

Circular No.202
Date:6th June 2011
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Annual Conference 2011

I have pleasure in sending you the details of the decisions reached at our Annual Delegate Conference this year.

The seminar for new delegates was conducted by Mr Dave Horton & Mr Dave Porter on Saturday afternoon, 14th May, and was attended by 14 delegates.

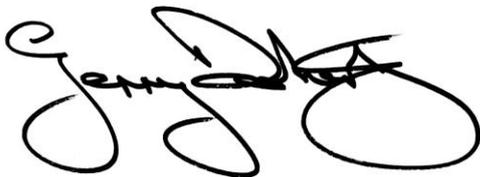
The President, Andy Bain, took the Chair at Conference and a summary of his Presidential Address will appear in the latest issue of the TSSA Journal, together with reports on the major items considered by Conference.

Final Attendance figures show that 82 delegates attended representing 64 Branches & SOGs and with members of the Executive Committee, Standing Orders Committee, Local Reception Committee and the paid staff, there was a total of 119 present.

On Sunday afternoon, The Lord Mayor of Norwich, Cllr. Tom Dylan welcomed the Conference to Norwich. At the conclusion of his speech of welcome, the President on behalf of Conference, presented the Lord Mayor with a cheque for £200 to be presented to a charity of his choosing which he announced would be the Norwich Civic Charity Appeal.

Following the appointment of Tellers & Voting Clerks, the Minutes of the 2010 Annual Conference were agreed subject to amendments which will be issued to Branches in due course. The President's Address was warmly received by Conference.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Gerry Doherty', with a large, stylized flourish at the end.

Gerry Doherty
General Secretary

The following EC Motions were CARRIED Unamended

Item 18. – EC Motion on Learning

That this Conference acknowledges that the Association's commitment to Union Learning is an integral part of our overall organising approach. Conference welcomes the positive and tangible benefits which Union Learning brings to unions and workers in general, as well as those delivered specifically to the Association and its members.

Conference particularly welcomes the fact that Union Learning delivers:

- (a) New reps not previously attracted by other TSSA activities, in particular, women, black, minority ethnic, disabled and younger Reps;
- (b) Additional TSSA workplace presence, particularly where no reps are in the workplace;
- (c) New arrangements for bargaining with employers and a platform to recruit which both deliver organising opportunities for members and prospective members e.g. organising campaigns to:
 - (i) introduce collective Paid Time to Train Agreements;
 - (ii) challenge equal access as regards training for all employees;
 - (iii) enhance career development opportunities including opportunities for those aspiring to promotion, and
 - (iv) deliver Apprentice Programmes.
- (d) Members and employees attending union driven learning and training opportunities who are consequently more engaged and able to both adapt to change and stand up for their own rights.
- (e) a more supportive and loyal workforce through life-long learning programmes, and
- (f) funding for learning initiatives which allow TSSA to deliver on the opportunities identified above.

Conference recognises the need to continue to build on the work carried out so far around further embedding learning with:

- (i) continuation of specific internal learning resources offering specialist support for Union Learning reps;
- (ii) regular meetings and support for the National Lead ULR Forum;
- (iii) all Branches having learning reports as regular agenda items;
- (iv) all Branch activists and company reps working collectively to promote and distribute learning initiatives and information;
- (v) regular democratic elections for ULRs as per terms of office for all reps in each employer agreement;
- (vi) Company Council or equivalent negotiating committees to raise learning opportunities for employees within the bargaining agenda in the areas of learning and employer provided vocational training and development plans, and
- (vii) encouraging diversification of courses which could appeal to workers who would not normally be interested in union learning, such as environmental skills and/or first aid.

- (viii) development of a range of courses which could appeal to workers who would not normally be interested in union learning.

To this extent Conference calls on the Association to develop a framework for the bargaining claim in companies, spelling out the breadth of our learning and training agenda in the workplace.

Conference therefore instructs the EC to promote this policy through the TUC and, through the Irish Committee, the ICTU and with the UK and Irish governments as appropriate. This should include consideration of support and funding for a ULR programme in the Republic of Ireland.

