

PRIVATE - For the use of Members of the Association

Transport Salaried Staffs' Association
of Great Britain and Ireland

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

Held in

LIVERPOOL

24th to 26th June 2017

List of Delegates Present

Total 62

Branch

Anglia No 3
Anglia No 3
Anglia South General
Anglia South General
Crewe & Cheshire General
Crewe & Cheshire General
Devon, Cornwall & Taunton
Disability Working Group
E-mix
East Scotland General
East Scotland General
East Midlands Trains No 1
Euston
Euston
First Great Western East
FutureTSSA
Inverness & North General
Irish Committee (branch 28)
Irish Committee (branch 28)
Irish Committee (branch 32)
Kent
Lancs & Cumbria Retired
Lancs & Cumbria General
Lancs & Cumbria General
London & Southern Retired
London South & West General
London South & West General
London Met
London NW Retired
London Bus & Rail Operators
London Bus & Rail Operators
Lon Underground Mats & Op Mgrs
Lon Underground Mats & Op Mgrs
Merseyside General
Midlands General
Midlands Retired
Network Rail Anglia North
Network Rail London & Anglia Sth
Network Rail London & Anglia Sth
Network Rail London South
Network Rail London South
Network Rail Milton Keynes
Network Rail North London

Delegate

Christopher Ash
Hilary Hosking
Malcolm Wallace
Robin Whittaker
Catherine Murphy
Steven Roberts
No delegate
Sharon Simmonds
Roger Carrington
Margaret Lawrence
Martin Hartley
Melissa Heywood
Paul Beadle
Thomas Rickard
No Delegate
Keeley Lipscombe
No delegate
Paul Corcoran
Kerry Jack
Bob Teahan
Ian McDonald
Tim Young
David Lown
Frank Ellis
Eddie Creighton
Dhiman Mazumder
Colin Savage
Felix Matthew-Brown
Rod Payne
Steve Floyd
Nik Anthony
Kieron Crowe
Dinesh Bhardwa
Paul Moore
Mick Risbridger
Peter Vincent
No delegate
Rich Magner
Hugh Roper
Dave Barnes
Phil Cooper
No delegate
Ian Rashbrook

Network Rail North London	Chris Lloyd
Network Rail Midlands	Allen Williams
Network Rail Yorkshire	No delegate
Newcastle General	No delegate
North East Operations	Richard Cooper
North East Operations	Nicola Jukes
North East Retired	David Leonard
Resonate	No delegate
Retired Members Group	Mitch Tovey
Scotland Retired	Alec Smith
South East Wales	Howard Morris
Southeastern Metro	Al Stoten
Southeastern Metro	Josey Grimshaw
Sussex	No delegate
Swindon & Chippenham	Tim Lulham
TfL Central	Catherine Poole
TfL Central	John Rees
Travel Trade Scotland	No delegate
Underground No 1	John Newman
Underground No 1	Abdel Zaki
Wales No 1	Malcolm Phillips
Wales No 1	Gareth Davies
Wales & Western Retired	Malcolm Harrison
West Midlands TOCs	Iqbal Khan
West Midlands TOCs	Faisal Farooq
West Scotland General	Lorna Deveaney
Women in Focus	Jill Murdoch
Yorkshire General	Dave Merrett
Yorkshire General	David Howarth

EXECUTIVE COMMITTEE (EC)

Mick Carney	President
Jason Turvey	Treasurer
Bob Bayley	Midlands
Chris Clark	London Transport
Andi Fox	North East
Gerry Kennedy	Ireland
Gary Kilroy	North West
Cheryl O'Brien	Wales & Western
Stephen Lawrence	Scotland
Steve Leggett	London South
Mike Wood	London North West
Steve Andrews	Anglia & London N. E.

STANDING ORDERS COMMITTEE (SOC)

Joel Kosminsky (Chair)
Luke Howard (Vice Chair)
Andy Bain

HEAD OFFICE STAFF

Manuel Cortes	General Secretary
Frank Ward	Assistant General Secretary
Rob Jenks	President's Liaison Officer
Dionne Brown	Finance Manager
Kerry Abel	Communications Manager
Tony Wheeler	Hall Supervisor
Gemma Welsh	Hall Steward
Maggie Hayes	Hall Steward
Rachel Timmins	Admin Support
Pam Collins	Admin Support
Carmel Nolan	Press

ANNUAL DELEGATE CONFERENCE

Held in

LIVERPOOL

24TH TO 26TH JUNE 2017

First Day's Proceedings

1. **Appointment of Tellers & Voting Clerks**
Tellers and voting clerks were appointed. There was no requirement for Tellers or Voting Clerks during the conference proceedings.
2. **Minutes of 2016 Annual Conference**
The Minutes of the 2016 Annual Conference (revised version) were presented.
The Minutes of the 2017 Special Delegate Conference were presented.

The Minutes of the 2016 Annual Conference (revised version) were agreed.
The Minutes of the 2017 Special Delegate Conference were agreed.
3. **Announcement of Election Results**
The Scrutineers report on the elections for the various offices, delegations etc. were adopted. (See Minute 81 on Page 57).
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 62 delegates attended representing 42 Branches & SOGs, and with members of the Executive Committee, Standing Orders Committee and the paid staff, there were a total of 88 present. There were also several visitors throughout Conference

7. Health and Safety (Item 7)

That this Conference is alarmed that the Government's austerity programme has led to local councils cutting workplace inspections by 97 per cent and that by 2019/20 funding for the Health and Safety Executive will have been drastically reduced. The fact that 46 per cent of British workplaces have never had a Health and Safety inspection is of great concern as it means that employees are increasingly at risk. Pam, should we have the spaces inserted between paragraphs and sentences as appeared in the layout of the Final Agenda or is there a reason for omitting them?

Conference agrees to make its views known to all relevant Government bodies and calls on the Labour Party to set out its policies to improve workplace health and safety as a matter of urgency.

Moved by Mitch Tovey (Retired Members Group)
Seconded by David Howarth (Yorkshire General)

CARRIED

8. Workplace Bullying (Item 8)

That this Conference notes with dismay the unacceptably high levels of bullying in the workplace, including against members with mental health issues or with neurodiverse conditions. Conference reaffirms its policy to oppose all forms of workplace bullying and calls on the EC to commission a report into workplace bullying which will enable the Association to devise and implement a strategy to more effectively tackle this scourge.

