts in neighbouring countries. In fact the generalisations in the media and by UKIP fail to identify adequately what proportion of immigration applications are by asylum seekers fleeing such conflicts or escaping from brutal governments where opposition can result in torture or be fatal.

Conference therefore instructs the EC to urge the Government, Labour Party and TUC to adopt a more humane and sympathetic immigration policy, to resist the paranoid and often racist attitudes currently affecting mainstream UK politics, to avoid the temptation to seek voter support attracted to other political parties, and to campaign accordingly.

Moved by Ian McDonald (South Eastern (Kent))
Seconded by David Lown (Crewe & Cheshire General)

CARRIED

28. Immigration (Item 32)

That this Conference is disappointed by the continuing inaccurate and misleading reporting by some parts of the press about immigration. This is fuelling support for 'protest' political groups who choose to blame immigrants for many of the ills in society.

Conference instructs the EC to call on the Labour Party to avoid the temptation to react with ill-conceived 'knee-jerk' policies designed to capitalise on this misinformation.

Moved by Mike Wood (Paddington/Thames Valley)
Seconded by Dinesh Bhardwa (Underground Ops Managers)

CARRIED

29. Bullying (Item 33)

That this Conference notes with concern and horror the lack of training teachers receive in regard to bullying at all our education establishments, the lack of cohesive actions to combat cyber bullying, and the ease with which young people can access 'suicidal' websites because Internet Service Providers (ISPs) do not install procedures to protect those vulnerable young people.

Conference therefore urges representation by the EC to:

- (a) the Education Secretary to train all teachers within a five year period and updated training when necessary on aspects of bullying and how to combat it, and to set up a cohesive action plan to protect those who are bullied, and
- (b) the Child Exploitation and Online Protection Centre to discuss ways that the Government can force ISPs to put on all the websites that show how to commit suicide and other sites on self-harm, a protective code for adults only to access.

Moved by Malcolm Wallace (Anglia No.1)
Seconded by Steve Horne (Spectrum)

CARRIED

30. Climate Change (Item 34)

That this Conference notes the catastrophic refusal of major world powers to take responsibility for a meaningful reduction in carbon emission at the COP19 Warsaw talks 2013 (UN Climate Change Conference).

Conference notes the UK Coalition government's reckless abandonment of its own targets, cynical cut in green taxes to benefit the 'Big Six' energy companies' profits and the move away from renewables to nuclear and fossil fuel projects.

Conference calls on the EC to inform and engage members and actively campaign:

- (a) in support of renewable energy expansion instead of fracking, fossil fuels and nuclear power;
- (b) to work with Fuel Poverty Action for energy justice and a publicly owned, decentralised energy system;
- (c) to work with the One Million Climate Jobs Campaign for the just transition, skills, infrastructure and employment needed for a sustainable future, and
- (d) for nationalisation of the 'Big Six' energy companies under the democratic control of their users and employees.

Moved by Fliss Premru (TfL Central)
Seconded by David Lyons (Network Rail North London)

CARRIED

31. **Climate Change (Item 35)**

That this Conference notes with alarm the ever changing and erratic nature of weather patterns. There have been many reports into climate, global warming and the consequences of pollution and still there have been inadequate responses from the present Government and world leaders.

Conference instructs the EC to continue to support the TUC with vigour to ensure further action and campaigning is taken on board, and use various incentives and methods with regard to notifying and encouraging the Association's members to get involved in these endeavours.

Moved by Allen Williams (Network Rail West Midlands)
Seconded by Dhiman Mazumder (Southern Inner)

CARRIED

Amendment -

To insert between "patterns." and "There" in line 1 "Conference is concerned that the devastating flooding after this year's wettest winter on record is an indicator that severe weather events are happening more frequently."

To insert between "leaders." in line 3 and "Conference" in line 4 new paragraphs: "Conference notes the comments from Ed Miliband that climate change is now an issue of national security and further notes that the Coalition government has now realised that cutbacks in spending on river dredging and flood defences should be reversed.

Conference believes that transport infrastructure, such as the railways in coastal areas, should be strengthened and given better protection to prevent vital services being severed with the consequent effect on the economy."

Moved by Alan Younge (London Bus Operators)
Seconded Formally

LOST

32. **British Wildlife (Item 36)**

That this Conference is concerned that numbers of many of Britain's most endangered wildlife species have declined by 60 per cent in the last 40 years. Some species, such as the Scottish wildcat, water vole and dormouse are almost extinct and many other mammals, birds and butterflies are now scarce.

Conference is also concerned by moves within the Conservative Party, and the Prime Minister's refusal to rule out moves to reintroduce hunting with hounds, as well as the recent badger cull and the implications that these have on British wildlife.

Conference welcomes the regular publication of biodiversity analyses and also notes the success of some conservation efforts with populations of ospreys and red kites increasing. Conference notes that further improvements in air and water quality have all helped, but remains concerned at the continued threat to the biodiversity of the British countryside.

Conference instructs the EC to make these concerns known to the Department for Environment, Food and Rural Affairs and to encourage Branches and Divisional Councils to support local campaigns that support wildlife diversity and to reaffirm the Association's opposition to hunting with hounds.

Moved by Richard Scudder (London Bus Operators)
Seconded by Josey Grimshaw (Southeastern Metro)

CARRIED

Amendment -

To insert between “scarce.” in line 3 and “Conference” in line 4 new paragraph:
“Conference is also concerned by moves within the Conservative Party, and the Prime Minister’s refusal to rule out moves to reintroduce hunting with hounds, as well as the recent badger cull and the implications that these have on British wildlife.”.