Conference believes that the TUC and ICTU must play a leading role in developing careers guidance and support to complement up-skilling and re-skilling opportunities as an integral part of any strategy against Government and employer cuts and redundancies.

Conference welcomes the valuable contribution to organising that trades union education makes in developing rep activity and nurturing workplace, community and Branch activity. Conference further welcomes the actions taken to create a cohort of TSSA lay tutors.

Conference believes that it is the responsibility of every rep and new Branch and Divisional Council activist to engage in trade union education and instructs the EC to:

- (a) explore mechanisms for insisting that all new reps must attend the Association's education programme;
- (b) encourage all new Branch Officers to attend the Association's Branch Officer course with all other relevant courses being open to them;
- (c) explore mechanisms for embedding lay tutors within each Divisional Council, and
- (d) ensure that trade union education is embedded within all the Association's activities. Trades Unions must be aware of the training needs of workers with learning difficulties, in all forms of Workplace training.

Conference rejects the restructuring of the learning and skills landscape by the Coalition government in the UK which will disastrously lead to the withdrawal of funds for the Education Maintenance Allowance and Train to Gain. The decision to withdraw public funding support so that all adults would need to find funding themselves via loans, support from employers, charities etc. for any qualification training at or above Level 3 ('A' level equivalent), unless on an apprenticeship is driven by dogma and prejudice.

Conference notes that the Education Secretary, Michael Gove, lost a High Court action on 11 February 2011, having acted unlawfully in failing to consult local authorities over the scrapping of the 'Building Schools for the Future initiative', by failing to give 'due regard' to equality legislation. Government plans to deliver higher education to the free market by withdrawing grants and allowing universities to start to set fees in England, Wales and Northern Ireland of up to £9,000. Conference totally rejects Government attempts to reserve the top universities for the privileged few whilst attempting to price ordinary people off university campuses.

Conference instructs the EC to campaign with the TUC to lobby the Coalition government to oppose these detrimental effects on the education of our future society.

Conference will have already noted that this maximum fee has been applied by Essex and Sussex universities, not noted as being top universities for the privileged few, with probably more following suit.

Conference therefore supports the current policy of no fees at Scottish universities and calls for rejection of any moves to impose them in the light of the UK Government's cuts in the devolved grant.

Conference notes that the Coalition government has published a Green Paper 'Support and aspiration: A new approach to special educational needs and disability.' The changes proposed form part of the biggest reorganisation of Special Educational Needs (SEN) by the Government in 30 years. Conference takes the view that the proposals are seeking to redefine what constitutes SEN and in the context of an austerity programme, this can only mean that fewer children will qualify for additional support.

Conference calls on the EC to make the Association's views known to the Government before 30 June 2011, including the need for a robust long-term funding agreement for SEN in schools

Item 22: EC Motion on the Economy

That this Conference believes that Government economic policy should be geared towards creating full employment through a pro-active programme for sustainable growth and diversification in order to rebalance the economy that presently is over-reliant on banking and financial services, the sector that caused the economic crisis. Conference further believes that economic policy should be the foundation for delivering fairness in a way that benefits all parts of the country and all sections of society regardless of gender, ethnicity, age, sexual orientation, disability, religion or belief. Conference believes that a strong and growing economy is vital to provide high quality, well-paid, secure employment and investment in high quality public services.

In rejecting and condemning the approach of the UK coalition government as set out in the Budget, the Emergency Budget and the Comprehensive Spending Review, Conference calls for a progressive comprehensive policy that includes the following:

- (a) a more progressive taxation system to ensure companies and the wealthiest in society pay their fair share, including a 'Robin Hood' tax on financial transactions;
- (b) investment in education, training and skills;
- (c) a comprehensive review of the taxation system to closing loopholes that allow tax avoidance;
- (d) better enforcement of existing fiscal regulation to ensure collection of taxes is maximised, and zero tolerance to tax evasion;
- (e) special support measures for the most deprived areas;
- (f) investment in new, creative and green technologies;
- (g) review of government procurement policy aimed at making sure business is awarded to UK based companies;
- (h) tougher regulation covering mergers and acquisitions to ensure that jobs, services and production remain in the UK;
- (i) restrictions and punitive taxation on obscene levels of excessive executive remuneration and to define a formula to give definition to these terms;
- (j) encouraging and rewarding long term investment and penalising short-term profiteering;