The terms of reference for this report should focus on providing Reps with resources and support to influence employers to drive through anti-bullying policies, to identify and oppose bullying in the workplace, to support members who are being bullied and to use this to advance our Time To Grow programme.

Conference further calls on the EC to work with the TUC and other appropriate agencies to campaign for improved employment legislation to protect workers against workplace bullying.

Moved by Tim Lulham (Swindon & Chippenham)
Seconded by Malcolm Harrison (Wales & Western Retired)

CARRIED

9. **Mental Health (Item 9)**

That this Conference believes that mental health issues, including dealing with neurodiversity, are a major contributing factor to sickness and absence in the workplace. Conference is appalled by the lack of recognition of these issues and support offered to the Association's members. Conference does not believe the full extent is known and therefore instructs the EC to: a) conduct a survey of all members by post or electronic means; b) report the results to EC, Divisional Councils, branches and SOGs by the end of November 2017, and c) formulate an action plan by February 2018 for review at 2018 Annual Conference and implementation urgently after that Conference.

TfL Central

WITHDRAWN

10. **Mental Health (Item 10)**

That this Conference recognises that one in four British adults will experience a mental health issue at some point in their lives. Mental ill health has no prejudice, recognises no barriers and can affect people from all walks of life, at any time.

By learning to recognise the signs and symptoms of mental ill health, Health and Safety Reps and Staff Reps will increase their confidence in feeling able to approach, assess and assist someone who might be experiencing a mental health issue and encourage them to reach the support they need to recover.

Conference instructs the EC to add an additional module specifically on mental health to the training of both Health and Safety Reps and Staff Reps. This will be a step in the right direction and a continuation of the Association's work on mental health issues.

Moved by Sharon Simmonds (Disability Working Group)

Seconded by Hilary Hosking (Anglia No 3)

CARRIED

11. **Mental Health (Item 11)**

That this Conference notes that Item 45 on Mental Health at 2016 Annual Conference called on the EC to take action in three areas:

a) to consult with branches, Reps and the DWG to ascertain what practical and positive support can be given;

b) to raise awareness at every possible opportunity, and

c) to encourage a greater understanding of mental health issues within the companies where we organise, ensuring that they are treated just like any other illness.

Conference calls on the EC to produce a report to branches, Divisional Councils and SOGs detailing the action taken with regard to this matter, and the progress made in the three areas of action.

Additionally, Conference requests the EC to investigate possible methods of establishing and highlighting the number of working days lost due to forms of mental illness within the companies where the Association has members.

Moved by Steven Roberts (Crewe & Cheshire General)

Seconded by John Rees (TfL Central)

CARRIED

12. **Disability Leave (Item 12)**

That this Conference recognises that many disabled members are unaware whether a disability leave policy exists in their workplace, or how to make use of it if one does exist. Currently, sick leave due to disability being wrongly classified as sickness absence can lead to disabled members facing disciplinary action.

Although disabled members may be entitled to disability leave, it can still trigger the employer to use the sickness absence policy against them or to discriminate against them. This is an issue that needs to be resolved.

We have seen a shift in our workplace cultures due to harsh absence policies. An already vulnerable group, disabled members lack support and understanding and are often working when they are not fit to do so through fear of disciplinary action and ultimately the threat of dismissal. This needs to be addressed.

Conference also recognises that occupational health services vary, with some being supportive to disabled members whilst others favour the employer.

Conference calls upon the EC to:

- a) work with relevant groups to promote consistency across employers and encourage the adoption of disability leave policies;
- b) highlight the benefits of employers adopting a more person-centred approach to sickness absence, and
- c) work with SOGs to share examples of policies which are person-centred.

Mover (Crewe & Cheshire General) and Seconder (Formally) omitted

REMITTED

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

That this Conference notes with dismay that some rail companies are attempting to reduce key conditions, specifically reducing sick pay by a substantive amount (6 months to 3 months full pay, 6 months to 3 months half pay) with similar reductions in redundancy payments.

Conference asks the EC to vigorously raise awareness and develop a strategy to protect these key conditions.

Moved by Richard Cooper (North East Operations)

Seconded by Formally

CARRIED

14. **Shared Parental Leave (Item 14)**

That this Conference notes the introduction of Shared Parental Leave (SPL) in 2015, which allows partners to share time off to care for a child following birth or adoption. This applies to married or co-habiting couples and civil partners, and is designed to improve the ability of mothers to return to work and partners to share more fully in the upbringing of their child.

However, the reality is that within many workplaces SPL is paid at a lower rate than maternity leave. This situation is exasperated because only 37 weeks of SPL are actually paid. This results in a financial disincentive for partners to take up the SPL opportunity.

Conference calls on the EC to:

a) raise the matter with all local governments to make equal SPL and maternity leave rates compulsory within all publicly funded places of work (including franchised services, NGOs, and associated supply chains, as well as Government and councils), and

b) raise awareness of the unfairness and inequalities within the SPL system with fellow unions and with the wider public.

Moved by Lorna Deveaney (West Scotland General)

Seconded by Keeley Lipscombe (FutureTSSA)

LOST

15. **Concessionary Travel (Item 15)**

That this Conference notes the success of the Association and fellow unions in securing concessions for annual season tickets for LUL staff on non-TfL services, however this is subject to application for a loan if required/desired to fund it.

Conference calls upon the EC to seek agreements between all TOCs that staff may be able to benefit from such concessions over shorter periods, whether annually, quarterly or monthly, and may be able to do so directly with the service provider (ticket issuer).

Moved by Felix Matthew-Brown (London Met)

Seconded by Dinesh Bhardwa (London Underground Mats & Op Managers)

CARRIED

16. CIE Pensions (Item 16)

That this Conference is extremely concerned at the depletion of the CIE pension pot. The fact that some of our members may not get a company pension when they retire is totally unacceptable.

The disgraceful way in which the CIE pension scheme has been managed means that our members in the CIE group will face their old age penniless. The other attributing factor to this dilemma is that when entering the CIE pension scheme, members had to opt out of the national pension scheme thus rendering a double financial blow to Association members in the Republic of Ireland.

Conference therefore calls upon the EC to request the Irish Committee to take all possible measures to combat this deplorable injustice that has been thrust unfairly upon our members through the mis-management of the pension scheme.