To add at end “and to reaffirm the Association’s opposition to hunting with hounds.”.

Southeastern Metro

ACCEPTED

33. Ethical Investment and the Arms Trade (Item 37)

That this Conference is concerned about the awards of multi-million pound contracts for signalling, engineering and major projects to companies whose plural portfolios include investment, production, promotion and engagement in the arms trade.

Conference notes the trickle-down effect that engaging such companies has on subsidiaries such as the LT Museum. Since the reduction of its grant from TfL, the Museum is increasingly dependent on private funding. The Campaign Against the Arms Trade has complained that Thales, a sponsor, has been identified as conducting an arms deal.

Conference requests the EC to conduct a campaign in conjunction with the Campaign Against the Arms Trade to engage with TfL and other transport companies, to agree programmes of ethical investment and discussion towards severing contracts where there is not a commitment to positive diversification such as future transport, renewable energy, infrastructure and alternatives.

Moved by Fliss Premru (TfL Central)
Seconded by Angella Palmer (E-Mix)

CARRIED

34. Equality (Item 38)

That this Conference notes with concern the equality issues that have been highlighted by Russia this past two years in respect of the LGBT community and other countries where murder is the norm if you are LGBT.

Conference therefore urges the EC to make the Association’s views known to the TUC and Government agencies, and assist where possible by whatever means the EC deems fit to address this injustice, to ensure equality is as widespread as possible.

Moved by Steve Horne (Spectrum)
Seconded Formally

CARRIED

Amendment -

To insert between second “LGBT.” in line 2 and “Conference” in line 3 “Conference is also gravely concerned by the treatment of disabled citizens in the LGBT community.”.

To add at end new paragraph:

“Conference believes the Association, via the relevant SOGs, should be seeking to make links with similar minded groups in Russia and instructs the EC to assist in facilitating this where possible.”.

Moved by Ray Spiteri (Disability Working Group)
Seconded Formally

LOST

35. Transport Policy (Investment) (Item 49)

That this Conference is concerned that there is inadequate investment in public transport, particularly in the north of England.

Conference endorses the Association’s existing policy on HS2 and calls upon the next Labour government to adopt other projects and policies that will promote the development of transport links outside London and the South East. (*between the North and South.*)

Moved by Cath Murphy (Crewe & Cheshire General)
Seconded by Dave Howarth (Yorkshire North)

CARRIED

Amendment -

To delete all after “links” in line 4 and substitute “outside London and the South East.”.

Yorkshire North

ACCEPTED

36. Transport Policy (Investment) (Item 50)

That this Conference, while continuing to support the Association’s policy on HS2 as determined by Minute No.17 carried at 2012 Annual Conference, is concerned that the proposed route through the Chilterns is causing serious local and environmental problems which are having an adverse effect on the proposed cost of the route and the project’s political chances of being built at all.

Additionally, the proposed route’s escalating costs and the negative economic effect to other parts of the country, not to mention the serious doubts over the business case for the project, are the topic of much discussion.

In view of these developments and with the route not planned until 2026 there is still time to consider alternative routes for HS2, such as a new alignment from Euston closely parallel to the M1 and M6 motorways from Brent Cross to Rugby and beyond, at less cost, with much less tunnelling required, and less adverse impact on both the rural and built environment, and not serving Old Oak Common at all, or utilising the existing Great Central Line to the Midlands and beyond.

A further major flaw in the scheme is the fact that the proposed London terminus is at a different location to that of HS1, thereby preventing through international train services. Conference therefore urges the Government to consider the alternative 'Euston Cross' scheme, as proposed by Lord Berkeley and a consortium of other transport experts, or any relevant suitable variant of it, as a way to provide direct through connection between HS2 and HS1, plus limited additional underground terminal capacity, while avoiding most of the massive cost and disruption of rebuilding Euston's surface station.

Conference instructs the EC to bring the terms of this motion to the attention of all interested parties.

Moved by Ian McDonald (South Eastern (Kent))
Seconded by Susan Pattwell (Medway)

CARRIED

Amendment -

To insert between "Conference" and first "is" in line 1 ", while continuing to support the Association's policy on HS2 as determined by Minute No.17 carried at 2012 Annual Conference,".

To insert between "route" in line 2 and "Additionally," in line 3 "and the project's political chances of being built at all."

To insert between "as" and "utilising" in line 7 " ".

To insert between "services." in line 9 and "Conference" in line 10 "Conference therefore urges the Government to consider the alternative 'Euston Cross' scheme, as proposed by Lord Berkeley and a consortium of other transport experts, or any relevant suitable variant of it, as a way to provide direct through connection between HS2 and HS1, plus limited additional underground terminal capacity, while avoiding most of the massive cost and disruption of rebuilding Euston's surface station.".

South Eastern (Kent)

ACCEPTED

Minute No. 17 carried at 2012 Annual Conference reads as follows:

That this Conference reaffirms its commitment to a publicly funded and publicly accountable railway. The chaos of the fragmented and privately owned railway continues unabated: any railway that can be described by a Government minister as "in danger of becoming a rich man's toy" is unfit for purpose. Tinkering at the edges of fare rises does nothing to correct the fundamental problem which is that our railways are run solely for private profit and not as a public service.

Conference reiterates its call for bus services to be brought back under local democratic control so that the long held dream of rail-bus integration can be achieved. Environmental concerns dictate that there must be a significant move from the private car to public transport but this will remain unfeasible until there is effective integration of transport services, which will increasingly be non-carbon based.