- (k) encouraging and supporting co-operative, mutual and not-for-profit enterprises and to minimise and discourage the use of charities as a substitute for withdrawn or diminished State responsibilities;
- (l) investment in high quality public services and the reversal of privatisation of services and utilities, and
- (m) invest in education and training for people with learning difficulties, to enable them to seek and retain work.

Conference calls on the TUC, the Labour Party and others to vigorously fight Government cuts that hit the most needy hardest and have a disproportionate effect on some groups in society such as women, the disabled, ethnic minorities and younger workers.

Conference congratulates the Association's staff in planning, and those staff and members participating, in the TUC 'March for the Alternative' on 26 March 2011. Conference notes that the day was mostly peaceful, good spirited and demonstrated the true sense of solidarity against the savage cuts, the effects of which will be felt for many years to come. Conference condemns the minority of anarchists that diverted the media's attention from this important message from many concerned workers to the Coalition government.

Conference considers the solution to our economic problems cannot be resolved by holding down wages, in fact quite the opposite. Conference believes that stagnant wages go right to the core of the UK's economic malaise that is likely to result in a vicious circle of weak consumer spending, sluggish demand, and a depressed economy. Unless this trend is reversed Conference considers there is a real risk of repeating the economic troubles of recent years including the risk of another and more prolonged recession. Conference, therefore, supports an approach that will deliver sustainable growth and improved standards of living through increased real earnings.

Conference calls on the EC to promote this policy through the TUC and Labour Party.

Conference stands in solidarity with our sisters and brothers in European and other economies but especially in the Republic of Ireland where the impact of the banking crisis has had a devastating effect on jobs, pay and services. In welcoming the demise of the Fianna Fáil government at the 2011 general election, Conference calls on the EC to request the Irish Committee to work with, and through the ICTU, and other organisations in developing policies to rebuild the Irish economy on a fair and sustainable basis similar to that set out above.

Items CARRIED Unamended

11, 13, 14, 15, 16, 18, 20, 21, 22, 23, 24, 27, 28, 31, 34, 36, 38, 39, 41, 42, 44, 45, 46, 47, 52, 53, 54, 55, 56, 58, 62, 65, 68, 70, 72, 73, 75, 77, 79, 80, 81, 82, 83, 84, 87.

Items CARRIED Amended

10, 12, 17, 25, 26, 32, 33, 35, 37, 40, 43, 50, 51, 59, 63, 64, 67, 71, 76, 78, 85.

Items LOST

30, 49, 57, 74, 86.

Items REMITTED

8&9 Composite, 29.

Items FELL/WITHDRAWN/OUT of ORDER

19, 48, 60, 61, 66, 69.

The following Emergency Motions were CARRIED unamended.

E2: 'Hardest Hit' March & Lobby of Parliament: 11 May 2011

That this Conference congratulates the hundreds of disabled people's organisations and charities that organised the 'Hardest Hit' march and lobby of Parliament in London on 11 May 2011, the largest demonstration by disabled people in living memory.

Conference condemns the Coalition government's proposed cuts to disabled people's benefits and is deeply concerned at the impact they will have on key benefits, such as the disability living allowance and the employment and support allowance.

Conference calls on the EC to condemn these cuts which will hit disabled people disproportionately hard, with families losing an estimated £9bn of support over the next four years, and make its views known to the Coalition government.

E4: Action Against the Cuts

That this Conference notes the success of the brilliant, diverse TUC 'March for the Alternative' against the cuts on Saturday 26 March 2011 and notes the great turnout of TSSA members on the day, many of whom had never made their voices heard in this way before. Conference asks the EC to continue to develop and link with campaigns and activities to keep the pressure to save our jobs and services.