Moved by Paul Corcoran (Irish Committee)

Seconded by Formally

CARRIED

17. British Steel Industry (Item 29)

That this Conference welcomes the construction of HS2 and other large rail schemes such as the South Wales Metro, but is of the opinion that only British-produced steel should be used in their construction. This will complement the good work that has been done by all concerned to retain steel production at the Port Talbot site and other locations including Llanwern.

Conference instructs the EC to convey (*this decision*) to all government agencies concerned.

Moved by Howard Morris (South East Wales)

Seconded by Nicola Jukes (North East Operations)

CARRIED

Amendment

To insert between 'Llanwern.' in line 5 and 'Conference' in line 6 (new paragraphs):
'Conference however recognises that for many in the British steel industry and British manufacturing as a whole this show of support is far too little and far too late. Thousands of jobs lost at Scunthorpe and the closure of the steel works at Redcar, ending many years of proud steelworking on Teeside, are testament to the failures of successive governments to support British manufacturing. British steelworking has been neglected for too long.

Conference feels that despite this one glimmer of hope, only a full renationalisation of the British steel industry with governmental support for British manufacturing will safeguard the future of the British steel industry going forward.'

To delete 'this decision' in line 6 and substitute 'the sentiments of this motion'.

Moved by Keeley Lipscombe (FutureTSSA)

Seconded by John Rees (TfL Central)

CARRIED

Second Day's Proceedings

18. Tax Havens (Item 30)

That this Conference is appalled at the way in which companies and individuals can, with ease, seek to avoid/evade tax. Many millions of pounds are owed to the country with little chance of it ever being collected. This takes many forms but the fact that many small offshore islands - e.g. British overseas territories, Crown dependencies etc - have become hiding places for that money, should be tackled straight away.

Whether it be the Channel Islands, the Isle of Man, the British Virgin Islands, Bermuda, or any of the others, this Association urges the Labour Party to deal with this issue and include this policy in the next General Election manifesto.

Conference is of the view that this issue should be part of the trade union and political agenda as soon as possible.

Moved by Paul Beadle (Euston)

Seconded by Ian McDonald (Kent)

CARRIED

19. **Poverty (Item 31)**

That this Conference is increasingly concerned by the escalating crisis of low pay and in work poverty in a labour market increasingly characterised by zero-hour contracts and other casual forms of employment practice that offer low pay and no long-term security.

Conference further condemns the apparent reluctance of this Government to assist those effectively deprived of in-work benefits because of an over-dependence on means testing and arbitrarily imposed sanctions. This has led to working families having to rely on food banks and other charitable handouts. The benefits system used to provide working families with a minimum, even if unacceptably low, income level. The current Government's policies will lead to increasing inequalities not seen since the Thatcher years.

Conference believes that an unconditional, non-withdrawable Universal Basic Income should be paid to everyone as an inalienable right.

Conference calls upon the EC to investigate ways that the Association can actively support any campaign that calls for a Universal Basic Income for all workers.

Conference calls on the EC to encourage the Labour Party, the TUC and other bodies to campaign for a complete eradication of poverty for all.

Moved by Malcolm Harrison (Wales & Western Retired)

Seconded by Mitch Tovey (Retired Members Group)

CARRIED

Amendment

To insert 'low pensions,' between 'of' and 'low' in line 1. To insert 'and to support the National Pensioners Convention campaign to tackle pensioner poverty.' between 'workers' in line 15 and 'Conference' in line 16.

Retired Members' Group

ACCEPTED

20. **Labour Party (Item 36)**

That this Conference notes the continuing very poor results for the Labour Party in Scottish elections, the growth of the UKIP threat in Wales and England, and the very low December UK Parliamentary by-election votes for Labour. It considers that the UK Labour Party, like many of its sister parties in Europe and elsewhere, potentially faces an existential threat to its future. Whilst the reasons are complex, this Conference believes the two most significant ones are:

- a) the now fully-exposed bankruptcy of the post-Thatcher/Reagan political orthodoxy under the impact of the banking crisis, with little or no economic growth and the rich and powerful creaming off all the proceeds of that limited growth at the expense of ordinary working people and Labour's compromised previous position on this, and
- b) the hollowing out of the Labour Party of its working class membership, especially of those from manual, unskilled, semi-skilled and artisan backgrounds and of its representation in Parliament, in favour of career politicians with little or no experience of working in the ordinary world.

These are, as ever, compounded by the overwhelming hostility of the press and media to the Labour Party and any tendency in it to challenge the status quo.

Conference recognises that the decisive re-election of Jeremy Corbyn and the programme he stands for begins to address the former issue, but that the Party has a long way to go in terms of developing a coherent critique and alternative vision of society and the economy, and then articulating this and convincing the wider electorate of it. This also applies to the Party's communications strategy, where the Party needs to recognise the severe limitations of getting its message across in a positive and undistorted way in the overwhelmingly hostile mainstream media, and urgently put into place new ways of communicating to the wider electorate.

Conference also notes that whilst the UK Labour Party has made significant and welcome strides to address the under-representation of women, it still has some way to go on that, and more so on ethnic minority representation. However, the Party has barely started to address how it brings more manual unskilled, semi-skilled and artisan workers both into the party and then how it ensures that more of them are put forward as Labour candidates in winnable seats. It calls on the Labour Party to undertake an urgent review of these issues and bring proposals forward to address them at the earliest opportunity.

Conference directs the EC to pursue getting such a review undertaken by the Labour Party, and, in the absence of any agreement to do so, to submit a motion to Labour Party Conference to institute such a review.

Moved by Dave Merrett (Yorkshire General)
Seconded by Formally

CARRIED

21. **Labour Party (Item 37)**

That this Conference notes with some regret last year's failed coup against the leadership of Jeremy Corbyn. It was self-indulgent and particularly foolish as it took place at a time when the Tories were in disarray after David Cameron's 'Brexit' gamble had spectacularly failed. What followed was a period of bitter infighting with people finding themselves on one side or another. Conference applauds the EC decision to support the democratically elected leader, the only Labour leader to have made renationalisation not only a party policy but also the policy of any incoming Labour government.