Conference welcomes belated plans by this and the last Government to investigate options for expansion of high speed rail in the UK, in addition to the existing London-Channel Tunnel route known as HS1. The construction of high speed rail lines generally relieves pressure on the most congested classic rail lines, creating capacity for expansion of local and regional services, and the transfer of more freight from roads on to the railways.

Conference is aware that future transport requirements necessitate an increase in capacity on the rail network. The proposed HS2:

- (a) would provide such an increase in capacity on some routes for some passengers;
- (b) may encourage job growth in the Midlands and the North, and
- (c) would provide much needed investment in infrastructure at a time of recession.

However, while the final route chosen for HS1 followed mainly existing transport corridors in Kent and East London, reducing potential costs and environmental objections, the route selected for HS2 from London to the West Midlands by the DfT will be far more expensive per mile than other comparable schemes elsewhere in Europe. It would also plough through an area of outstanding natural beauty and require far more expensive tunnelling than an alternative route direct from Euston, probably closely following the M1 and M6 motorways, as proposed by many campaigning groups which support high speed rail services, but not the scheme specifically proposed by this Government. The very nature of the scheme and the amount of opposition by many of its own MPs on a wide variety of grounds, let alone the projected £32bn cost of the full London-North/North West scheme, means it is unlikely to ever be built in the present economic climate.

Conference therefore instructs the EC to call for a major re-examination of the scheme as urged by the House of Commons Transport Select Committee in November 2011, regardless of the current status of the scheme, to ensure its eventual construction on an integrally planned, economic and environmental basis, more acceptable to the wider community, rather than risk its total abandonment due to significant financial and political objections.

Conference, however, has (two) three major concerns about HS2 and calls for the following:

- (i) that investment in the existing railway must not be neglected or diverted: the need for its services will not diminish; (and)
- (ii) that if political delays continue, or HS2 is cancelled, the taxpayers' money earmarked for its development must be put into upgrading and improving the existing rail network where there are significant opportunities for increasing capacity,
- (iii) that HS2 is recognised as a major part of transport infrastructure and should be maintained in public ownership if and when completed, and
- (iv) that consideration should be given to adequate links between HS2 and other International transport hubs.

Conference calls on the Government to ensure continuing orders for the last remaining train manufacturing facility at Derby, in recognition of the fact that more new trains are needed to cope with increasing demand, to replace life expired rolling stock, and to build new trains for new and electrified lines, not just HS2 but the expanded Thameslink route and Crossrail.

Conference also reaffirms its opposition to the McNulty Report which, in supposedly searching for 'savings' in railway activities, fails to recognise that the privatised railway costs the taxpayer five times more in real terms than British Rail did in its last year of operation. Conference sees the Report unequivocally as just another part of the attack by the Coalition government on working people in this country. Fewer jobs and lower wages, not to mention a less safe and a less efficient railway, are a 'price worth paying' to ensure the profits of the Government's friends. The attempt within the 'Red Tape Challenge' to get rid of protections on railway pensions is yet another example of this sustained attack on railway employees.

Conference understands that only through unity and close working with the other rail trade unions, as well as with passengers' groups, will the McNulty proposals, and similar attacks on

Association members' terms and conditions, be defeated. Conference congratulates the EC on the actions it has taken to date and calls on it to continue to work closely with other unions to stand firm against Government attacks on the railway and the Association's members wherever they occur.

37. Transport Policy (Accessibility) (Item 51)

That this Conference recognises the need to improve accessibility of public transport for the elderly and disabled in order that travel can be made easier for both business and social purposes. This will be of benefit to society by both increasing people's self-esteem, and preventing depression and related illnesses. As longevity increases, so too will this situation.

Conference calls upon the EC to bring the terms of this motion to the attention of all relevant parties in all forms of public transport.

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

LOST

38. Transport Policy (Accessibility) (Item 52)

That this Conference notes that after the Paralympics the DfT published its accessibility action plan in which it set out measures to improve the physical accessibility of transport to disabled people. The report highlighted the importance of enabling disabled people to access more employment opportunities, to travel to healthcare, easy access to a wider range of education and training opportunities, travel to shops, travel to meet friends in cafes and bars and so increasing spending by consumers.

The report recommended that the DfT should complete its review of the inclusive mobility guidance in the first half of 2014. The measures proposed, with train and bus operators, would work to reduce the booking time required to organise assistance on a journey and, of course, this has a very definite effect on the number of staff at stations. It also suggested that the ORR should work with TOCs to launch a widespread campaign to ensure that disabled people are aware of their rights regarding accessibility to the rail network, including receiving a taxi to the nearest available accessible station if necessary.

Conference instructs the EC to include information to make disabled people aware of their rights regarding access to the rail network wherever possible in any of the Association's campaigns.

Moved by Ray Spiteri (Disability Working Group)
Seconded by Asif Qurashi (Lancs & Cumbria General)

CARRIED

39. Transport Policy (Rail) (Item 53)

That this Conference notes the fact that in its manifesto for the 2011 Assembly elections, the Welsh Labour Party promised to examine the feasibility of the Wales and Border rail franchise being run on a ‘not for dividend’ basis. This was welcomed by the Association.

However, when the Assembly’s Enterprise and Business Committee recently compiled a report on the future of Welsh railways it was unable to make specific recommendations as the ‘not for dividend’ option, which is in the Programme for Government, had not yet been examined.