Conference congratulates the co-ordinated strike action by teachers and council workers in Tower Hamlets on 30 March 2011 against the decimation of jobs and services. Conference welcomes the call for national co-ordinated action such as, and including, that called by PCS, UCU and other unions on pensions and jobs on 30 June 2011 and asks the EC to investigate ways of supporting this as a matter of urgency.

E5: London Metropolitan University/Education Cuts

That this Conference notes the unprecedented scale and the appalling attack on the right to education and on staff and students at London Metropolitan University. A community-based university with a large number of students from lower income families and diverse backgrounds is cutting 70% of their courses, including Performing Arts, History, Caribbean studies and Philosophy, leaving only full-fee, profitable courses on offer.

Conference asks the EC to pledge support for this crucial struggle and to join and encourage members to join with UCU, Unison and student campaigns to reverse these barbaric decisions and to campaign for free, accessible education, further and higher education for all.

E7: Veolia and Palestine

That this Conference notes the decision of Deutsche Bahn to pull out of an Israeli railway modernisation project because it runs through Palestinian lands in the illegally occupied West Bank, as reported on 9 May 2011 in the Financial Times and elsewhere. Conference further notes that the UN Human Rights Council has stated that “The Israeli decision to establish and operate a tramway between West Jerusalem and the Israeli settlement of Pisgat Ze’ev is in clear violation of international law and relevant UN resolutions.” Conference also notes that Veolia, the French multinational is acting as consultants for the operation of this tramway. Veolia has placed recruitment advertisements for tramway operatives requiring Hebrew “at a mother tongue level” and “full army service/civic service”, clearly discriminating against the recruitment of Palestinians.

Conference recognises that Veolia is involved in business activities that not only contravene UN demands, but also amount to complicity with violation of international law. Conference calls on the EC to express support for campaigns to boycott Veolia’s operations in the UK and block the firm’s bids for contracts in the UK, in particular for the £4bn North London Waste Authority.

Conference asks that no new contracts or renewal of any existing contracts with Veolia, or any other company in breach of international law, will be signed or allow to be until Veolia relinquishes all its activities and consultancy serving the illegal Israeli settlements.

E9: May Day Holiday

That this Conference notes the consultation exercise launched on 12 May 2011 via the UK government’s website, which aims to abolish May Day as an official bank holiday.

Conference condemns this move which is part of the Coalition government’s attack on organised labour and instructs the EC to campaign against it.

E10: Potters Bar Rail Crash

That this Conference notes Judge Andrew Bright’s judgement on 13 May 2011 fining Network Rail £3m for failings that led to the Potters Bar rail crash costing seven lives.

Conference condemns this judgement as this fine means nothing to Network Rail, is effectively paid out of public money and does nothing to give justice to the victims and their families.

Conference notes that the fine on Network Rail for an offence committed by its predecessor, Railtrack, will still effectively be paid by taxpayers, staff and passengers, in that £3m will be withdrawn from investment and maintenance.

Conference instructs the EC to do all it can so that in future Corporate Manslaughter charges are brought against the individual Directors themselves and if found guilty are sentenced to not only fines, but the prospect of imprisonment

E11: Local Government Elections

That this Conference notes the huge losses suffered by the Liberal Democrats in the English and Welsh local government elections and also in the Scottish Parliamentary election, all held on 5 May 2011.

Conference believes that the anger of the electorate was vented on the Liberal Democrats for pursuing policies, such as those relating to university tuition fees, which were not part of their UK general election manifesto and are being determined by the Conservative Party.

Conference believes that anger must now be directed at the Conservative Party policies, which are about an ideologically driven destruction of public services, designed to fundamentally shift the balance of power in favour of the rich.

E12: TSSA Strategic Plan

That this Conference notes and welcomes the frankness with which the General Secretary this week presented the EC's recently amended strategic vision to 2011 Annual Conference. Conference particularly endorses the comments of the General Secretary in respect of the need to work more closely with other trade unions and that the EC could not rule out the possibility of merger discussions.