But no Labour leader, Labour Mayor nor the Labour Party has a right to automatically expect our support. The support of not only this Association, but all trade unions, should be earned - support that is given can equally be taken away. Many of the attacks in the right-wing press aimed at our Association for its support for Jeremy Corbyn were orchestrated from within the Party.

Conference instructs the EC to send a clear message to the Labour Party that we will not tolerate attacks from within and that we continue to stand by Jeremy Corbyn as the democratically elected leader.

Moved by Al Stoten (Southeastern Metro)

Seconded by Formally

CARRIED

Amendment

To delete all between 'Conference' in line 1 and 'instructs' in line 14.

Network Rail North London

WITHDRAWN

22. **Labour Party (Item 38)**

That this Conference recognises that many of the Association's key policies, such as public ownership of the railways, are shared by the current leadership of the Labour Party.

Conference urges the EC to introduce arrangements for working closely with the leadership of the Party with the aim of making our members' wishes a reality.

Conference urges the EC to also work with other trade unions to coordinate the trade union influence on the Labour Party, enhancing existing arrangements.

Moved by Ian Rashbrook (Network Rail North London)

Seconded by Steven Roberts (Crewe & Cheshire General)

CARRIED

Amendment

To insert 'and the introduction of integrated transport systems,' between 'railways' and 'are' in line 2. f

Crewe & Cheshire General

ACCEPTED

23. Momentum (Item 39)

That this Conference has become concerned that the Association has become associated with the far left-wing Labour Party organisation 'Momentum' without full consultation with the Association's membership.

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

London & Southern Retired

WITHDRAWN

Amendments

A. To delete 'has become concerned' in line 1 and substitute 'notes'. To delete 'far' in line 2. To delete all between 'Momentum' in line 2 and 'Conference' in line 4 and substitute (new paragraph): 'Conference is however far more concerned by other "party in a party" organisations such as "Labour First" and "Progress" undermining the democratically elected leader, Jeremy Corbyn.'

Southeastern Metro

FELL

B. To insert 'Conference believes that the activities of "Momentum" have had a negative effect on Labour supporters in the country as evidenced by recent by-election results.' between 'membership.' in line 3 and 'Conference' in line 4. To delete 'all interested parties' in line 4 and substitute 'the Labour Party.'

London Bus & Rail Operators

FELL

C. To delete all after first 'to' in line 4 and substitute 'ensure that no member, officer or employee of the Association issues any statement in its name or speaks on its behalf in support of "Momentum", that the Association does not affiliate to "Momentum" and that no funds or assets of the Association are used in support of "Momentum".'

Midlands Retired

FELL

24. **Progressive Alliance (Item 40)**

That this Conference believes that in due course the most important political task in the UK will be to ensure defeat for the Tories and UKIP at the next General Election. This is especially important as the Government's planned manipulation of constituency boundaries (with a reduction of 50 MPs, and based on voter list numbers rather than actual population served) has been designed to ensure an improved result, or at least minimal losses, for the Tories, at the expense of bigger losses for the Labour Party and others. In 2015 the Tories gained a vote of 36.9 per cent but 50.4 per cent of the MPs.

Conference notes that leading members of the Liberal Democrat Party, Green Party, SNP, and Plaid Cymru, as well as some members of the Labour Party, are now pressing for the formation of a temporary Progressive Alliance (or similarly named alliance) before the next General Election is called, to enhance greatly the prospects of a Tory defeat. Such an alliance would consist of members of all these parties agreeing to stand one joint candidate only in each constituency, under the broad alliance name (selected in a logical agreed way based on existing party strengths and total votes in 2015), even if they are well known to be members of various different parties. If victorious, the temporary alliance could introduce proportional representation (PR) (as well as any urgent and constitutional actions agreed by all the parties involved), and then call another general election within a year or so based on full PR, where all parties would stand with their own candidates and policies.

This tactic has already been adopted locally in recent MP and council by-elections with modest success, and incurring furious reactions by Tory candidates at facing only one 'serious' opponent. Conference therefore instructs the EC to urge the Labour Party to support and campaign for this political strategy as the most likely prospect of defeating this Tory Government.

Moved by Ian McDonald (Kent)

Seconded by Formally

LOST

25. **Anti-Trade Union Legislation (Item 41)**

That this Conference recognises that the Trade Union Act 2016 represents one of the most serious attacks on the trade union movement for many years.

Conference notes that our movement has successfully overturned bad legislation by refusing to comply with unjust laws.

Conference therefore agrees to continue to resist this Act and any subsequent legislation that this Act may enable.

Conference agrees to support the EC should it decide not to comply with anti-trade union legislation and to support others who make a stand to defy anti-trade union laws. Network Rail London South

Moved by Dave Barnes (Network Rail London South)
Seconded by Sharon Simmonds (Disability Working Group)

CARRIED

Amendments

A. To delete 'comply with' in line 4 and substitute 'support'. To delete 'comply with' in line 7 and substitute 'support'. To add at end (new paragraph): 'Conference also calls on any incoming Labour Government to review and repeal this discriminatory anti-trade union legislation.'

Disability Working Group

ACCEPTED

B. To delete 'agrees' in line 5 and substitute 'instructs the EC'. To delete all after 'enable' in line 6 and substitute 'by all lawful means.'

Midlands Retired Need to add details about mover and seconder

LOST

26. Labour Action for Peace (Item 42)

That this Conference notes that whilst President Trump has indicated his intention to increase the US's nuclear weapons arsenal, the UN moves closer, step-by-step, to global nuclear disarmament.

The UN voted overwhelmingly in October 2016 to launch negotiations in 2017 to outlaw nuclear weapons.

Labour Action For Peace, founded in 1940, has been active in promoting peace, opposing war and working inside the Labour Party and wider labour movement to keep peace and disarmament issues to the forefront of Labour's policies. In these uncertain times, never has the subject of nuclear disarmament been more important.

Conference instructs the EC to affiliate the Association to Labour Action For Peace with immediate effect, so that it they may continue its vital work.

Moved by Steve Floyd (London Bus & Rail Operators)
Seconded by Keeley Lipscombe (FutureTSSA)

CARRIED

Amendment

To insert between ‘weapons.’ in line 5 and ‘Labour’ in line 6 (new paragraph): ‘Conference also notes with concern that the Security Council of the UN has continuously deplored ballistic missile launches by North Korea. This has increased tension in North East Asia.’. To insert between ‘important.’ in line 9 and ‘Conference’ in line 10 (new paragraph): ‘Conference believes that international security is under threat from many factions, conflicts and terrorism, but nevertheless should support aims from within Trade Unions to support world peace.’.