As the awarding of a rail franchise is a lengthy and complicated procedure and as the current franchise held by Arriva Trains Wales is due to end in 2018, Conference instructs the EC to ask the Welsh government to carry out their commitment to examine the ‘not for dividend’ option without further delay.

Moved by Howard Morris (South East Wales)
Seconded Formally

CARRIED

40. Transport Policy (Rail) (Item 54)

That this Conference acknowledges the sterling work and the achievement that the Association has made with the ‘Keep East Coast Public’ campaign. The fight is not over. Conference urges the EC to continue the campaign until the fight is won.

Moved by Nicola Jukes (Yorkshire No.1 TOC)
Seconded by Tim Bartlett (Yorkshire Retired)

CARRIED

41. Transport Policy (Rail Freight) (Item 55)

That this Conference appreciates that rail freight is now in a period of unprecedented growth with demand outstripping supply and operators are struggling to meet the needs of customers.

Conference therefore instructs the EC to instigate the formation of a Freight Operating Company (FOC) Council, bringing together members working for FOCs whose objectives will be to share ideas, increase co-ordination and be a voice for rail freight within the Association.

Conference further instructs the EC to lobby Government and Network Rail as appropriate to ensure freight enhancements are increased so that the growth can continue unrestricted by gauge and capacity issues.

Moved by Judith Rodgers (South Yorkshire)
Seconded Formally

CARRIED

42. Transport Policy (Air Travel) (Item 56)

That this Conference is opposed to a new airport proposed for the Thames Estuary or for any other new airports or runways in the South East. London has four effective airports, with approximately five take-off/landing runways and nine terminals. There is still plenty of capacity to cope with any likely expansion for the next few decades. It is clear that many airlines use a preponderance of small to medium size planes, taking up the same number of slots as wide-bodied aircraft, which have far greater capacity and which operate less frequent services using up fewer slots, but with the same overall passenger capacity.

Furthermore, high speed and generally faster Inter-City train services, on journeys under four hours and with competitive fares, could continue to absorb far more passenger growth within the UK and to nearby European mainland cities, with far less environmental damage than increased air services and new airports or runways.

Conference therefore instructs the EC to make these views known to the Government, the Labour Party and other relevant parties, and to support campaigns to oppose any airport or runway expansion in the South East.

Moved by Ian McDonald (South Eastern (Kent))
Seconded by David Lyons (Network Rail North London)

LOST

43. EC Motion on Report and Financial Statements (Item 39)

That this Conference adopts the Report and Financial Statements for 2013.

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

CARRIED

44. EC Motion on Appointment of Auditors (Item 40)

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

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

CARRIED

45. Rule Alteration (Emergency Item E1)

Rule 51: Political Fund (Except Northern Ireland Members)

Clause (1)

To delete all between second “the” in line 2 and “applies” in line 3 and substitute “Trade Union and Labour Relations (Consolidation) Act 1992 (as amended)”.

Clause (4)

To delete all after “Associations,” in line 7 and substitute “22nd Floor, Euston Tower, Euston Road, London, NW1 3JJ.”.

Rule 52: Political Fund (Northern Ireland Members)

Clause (7)

To delete “2-8 Gordon Street” in line 4 and substitute “10-16 Gordon Street”.

To insert between “1992” and “he” in line 12 “(as amended)”.

To delete all between “at” and “If” in line 13 and substitute “22nd Floor, Euston Tower, Euston Road, London, NW1 3JJ.”

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

CARRIED

46. **TSSA Branches (Item 41)**

That this Conference is concerned about the lack of Branch activity and Branch organisation in Ireland. Over the last two years we have seen numerous Branch closures and reorganisations. The number of Branches has dramatically dwindled from 22 to just 5 Branches on the whole island.

In one case, a Management & Executive Branch was merged with a general Branch. This in itself has been detrimental to officer functions within the general Branch; sitting and proposed Officers refused to take office because of this merger. If this trend is allowed to continue then the end of any functioning Branch in Ireland is within sight.

Conference calls upon the EC to request the Irish Committee to vigorously engage in a programme to organise and reinvigorate the Branch structure in Ireland.

Moved by Deirdre Johnston (Belfast)
Seconded Formally

CARRIED

47. **TSSA Education (Item 46)**

That this Conference acknowledges the difficulties faced by the Association in providing the education programme to members, but accepts this is a problem faced not only by other unions, but also the TUC. Courses are sometimes poorly attended or may be cancelled at short notice.

Conference agrees that training is very important as a well-trained and educated rep can often be the best advertisement for the Association in the workplace. *(notes the demise of the Association's education provision to members by our own union. Members are being forced to attend TUC courses that often get cancelled at short notice, creating a void in the workplace).*

Conference therefore urges the EC to consider the reintroduction of the Association's education provision and if a merger goes ahead in the next year make that provision whether that is an independent education programme or in conjunction with outside providers. All options should remain on the table, the aim to be to give the Association's reps the best possible trade union and political education. Whatever the future holds for the Association, reps' education must remain at the forefront of what we do. *(mandatory on our joining and agreeing that merger.)*

Moved by Taffy Evans (Brighton)
Seconded by Melissa Heywood (East Midlands Trains)

CARRIED

Amendment:

To delete all between "Conference" in line 1 and "Conference" in line 4 and substitute "acknowledges the difficulties faced by the Association in providing the education programme to members, but accepts this is a problem faced not only by other unions, but also the TUC. Courses are sometimes poorly attended or may be cancelled at short notice.