Conference welcomes the fact that the Association continues to have a strong balance sheet and has made significant progress in the quest towards becoming an organising and campaigning union.

Conference, however, recognises that the Association has not been immune from the major economic turbulence that almost brought the whole international financial system to its knees and caused many companies to collapse. The slow decline in membership has started to increase in speed as the savage cuts imposed by the government continue to threaten our members' jobs and ultimately the income of the Association.

Conference recognises that the Association needs to take greater control of its financial destiny and that this can best be done by now working more closely with like-minded organisations to create strategic partnerships that will allow the Association to better balance income and expenditure. Conference therefore agrees that the time has come to revise the Association's strategic priorities and congratulates the EC for having the courage to recognise and lead the necessity for such a change, which will involve consultation with Branches.

Conference recognises recent experiences of effective co-operation with the RMT and other unions on the railway pensions campaign and disputes in Network Rail and LUL. These experiences illustrate the potential for strategic partnerships to benefit the Association's members.

Conference recognises that at this moment it is difficult to predict how strategic partnerships will develop. In some cases, working together could take the form of inter-union federations, whilst in others, particularly if resource sharing is the main driver, it could lead to merger. It is vital that the EC explores all options whilst the Association remains on a relatively strong financial footing.

To this end Conference agrees that the key strategic objectives for the Association will be to:

- a) build strategic partnerships with sister unions to help protect

- members and to secure a viable future for their voice;
- b) build a stronger union through the active participation of members, and
- c) involve communities in our fight for an affordable quality public transport system.

Conference recognises that the backbone to delivering our objectives is the support from Association members and instructs the EC to work with TSSA workplace reps, Branches and SOGs in engaging members with the Association's strategic vision.

E13: West Coast Franchise

That this Conference notes the recent rumours and reports in the press of the deferral of the West Coast franchise award, by virtue of the fact that none of the chosen bidders came up with an acceptable case as to how it would be run. Conference urges the EC, hopefully with the support of our fellow transport trade unions, to push for the taking back of the running of West Coast by the best people equipped to running it, those who work there and under public ownership and control.

This is in line with Association policy.

ANNUAL CONFERENCE ELECTION RESULTS 2011

Standing Orders Committee

Dave Roberts	10,800	Elected	
Bob Davies	9,425	Elected	
Steve Floyd	7,100	Elected	
Joel Kosminsky	6,150	Elected	

Terry Dawson	2,475		
Gerry Kennedy	9,075	Elected but withdrew due to being elected as the Executive Committee member for Ireland	

Scrutineers

Luke Howard	9,325	Elected	
Ian Wilson	7,525	Elected	

Trevor Ollis	3,850		
Terry Dawson	1,875		

Labour Party Delegation

Pauline McArdle	10,325	Elected	
Jill Murdoch	9,675	Elected	
Hilary Hosking	8,900	Elected	
Sharon Simmonds	7,000	Elected	

Liam Robinson	5,075		
Asif Qurashi	4,200		
Neeta Patel	4,075		
Lorraine Ward	3,650		
Doug Blundell	2,525		
Dinesh Bhardwa	1,050		

Women's Labour Party Conference

Hilary Hosking
Neeta Patel
Sharon Simmonds
**The above members are all elected
Unopposed.**

Trustees

Dave Porter*
Malcolm Wallace*
***Elected unopposed**

TUC Delegation

Joel Kosminsky	4,325	Elected	

Chris Kinsley	3,375		
Trevor Ollis	2,450		
Neeta Patel	2,025		

Women's TUC Delegation

Pauline McArdle	11,475	Elected	
Sharon Simmonds	10,675	Elected	
Andi Fox	6,150	Elected	

Neeta Patel	4,150		

Representatives to the Parliamentary Panel

Dinesh Bhardwa	}	
Michael Edwards	}	
Liam Robinson	}	Elected unopposed
Asif Qurashi	}	
Harriet Yeo	}	