London Bus & Rail Operators

ACCEPTED

27. Arms Trade (Item 43)

That this Conference notes the relentless bombing, destruction and human catastrophe being inflicted on Yemen by Saudi Arabia. The vast majority of the country’s infrastructure has been destroyed, thousands of people have been killed in their homes, and 80 per cent of the country now faces starvation.

Conference further notes that it is the UK that is supplying Saudi Arabia with most of its arms including the bombs and the planes that drop them. Despite widespread recognition of the disaster that is being played out in Yemen (including from the Foreign Secretary, Boris Johnson), and despite the UN Secretary General calling on Britain to cease its provision of arms, the British Government continues to support wars of aggression in a blatant attempt to ensure that British arms sales are maintained and increased. Britain’s standing in the world is seriously jeopardised by the imbalance between the focus on our own financial interests and our disinterest in deaths and injuries in other countries.

Conference calls on the EC to:

- a) convey to the Government Conference’s disgust at the actions of the arms dealers and of the Tory Government that supports them;
- b) demand that the British Government pays heed to the UN’s calls for the flow of arms to Saudi Arabia to cease;
- c) publicly and actively support the Labour Party’s call for immediate suspension of arms sales to Saudi Arabia;
- d) call on all Labour MPs to support the leader’s promotion of this policy which is a welcome change from Labour’s shameful previous policy of support for the sales;
- e) call on the TUC, Labour Party and relevant trade unions to urgently develop an alternative strategy for use of the skills and resources in the arms industry (as in the Lucas Shop Stewards’ Plan), and
- f) impress on a future Labour government the need for tighter licensing of arms sales to make indiscriminate use of arms against civilians a central criterion for automatic refusal.

Moved by Jill Murdoch (Women In Focus)

Seconded by Hilary Hosking (Anglia No 3)

CARRIED

28. **Cuba (Item 44)**

That this Conference notes that it has been almost 57 years since the US imposed sanctions on the state of Cuba. This embargo is the longest running in modern history. US sanctions against Cuba came as a direct result of the Dwight D Eisenhower Government's decision to cancel an order of 700,000 tons of Cuban sugar and extend to all exports to Cuba with the exception of food and medicines. Additionally, the US has taken actions designed specifically to impoverish the Cuban nation, including banning the importation of key Cuban exports including sugar, rum and cigars. It has only been the proliferation of tourism, particularly from Canada and Europe, which has allowed Cubans to improve their lot and earn more than \$20 per week.

On 26 October 2016, the UN passed a motion affirming the necessity of the removal of US sanctions against Cuba, particularly in light of the resumption of diplomatic relations between the two states in 2015. The motion was carried with 191 nations voting in favour and only the US and Israel choosing to abstain.

While progress has been made in terms of dialogue and cooperation between the two states, the blockade on Cuba has endured, seriously harming the Cuban people and impairing the country's economic development. The human damage caused by the embargo has been incalculable.

Furthermore, the election of Donald Trump as US President has thrown the lifting of sanctions against Cuba into greater doubt. Mr Trump stated at a rally in Miami in October 2016 that "All of the concessions that Barack Obama has granted the Castro Regime were done through Executive Order, which means the next President can reverse them - and that is what I will do, unless the Castro Regime meets our demands."

Conference therefore instructs the EC to use its influence in the Labour Party, TUC and other affiliated bodies to bring pressure to bear on the UK Government to work alongside our partners in the EU and UN to ensure that sanctions against Cuba are lifted.

Moved by Kieron Crowe (London Bus & Underground Mats & Op Managers)

Seconded by Robin Whittaker (Anglia South General)

CARRIED

Amendment

To add at end (new paragraph): ‘Conference welcomes the invitation from the Cuba Solidarity Campaign to send Association representatives to the 2017 Young Trade Unionists’ May Day Brigade to Cuba, which took place from 27th April 2017 to 9th May 2017. Conference, in noting the EC decision to send an EC member and two young members to celebrate the May activities, looks forward to reading a report on their visit and hopes that they will be able to accept invitations to speak at branches, Divisional Councils and SOGs about their experiences.’.

Anglia South General

ACCEPTED

Presentation by the TSSA delegation to Cuba.

29. Housing (Item 45)

That this Conference recognises that austerity and privatisation are designed to meet the interests of the rich and powerful. Benefit cuts lead to reduced wages and privatisation to fewer jobs.

Trade unionists and service users are involved in organising well-known campaigns to resist in the sectors of education, health and transport but other areas, and in particular housing, are also being attacked. The Government’s policies in all these sectors negatively affect most of the population.

Government policies fail to recognise the value to society of good quality and secure social housing, and instead treat housing as merely a commodity to be bought, sold or rented on market terms. Unless challenged, only emergency housing will be left in the public sector, the already rich will get richer, and the vast majority will be at the mercy of the de-regulated landlords and escalating house prices, especially in the cities.

Conference supports campaigns that (*oppose*) the growing marketisation of housing and will work with others to oppose the Housing and Planning Act 2016 and related legislation.

Moved by Martin Hartley (East Scotland General)

Seconded by Robin Whittaker (Anglia South General)

CARRIED

Amendments

A. To delete 'oppose' in line 13 and substitute 'aim to build a movement that demands rent controls and improved security of tenure and opposes'.

Network Rail North London

ACCEPTED

B. To add at end (new paragraphs): 'Conference welcomes the statement by Jeremy Corbyn that a Labour Government under his leadership will build a million new homes in five years, with at least half a million being council homes, through its public investment strategy. It will also end insecurity for private renters by introducing rent controls, secure tenancies and a charter of private tenants' rights, and increase access to affordable home ownership.

Conference agrees that co-operative housing can also play a part in solving our housing crisis and calls on the Labour Party to work with the Co-operative Party to this end.'

Anglia South General

ACCEPTED

30. Social Housing (Item 46)

That this Conference notes that the Care Quality Commission has revealed that the number of care homes has fallen by 1,500 over the past six years. This is partly from rising costs and reduced local council budgets, but also a failure of successive governments to take account of demographic trends, four independent commissions, five government papers, and the required funding. As a result, care services for older people are in crisis.