Conference agrees that training is very important as a well-trained and educated rep can often be the best advertisement for the Association in the workplace."

To delete all after “provision” in line 4 and substitute “, whether that is an independent education programme or in conjunction with outside providers. All options should remain on the table, the aim to be to give the Association’s reps the best possible trade union and political education. Whatever the future holds for the Association, reps’ education must remain at the forefront of what we do.”.

Moved by David Lyons (Network Rail North London)
Seconded by Dinesh Bhardwa (Underground Ops)

CARRIED

Third Day’s Proceedings

48. TSSA Delegations (Item 47)

That this Conference calls on the EC to include all relevant conferences in the pre-Conference call for nominations and voting to the national (TUC and Labour Party) conferences. This would include all the conferences run by those bodies for under-represented groups e.g. Black workers, LGBT etc. as well as the general conferences/Congress and the Women’s conferences.

Moved by Mary Sithole (Women in Focus)
Seconded by Jill Murdoch (Yorkshire North)

CARRIED

49. TSSA Overseas Delegations (Item 48)

That this Conference considers that the expenditure on overseas delegations in recent years has been excessive. In the era of video conferencing, Conference considers this an unnecessary expense, given the current financial situation of the Association and calls upon the EC to review the size and value of all future overseas delegations.

Moved by Asif Qurashi (Lancs & Cumbria General)
Seconded Formally

LOST

50. **Transport Management (Staffing) (Item 57)**

That this Conference deplores the Government's beliefs that in future all train tickets will be bought through machines and online. They want to do away with ticket offices. They propose either closing or greatly reducing opening hours at up to half of all ticket offices in the country.

At hundreds of stations, the ticket office is the only place left where passengers can find staff, and many facilities like toilets and waiting areas are only available when that ticket office is open. The Government's proposals will lead to many stations deserted of staff with no available facilities, including the purchase of staff privilege fares.

We know that passengers want ticket offices open. Over half of all nationally available ticket retail is provided through face-to-face contact with ticket office or train staff.

Conference calls upon the EC to make representations to both the TUC and the Labour Party to ensure these issues are addressed as soon as possible. *(to make the Government see the error of their ways.)*

Moved by Brian Mayhew (Midlands Retired)
Seconded by Fred Hall (London N.W. Retired)

CARRIED

Amendment -

To delete all after "EC" in line 10 and substitute "to make representations to both the TUC and the Labour Party to ensure these issues are addressed as soon as possible."

Midlands Retired

ACCEPTED

51. **Transport Management (Staffing) (Item 58)**

That this Conference recognises the wide variation of safety and welfare issues in the rail sector, especially around unstaffed and understaffed stations.

Conference calls upon the EC to instigate research looking at the best and worst practices across the TOCs with the intention of sharing best and highlighting worst practice.

Stations, like trains, should be safe and welcoming places, to the benefit of staff and users, especially vulnerable female users.

Moved by Nicola Jukes (Yorkshire No.1 TOC)
Seconded by Colin Farquhar (Anglia No.1)

CARRIED

52. **Transport Management (Staffing) (Item 59)**

That this Conference condemns the further erosion of staffing levels across the board within TOCs and their sales outlets.

Conference instructs the EC to make further representations through the TUC to apply pressure on the Government to halt further staff cutbacks.

Moved by Terry Dawson (London S.E. & Sussex)
Seconded Formally

CARRIED

53. **Transport Management (Staffing) (Item 60)**

That this Conference is concerned about the job losses and threat to members' livelihoods within LUL.

Conference calls upon the EC to continue fighting to minimise job losses, to prioritise that no member working for LUL will be worse off financially after any changes come in, and that any protection of earnings should carry on for as long as required, not just three years as proposed by the company.

Moved
Seconded

Formally (Underground No.1)
Formally

CARRIED

54. **Transport Management (Rail) (Item 61)**

That this Conference is concerned that the railway industry is confusing passengers by advertising that trains may depart 20 seconds, 30 seconds or even up to two minutes before trains are advertised to depart the platform, and that passengers are often denied boarding as the doors are closing. Conference notes that this may be for very good safety reasons, even though this could not be enforced in the days of slam door trains. Conference also notes that this is likely to be an industry reaction to the punitive charges that TOCs have to pay for 'delay minutes'.

Conference further notes that the National Conditions of Carriage do not compensate passengers for early departures, even though they may be further inconvenienced by having a ticket valid only on the train they were attempting to catch, leading to further dispute.

Conference therefore instructs the EC to lobby the DfT to consider publishing 'public' times that allow for 'door closing' time that are in advance of the actual working timetable times and to ensure that the railways are run for the passengers' convenience.

Moved by
Seconded

Richard Scudder (London Bus Operators)
Formally

LOST

55. **Transport Management (Project Management) (Item 63)**

That this Conference notes that there is a lack of continuity and detailed communication between TOCs and LUL in managing projects. This was highlighted at Tottenham Hale when the ORR had to attend to stop Greater Anglia blocking off the exit from the Underground station.

Conference believes a lack of co-operation on projects between companies is a major safety risk and that Health & Safety reps from companies concerned should be involved in planning and project planning meetings.

Moved by
Seconded

Formally (Underground No.1)
Formally

CARRIED

56. **Transport Management (Buses) (Item 64)**

That this Conference recognises the importance of the National Memorial Arboretum at Alrewas, both as a place of remembrance and a visitor attraction, particularly in this centenary year of the start of the First World War.

Conference is concerned, however, at the lack of public transport serving the Arboretum, with only one bus route directly serving the Arboretum, linking Lichfield and Burton-on-Trent, three times a day on Sundays and Bank Holiday Mondays. *(three buses a week all on Sundays).*

As 2014 marks the hundredth anniversary of the outbreak of the First World War and people are being encouraged to get involved with acts of remembrance, Conference believes the National Memorial Arboretum should be made as easy as possible to visit with regular and reliable public transport.

Conference instructs the EC to raise this issue with Arriva Midlands which operate in the area, as well as Staffordshire County Council who provide financial support to bus services in the area, and to campaign for an improvement in the service. *(the bus companies servicing the area and campaign for an improvement in the service.)*

Moved by Mick Risbridger (West Midlands General)
Seconded Brian Mayhew (Midlands Retired)

CARRIED

Amendments -

A. *To insert between “week” and “on” in line 4 “, all”.*

Midlands Retired

ACCEPTED

B. *To insert between “attraction” in line 2 and “Conference” in line 3 “, particularly in this centenary year of the start of the First World War.”.*

To delete all between “only” in line 3 and “Conference” in line 5 and substitute “one bus route directly serving the Arboretum, linking Lichfield and Burton-on-Trent, three times a day on Sundays and Bank Holiday Mondays.”.

To delete all after “with” in line 5 and substitute Arriva Midlands which operate in the area, as well as Staffordshire County Council who provide financial support to bus services in the area, and to campaign for an improvement in the service.”.

Moved by Alan Younge (London Bus Operators)
Seconded Formally

CARRIED

C. *To insert between “Sundays.” in line 4 and “Conference” in line 5 new paragraph: “As 2014 marks the hundredth anniversary of the outbreak of the First World War and people are being encouraged to get involved with acts of remembrance, Conference believes the National Memorial Arboretum should be made as easy as possible to visit with regular and reliable public transport.”.*

Moved by Formally (Underground No.1)
Seconded Formally

CARRIED

57. Travel Facilities (Item 65)

That this Conference is keenly aware of the high value placed on travel facilities by staff and former staff with preserved travel rights. However, the current high loadings on many trains make it essential to reserve a seat before travelling, particularly if accompanied by grandchildren.

Conference notes that for those travelling using travel facilities reservations can only be obtained by taking their travel documents to a booking office every time a reservation is required. The telephone booking system available to the general public is not available for journeys using travel facilities.

Conference instructs the EC to intercede again with the TOCs, who some years ago promised a telephone system for reservations would be reintroduced for staff and ex-staff travel. This is yet a further argument against the closure of booking offices and the inconvenience this causes so many.

Moved by Brian Mayhew (Midlands Retired)
Seconded by Allen Williams (Network Rail West Midlands)

CARRIED

58. Travel Facilities (Item 66)

That this Conference is completely against ticket office closures, both on Overground and LUL. Should, however, this crazy concept become a reality on LUL, consideration must be given for obtaining and purchasing privilege tickets.

Conference requests the EC to bring this motion to the attention of the negotiating parties to enable purchasing on days of travel.

Moved by Susan Pattwell (Medway)
Seconded by Eddie Creighton (London SE Retired)

LOST

59. Travel Facilities (Item 67)

That this Conference notes that the EC are continuing to do all they can to improve railway staffs' entitlement with regards to railway pass privileges. However, it has been noted on many occasions, especially during non-peak hours, that first class has been nearly empty. It would be advantageous all round if these staff could be allowed to use these facilities.

Conference instructs the EC to look into ways and means for extending these staff travel facilities to first class travel to retired staff members and their partners.

Moved by Allen Williams (Network Rail West Midlands)
Seconded Formally

LOST

60. **TSSA Annual Conference (Emergency Item 2)**

That this Conference notes with regret that the Final Agenda for the 2014 Annual Conference was not placed on the TSSA website on 21 April 2014 in accordance with Rule 42(m), making it impossible for members to view it prior to attending Branch and SOG meetings timed to enable the EC's report to be considered and amendments submitted. Conference also notes that the EC's Report on the Strategic Plan has still not been placed in the 'MyTSSA' area of the website for members to read.

Conference instructs the EC to ensure that in future years the Preliminary and Final Conference Agendas are placed on the TSSA website on the dates laid down in the rules or the dates they are sent to Branches, whichever is earlier, and further instructs the EC that all supporting documents for the Agendas, including without limitation the Annual Report and Accounts and any other reports issued by the EC for consideration at Conference, shall also be placed on the website (in the 'MyTSSA' area if they are confidential) on the same date they are issued to Branches.

Moved by Peter Vincent (Retired Members' Group)
Seconded by Brian Mayhew (Midlands Retired)

CARRIED

61. **Outsourcing (Emergency Item E3)**

That this Conference instructs the EC in principle not to outsource any of the work currently carried out by paid employees of the Association unless the EC considers that the reasons for doing so are overwhelming.

Moved by Frank Ellis (Lancs & Cumbria General)
Seconded by Brian Mayhew (Midlands Retired)

CARRIED

62. **Rule Alteration (Emergency Item 4)**
Rule 30 - Rates of Subscription

Clause (b)

To delete all after "be" in line 1 and substitute "£4.50 from 1 July 2014."

Clause (e)

To delete all after "be" in line 1 and substitute "€5.40 from 1 July 2014."

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

CARRIED

63. **Rule Alteration (Emergency Item E7)**
Rule 27 - Qualifications for Membership

Clause (d)

To insert between “TSSA” in line 3 and “In” in line 4 new clause:

“(e) Any unorganised worker or group of workers working directly or indirectly in the transport and travel industries.”.