Conference recognises that many people cannot afford to fund their care and believes that, if we are to resolve the social care crisis, new procedures have to be established including funding. Conference has no faith that the existing Government has the will to resolve this matter in a way that reflects the interests of the majority of elderly people, and calls on the Labour Party to set out its own plans at the earliest possible date.

Moved by Mitch Tovey (Retired Members Group)

Seconded by Allen Williams (Network Rail Midlands)

CARRIED

31. **Social Housing (Item 47)**

That this Conference notes that many disabled people are now being housed in entirely inadequate conditions, a situation exacerbated by government policies which in practice have had some incredibly cruel results.

Home should be the one place where disabled people can feel safe and live with dignity. Instead, many disabled people have to face the misery of substandard housing and increased poverty due to an onslaught of government 'reforms'.

A decent place to live is a basic human right.

Safe and secure housing for disabled people is a right. It is a right supposedly recognised by the Government, and yet every single piece of policy direction is opposing this right. The Government needs to look at the way its policies are affecting some of the most vulnerable people. You judge a society by how it treats its most vulnerable - and ours is treating them in a disgusting manner.

There is a postcode lottery at play, with some local authorities being more helpful than others when it comes to their treatment of disabled people.

The current situation is not only cruel but also chaotic. The lack of any real agreement between local authorities creates the circumstance where a disabled tenant in one local authority gets support, and yet someone in the authority next door does not. This seems a deliberate and cynical undermining of the principles of the welfare state. It pushes responsibility onto cash-strapped local authorities whilst exempting national Government from blame. Challenging unjust decisions has also become much harder.

Conference calls on the EC to highlight at every opportunity the lack of commitment to social housing for disabled people by campaigning and lobbying whenever possible.

The housing issue is but one piece of a very unpleasant jigsaw that is the emerging picture of how this Government treats sick and disabled people.

Moved by Josie Grimshaw (Southeastern Metro)

Seconded by Formally

CARRIED

32. **National Health Service (Item 48)**
WITHDRAWN in favour of Composite Item 48 and Item 49

33. **National Health Service (Item 49)**
WITHDRAWN in favour of Composite Item 48 and Item 49

Items 48 and 49 have been withdrawn for the following composite.

That this Conference is deeply concerned that successive governments have failed to allocate sufficient financial resources to adequately fulfil the requirements of the National Health Service (NHS). Conference notes that, compared to many countries in the EU, we continue to spend far less of our Gross National Product (GNP) on health than they do.

This failure to invest in the NHS is not only harmful to the nation's well-being but part of a long-term strategy to place the NHS within the privately-owned sector. The process has included establishing hospital trusts, outsourcing to the private sector, inadequate staffing, fragmentation and departmental cuts. These cuts have limited the public's ability to use the NHS within a reasonable time, leading to a greater demand for private treatment, albeit some may be under the NHS banner.

Conference opposes such an approach and calls on the Conservative Government to significantly increase its allocation on health with regard to Gross Domestic Product (GDP). Conference calls on the Labour Party to commit to repeal the Health and Social Care Act 2012 and to set out a health plan that will be comprehensive, transparent, affordable and which seeks to renationalise those areas of the NHS that have been privatised. It should also have a financial strategy that will bring the UK into line, at the very least, with the average investment in health of the best countries in Europe in relation to GDP.

Conference further instructs the EC to engage with both the British Government and the Labour Party to highlight the concerns raised in this motion. Conference further instructs the EC to request the Irish Committee to bring the sentiment of this motion to the attention of the Northern Ireland Assembly.

Conference calls on the Government to fully fund social care as a part of an integrated Health and Social Care Service funded from general taxation.

Moved by	Malcolm Wallace (Anglia South General)
Seconded by	Frank Ellis (Lancs and Cumbria General)
Supported by	DWG; Irish Committee; London & Southern Retired

CARRIED

34. Motor Neurone Disease (Item 50)

That this Conference is aware of motor neurone disease and how it can affect the lives of Association members and their families. Conference also recognises the need for research funding to learn more about this currently incurable and debilitating disease.

Conference therefore instructs the EC to make sure that the Association's sponsored MPs have signed up to the MND Charter to understand the life-changing effects of motor neurone disease, and to raise awareness at local council level of the needs of sufferers and their families.

Moved by Phil Cooper (Network Rail London South)

Seconded by Nik Anthony (London Bus and Rail Operations)

CARRIED

35. Divestment from Fossil Fuels (Item 51)

That this Conference is proud of the support the Association has given to alliances in the climate movement and in particular the One Million Jobs campaign. However, this new era of the Trump regime, along with other climate change deniers potentially in power, poses extreme threats to the chance of combatting climate change, presenting an even greater challenge.

Conference instructs the EC to join the Association to the campaign for local government and public service pensions (as well as the pensions of TfL, TOCs, and other transport providers) to divest from fossil fuels. Divestment from fossil fuels would free capital to be used instead to create alternative energy and climate jobs and to boost local economies. These budgets, over £14b in local government pensions alone, could be reinvested in, for example, construction of much-needed sustainable public housing schemes, and extending and renewing rail services instead of expanding airports.

Conference also calls on the EC to affiliate to Platform and to Trade Unions for Energy Democracy and to work with the Campaign Against Climate Change, and similar organisations promoting divestment, in the struggle to have a say in the future of our pensions, our communities, and our planet.

Moved by Jill Murdoch (Women In Focus)

Seconded by Nik Anthony (London Bus and Rail Operations)

CARRIED

36. Fracking (Item 52)

That this Conference, further to the carrying of Item 28 at 2016 Annual Conference which established the Association's strong opposition to fracking in the UK, notes that the Tory Government's planning guidance to Local Planning Authorities

effectively dictates support in principle for fracking, in the same way as it heavily weighs against on-shore wind turbines and various other renewable energy installations.

Conference further notes that, even where a local council found particular other planning reasons to overturn an application in Fylde, Lancashire, the Tory Government overrode the local council decision and granted permission for a company to commence fracking in their area. Conference believes that this is a very worrying reduction of local democracy, and not only runs counter to the apparent rush for devolution of powers to cities and regions, but also directly contradicts the supposed green agenda and the need to move away from fossil fuels (as ratified by the Climate Change agreement arising from the 2015 Paris Conference).