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

Seconded Formally

CARRIED

64. **Rule Alteration (Emergency Item E9)**
Rule 42 - Annual Delegate Conference

Standing Orders Committee

Clause (q)

To delete “four” in line 1 and substitute “three”.

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

Seconded Formally

LOST

65. **Rule Alteration (Emergency Item E5)**
Rule 49 - Election of President, Treasurer & Executive Committee

Electoral Districts

Clause (i)

To delete existing clause (i) and substitute:

“(i) The Executive Committee shall comprise one member representing each of the electoral districts shown in the table below. Each member shall be elected and retire in accordance with the table.

Elections in 2014 only for: North East; North West; London South.

Elections in 2015 and every third year thereafter for: Midlands; Wales & Western; Anglia & London North East.

Elections in 2016 and every third year thereafter for: Scotland; London North West.

Elections in 2017 and every third year thereafter for: Ireland; London Transport; North East; North West; London South.”.

To insert new clause (p):

“(p) Transitional provisions

Whilst this Rule 49(p) has effect, the Executive Committee may include members from the following former electoral districts: Lancs & Cumbria, Yorkshire, Northumberland & Durham, London South West, Liverpool North Wales & Cheshire, South Wales & Western and London South East.

Rule 49(l) shall not apply to casual vacancies in respect of any Executive Committee member(s) in the former electoral districts.

This Rule 49(p) shall cease to have effect in relation to South Wales & Western and Liverpool North Wales & Cheshire upon the announcement of the results of the Executive Committee elections in 2015; and in relation to other former electoral districts upon the announcement of the results of the Executive Committee elections in 2014.”

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

CARRIED

66. Rule Alteration (Emergency Item E6)

Rule 30 - Rates of Subscription

Please note the numbers presented are indicative placeholders

To delete existing clause (c) and substitute:

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

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

Annual Projected Earnings	Weekly subscription rate
£ 1 - £20,000	£2.50
£ 20,001 - £50,000	£5.00
£ 50,001+	£6.00

Annual Earnings	Republic of Ireland Weekly subscription rate
€1 - €20,000	€2.50
€20,001 - €50,000	€5.00
€50,001+	€6.00

The Executive Committee shall bring to Annual Conference proposals to:

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

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

CARRIED

Amendments -

A.

To delete “£2.50” in line 8 and substitute “£1.50”.

To delete “£6.00” in line 10 and substitute “£7.00”.

To delete “€2.50” in line 13 and substitute “€2.00”.

To delete “€6.00” in line 15 and substitute “€7.50”.

Moved by Tim Bartlett (Yorkshire Retired)
Seconded Formally

LOST

B. To add at end new clauses:

- “iv) no member shall be removed from membership for failing to disclose or update information on earnings, and
- v) retired members shall pay the minimum level of subscription.”.

Moved by Fliss Premru (TfL Central)
Seconded Formally

LOST

**67. Rule Alteration (Emergency Item E8)
New Rule 61 - Annual Conference Representation**

To add new Rule 61:

- “(a) The Executive Committee shall, on or before 31 October 2014, consult with and ballot Branches about the rule changes provided for in this Rule 61.
In the event that such ballot produces a two-thirds majority of votes cast in favour of the changes provided for in this Rule 61, the provisions of Rule 61 (b) shall have effect.
- (b) Subject to Rule 61 (a), the Rules of the Association shall be amended with effect from 1 November 2014 by the following Rule Alterations:

Rule 23: Retired and Superannuated Members Holding Office

Clause (b)

To delete “Retired and” in line 1.

New clause (c)

To insert new clause:

- “(c) Retired members shall not be eligible to be delegates to Annual Conference unless either:
- (i) they are delegates from the Retired Members SOG; or
 - (ii) insufficient full or part rate members are nominated in the Division in question.”

Rule 26. Branch funds and payments to Central Fund

Clause (b), Payments to Branch Officers

To delete “26(k)” in line 1 and substitute “26(j)”.

Clause (f)

To delete entire clause and re-letter clauses accordingly.

Re-lettered clause (j)

To delete “26(j)” in line 6 and substitute “26(i)”.

Rule 42. Annual Delegate Conference

To delete existing Rule and substitute:

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

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

Regional Representation at Conference

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

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

Gender Balance in Representation

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

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

Conference is Supreme Authority

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

Qualifications for Delegates

(d) A Delegate must be a TSSA member, clear on the books, and duly elected.

Each SOG delegate must be a TSSA member, clear on the books, and elected according to the SOG’s own arrangements. Previous notice of that election must have been given to all of the SOG’s members.

Voting

(e) A Delegate shall have one vote only.

See Rule 50 for ballot voting in Conference Elections.

Delegates’ Expenses

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

Chair

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

Delegates’ Details

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

Resolutions - Timing and Repeat Resolutions

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

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

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

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

Issue of Preliminary Agenda

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

Amendments - Timing

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

Issue of Complete Agenda

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

Time of Assembling

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

Tellers etc

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

TSSA Scrutineers

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

Election of Scrutineers

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

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

No member shall serve as a Scrutineer for more than a consecutive period of six years nor shall they be eligible for re-nomination until a further period of three years has

elapsed. This paragraph will apply with effect from the election of Scrutineers for the year 2005.