Conference urges the EC to publicly support the Labour Party's stance against fracking - a position strongly advocated by Jeremy Corbyn - and to offer campaigning support to local groups that find themselves in a battle against the fracking companies and their political backers.

Moved by David Howarth (Yorkshire General)

Seconded by Formally

CARRIED

37. **Nuclear Power (Item 53)**

That this Conference notes that the Government has given the go-ahead to the construction of another nuclear power plant, Hinkley Point C, contracted to be built and run by EDF (the French state-owned power company) and the Chinese Government, with significant benefits to their economies under the contract terms. The project would take nearly a decade to complete, cost an estimated £29.7 billion at present prices, and generate electricity at a cost of £92.50 per MWh (2012 prices).

After the emotive context of the 'Brexit' vote and implied EU control of our economic decisions, the decision to contract this project to the Chinese Government and French Government-owned EDF is an astounding decision (especially when the latter is in severe financial straits). Some economists estimate that Hinkley Point C will be the most expensive power station in the world, and the National Audit Office calculated (2012) wholesale electricity was being bought at £45 per MWh. Alternative sources such as wind power and solar power would be far cheaper today and have a better safety record and longer life than any new nuclear power station. This decision was also made after the nuclear power disaster at Fukushima in Japan and the subsequent gradual shutdown without replacement of nuclear power by many European countries and even in the US.

Conference therefore instructs the EC to inform all relevant parties, including the Labour Party and the TUC, of its opposition to nuclear power generation, and particularly this grossly expensive project, with substantial involvement by non-UK power companies.

Moved by Ian McDonald (Kent)

Seconded by Kieron Crowe (London Underground MATS & Ops Mgrs)

CARRIED

Amendment

To insert between 'US.' in line 16 and 'Conference' in line 17 (new paragraph): 'Conference further notes that this Government has offered absolutely no evidence to suggest that it considers wind, solar and wave power to be viable future sources of energy worthy of additional state investment. While states across Europe have taken positive steps to increase their reliance on clean, renewable sources of energy, Chancellor Phillip Hammond's Spring Budget of 8th March 2017 made no mention whatsoever of alternative energy sources.'

LU MATS & Operating Managers

ACCEPTED

38. Anti-Semitism (Item 54)

That this Conference is alarmed at the allegations of anti-Semitism that are being made in the Labour Party. The subject of Palestine/Israel has been debated over many Association Conferences. Delegations have been sent and indeed our General Secretary of the time travelled to both countries to ascertain the truth on the ground.

Association policy is fully in line with the UN and the Labour Party in supporting the so-called two-state solution - a policy that, with the actions of the Israeli state and the settlements question, is being undermined on a daily basis.

Conference is concerned that allegations of anti-Semitism - that confuse racism with a legitimate critique of the actions of the Israeli state - are being used in an attempt to close down debate and silence support for the Palestinians and to attack Jeremy Corbyn, who is long established as a supporter of the Palestinian cause.

Conference instructs the EC to include, in all educational courses on racism and diversity, sections on what is and what is not anti-Semitism.

Conference urges the TUC General Council to explain fully to the British people why anti-Semitism is being used in this way.

Conference re-affirms its support of the Palestinians in their aim for their land and sovereignty, as established by UN resolutions.

Moved by Al Stoten (South Eastern Metro)

Seconded by Tom Rickard (Euston)

CARRIED

Amendments

A. To insert 'spurious' between 'the' and 'allegations' in line 1.

To insert between 'basis.' in line 7 and 'Conference' in line 8 (new paragraph):
'Indeed the Knesset announced in March this year its approval for the building of the "Emok Shilo" settlement in the occupied West Bank. This is not an expansion of an existing settlement but a brand new one which further encroaches onto Palestinian territory. This announcement was swiftly condemned by the International community as yet a further obstacle to a two state solution, a two state solution which has long since become an impossibility.'

Southeastern Metro

WITHDRAWN

B. To insert ', noting that Semitic peoples include both Arabs and Jews.' between 'anti-Semitism' in line 13 and 'Conference' in line 14.

North East Retired

ACCEPTED

39. **Racism (Item 55)**
WITHDRAWN in favour of Composite Item 55 and Item 56

40. **Racism (Item 56)**
WITHDRAWN in favour of Composite Item 55 and Item 56

Items 55 and 56 have been withdrawn for the following composite.

That this Conference is alarmed by the rise in xenophobia and racism within society, particularly since 'Brexit' and the election of Donald Trump as President of the US.

Conference is very concerned with the increased number of violent racial attacks in Great Britain and Northern Ireland during the build-up to and since the 'Brexit' referendum in June 2016. According to police reports across the UK there has been a 14 per cent increase in hate crimes. Conference reaffirms the Association's commitment to stand against and fight to stamp out xenophobia in our society.

The Association continues to oppose racism in all its forms and nowhere is this more important than within our Reps' structure.

Association Reps are the face of our union. To many members their first contact, often their only contact, is with a workplace Rep. It is therefore of the utmost importance that our Reps are beyond reproach on this matter.

The Association holds a vicarious liability for the people that represent us. If a Rep is found to be acting in a manner that could bring the Association into disrepute, be that on social media, at the workplace, or in public, then the Association has a duty to take the strongest action.

Conference notes that the Association's President is to head up a working party to consider the roles and responsibilities of workplace Reps. Conference instructs the working party to consider anti-racism as a major part of their remit.

Moved by Keeley Lipscombe (FutureTSSA)

Seconded by Kerry Jack (Irish Committee)

CARRIED

Presentation by Lord Richard Rosser, former General Secretary of the TSSA.

41. Ireland - Industrial Fighting Fund (Item 65)

That this Conference proposes that, in order to prevent further decline in membership in Ireland, particularly members leaving the Association to join other unions, the EC takes the following steps:

a) to ensure that Association members participating in industrial action receive a payment from the Industrial Fighting Fund, as our colleagues in other CIE group unions do, e.g. SIPTU, NBRU etc, and

b) to ask the Irish Committee to investigate why these payments to Association members in Dublin Bus, who were recently engaged in industrial action, took so long to be paid and to take steps to ensure that such delays do not happen in the future.