Duties of Scrutineers

It shall be the duty of TSSA's Scrutineers:

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

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

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

The Branch vote counting, under the supervision of TSSA's Scrutineers, will be completed in time for the results to be announced to the next succeeding Annual Conference, except that the result of elections for President, Treasurer, Executive Committee and General Secretary conducted by the Independent Scrutineer will be announced immediately following the completion of vote counting.

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

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

The Scrutineers may include recommendations with any such reports.

Conflicts of Scrutineers

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

Standing Orders Committee

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

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

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

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

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

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

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

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

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

Procedure for Speeches at Conference

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

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

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

Requirement for Seconding and Disposal of Prior Amendments

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

"The Question now be put"

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

"The Previous Question" and "Next Business"

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

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

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

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

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

Executive Committee’s Report

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

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

Adjournment of Conference

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

Conference to Approve Changes to Rules, Procedures, Policies

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

Rule 47: Elections - General Rules

Clause (e), Return of Ballot Papers and the Count

To delete “42(p)” in line 5 and substitute “42(n)”.”.

Moved by Manuel Cortes (General Secretary) on behalf of the
 Executive Committee
Seconded by Margaret Stephens (Belfast)

CARRIED

68. Rule Alterations (Item 68)

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

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

CARRIED

69. Vote of Thanks

Karan Park (Serco Dingwall), moved a vote of thanks to the Executive Committee, the General Secretary, the Standing Orders Committee, the hotel staff, the Head Office staff and the guest speaker Linda Riordan MP. This was seconded by Nicola Jukes (Yorkshire No.1 TOC and was **CARRIED**.

Conference concluded with the singing of Auld Lang Syne.

70.

ELECTION RESULTS 2014

Labour Party

Jill Murdoch	6,075
Sharon Simmonds	4,400
Al Stoten	3,275

Bob Bayley	3,175
Trevor Ollis	3,050
Dave Merrett	1,450
Mary Sithole	1,350
Paul Jeffries	450

TUC

Mitch Tovey	7,750
Rebecca Barnes	4,825
Hilary Hosking	4,375

Dinesh Bhardwa	2,400
Trevor Ollis	1,900
Taffy Evans	1,600
Tracy Kelly	1,550
Paul Messenger	600
Ewan Ward	350

Scrutineers

Jill Murdoch	5,950
Ian Wilson	5,425

Trevor Ollis	3,375
Peter Amos	1,600
Terry Dawson	1,200

Parliamentary Panel

Marios Alexandrou*
 Dinesh Bhardwa*
 Said Ottmani*
 Dave Merrett*

Women's Labour Party

Sharon Simmonds	6,800
Cheryl O'Brien	5,500
Margaret Anslow	4,475

Mary Sithole	3,750
--------------	-------

Women's TUC

Hilary Hosking	8,100
Josey Grimshaw	6,050
Carole Davies	4,100

Angella Palmer	2,700
----------------	-------

Standing Orders Committee

Joel Kosminsky	7,550
Bob Davies	6,975
Joe Kavanagh	5,450
Steve Floyd	5,100

Trevor Ollis	3,525
Terry Dawson	1,675

Trustees

David Porter*
 Malcolm Wallace*

*Candidates elected unopposed

INDEX

Subject	Minute	Item No.	Page
British Wildlife.....	32	36	28
Bullying.....	29	33	27
Climate Change.....	30-31	34-35	27-28
Conditions of Service	9-11	11-13	15-16
EC Motion on Appointment of Auditors.....	44	40	35
EC Motion on Report & Financial Statements.....	43	39	35
EC Motion on Strategic Plan.....	7	7	7-14
Election Results.....	3		53
Emergency Motions:			
New Rule 61 Annual Conference Representation.....	67	E8	47-52
Outsourcing	61	E3	43
Rule 42 Annual Delegate Conference.....	64	E9	44
Rule 49 Election of President Treasurer & Executive Committee.....	65	E5	45
Rule 51: Political Fund	45	E1	35
Rule 27 Qualifications for Membership.....	63	E7	44
Rule 30 Rates of Subscription	62	E4	43
TSSA Annual Conference	60	E2	43
Employment Rights (Composite)	8	10 & 14	15
Ethical Investments and the Arms Trade.....	33	37	28
Equality	37	38	31
Fuel Poverty	15	18	19
Health & Safety	12-13	15-16	16-17
Immigration	27-28	31-32	26
Individual Care Budgets	19	23	21
NHS (Composite)	18	21&22	20

Pay Day Loans	20	24	21
Pensions	22	26	22
People's Assembly Against Austerity	14	17	18
Planning Gain	25	29	25
Privatised Utilities	16	19	19
Royal Mail	17	20	20
Rule Alterations	68	68	52
State Pension Age	23	27	23
Tax Avoidance	24	28	24
Transparency of Lobbying Bill	26	30	25
Transport Management (Project Management).....	55	63	40
Transport Management (Buses)	56	64	41
Transport Management (Rail)	54	61	40
Transport Management (Staffing)	50-53	57-60	39-40
Transport Policy (Accessibility)	37-38	51-52	33
Transport Policy (Air Travel)	42	56	35
Transport Policy (Investment)	35-36	49-50	30-31
Transport Policy (Rail)	39-40	53-54	35
Transport Policy (Rail Freight)	41	55	34
Travel Facilities	57-59	65-67	42
TSSA Branches	46	41	37
TSSA Delegations	48	47	38
TSSA Education	47	46	37
TSSA Overseas Delegations	49	48	38
Welfare Reform	21	25	22
Vote of Thanks	69	-	52