Irish Committee

WITHDRAWN

42. TSSA Organisation - TSSA Reps (Item 66)

That this Conference notes the concerns of some branches at the continued loss of senior Reps. This is often due to retirement and, considering the ages of experienced Reps, more are likely to retire in the near future.

Conference notes that a new Network Rail Rep has stated that, once he had done the first training course, he was left to his own devices to get on with it, and he did not feel as if there was any leadership provided within Network Rail Reps' structure.

Conference believes that this problem does not just affect Network Rail but also impacts on other workplaces and is a serious issue for the good of the Association,

especially with the possible future loss of further experienced Reps. The Association is possibly facing losing a battle with regards to our front line Reps and Conference feels that we need to focus on addressing this weakness.

Conference believes that the symbiotic relationship between the Association's paid Organisers and the various front line Reps must be explored with a view to promoting and improving the functioning of these roles.

There are many factors contributing to the relationship. Below are some aspects that need exploring:

- a) how to improve the understanding of each other's role function and what is expected from them;
- b) whether the communication structure to Reps is delivering fully;
- c) best practice around the country;
- d) the impact of recent losses of our senior or more experienced Industrial Relations and Health and Safety Reps;
- e) procedures to follow through once a newcomer has joined the ranks of Reps with other Reps possibly in advisory roles, a buddy system, or better use of full time company Reps;
- f) ways and means of encouraging members to participate in union activities;
- g) ways in which the Association's paid Organisers can engage with the membership, and
- h) what members see about the activities and potential for involvement in the Association, ways in which members can see that they are getting value for their money, and how to improve the Association's public relations.

Conference also believes that this perceived lack of engagement with Reps by paid organising staff is detrimental to the image of the Association. Association staff have recently gone through restructuring so understandably even the experienced Reps do not have a full understanding of these new Organiser roles.

Conference therefore calls on the EC to address this as a matter of urgency following this Conference, with a report to be presented at 2018 Annual Conference summarising the findings along the following lines:

- i. what was found;
- ii. what is required to be done;
- iii. what has been implemented;
- iv. what is planned to be done (if required);
- v. where we stand, and
- vi. any further aspirations.

Moved by Allen Williams (Network Rail Midlands)

Seconded by Dave Barnes (Network Rail London South)

CARRIED

Amendments

A. To insert between 'weakness.' in line 11 and 'Conference' in line 12 (new paragraph): 'Conference believes that the time is now right to re-introduce the Summer Schools programme.'

Moved by Catherine Murphy (Crewe & Cheshire General)

Seconded by Formally

LOST

B. To insert between 'roles.' in line 14 and 'There' in line 15 (new paragraph): 'Conference also recognises that there have been many examples of best practice in which the advantages of an organising union have been realised. Conference recognises the often fantastic contribution that the Association's full time officers have provided in delivering effective support to our lay rep structures which have resulted in many significant victories for our members. Conference believes that we must learn from both our strengths and weaknesses in improving our ability to represent our members and that the views of lay reps must always be considered when the Association makes key strategic decisions.'

Network Rail London South

ACCEPTED

43. TSSA Organisation - Self Organised Groups (Item 68)

That this Conference recognises that Self Organised Groups (SOGs) are the equality life blood of the Association. A major part of achieving equality is the organisation of groups of members who face prejudice and discrimination. Disabled members' issues are trade union issues.

We welcome the Association's continued commitment to equality and tackling discrimination. Disabled members often find it hard to stand up for their rights in the workplace. Disabled people are more likely to experience unfair treatment at work than a person without disabilities, e.g. in 2012, 20 per cent of disabled people experienced unfair treatment at work compared to 13 per cent of people without disabilities. All SOGs can play a vital role in the life of our branches and committees, by supporting and ensuring that the voice of the minority is heard. The ethos of these groups is self organisation and when required they do ask for help.

Conference calls on the EC to:

- a) ensure that members are aware of the SOGs and their existence, and to consider what they can do to support and encourage such groups;
- b) encourage groups to work and campaign together on overlapping issues, e.g. health and safety issues or discrimination issues;

- c) liaise and work with other appropriate committees to promote and strengthen SOGs within all the structures of the Association; *(and)*
- d) ensure that disabled peoples' rights are not eroded on 'Brexit'.

Moved by Allen Williams (Network Rail Midlands)

Seconded by Jill Murdoch (Women In Focus)

CARRIED

Amendment

To delete 'Disabled members' issues' in line 3 and substitute 'The issues that confront members of the SOGs'.

To delete 'Disabled members often' in line 6 and substitute 'Members of the SOGs are often those who'. To insert 'For example,' between 'workplace.' and 'Disabled' in line

7 . To delete ', and' in line 19 and substitute ';'.

To add at end ', and e) consider giving appropriate SOGs the right to nominate and elect their own representatives to the relevant minority conferences and committees of the TUC and the Labour Party as a way of enthusing and empowering the SOGs.'

Women In Focus

ACCEPTED

44. TSSA Organisation - Communications (Item 69)

That this Conference is concerned that the membership database held by the Association is not complete in relation to members' personal email addresses.

From time to time branches need to contact their members by email as it is the cheapest and quickest form of communication, only to find that members' email addresses are missing. Conference acknowledges that not every member has an email address or uses a computer, however the majority of members do.

Conference therefore instructs the EC to take all practicable steps to encourage new and existing members to include their email address as part of their contact details, including considering making submission of a valid email address compulsory when joining electronically and using existing publications such as TSSA Journal and TSSA Update.

Moved by Dinesh Bhardwa (LU MATS and Ops)

Seconded by Nik Anthony (London Bus and Rail Ops)

CARRIED

Amendment

To delete all after 'do.' in line 6 and substitute (new paragraphs): 'Conference notes that the e-mail address is already a mandatory field when joining online through the website, but this and paper forms should make clear that personal email addresses should be required and will only be used for communications from the Branch and head office for information purposes and not used for marketing purposes.

Conference instructs the EC to take all practicable steps to ensure that the membership database includes personal e-mail addresses, together with other contact details, and is kept as up to date as possible.'

London Bus and Rail Ops

WITHDRAWN

45. TSSA Organisation - Legal Support (Item 70)

That this Conference asks the EC to improve the Association's stance on failed members' requests for access to Association solicitors.

Conference notes it is evident that, since the imposition of charges for Employment Tribunal (ET) hearings, our Association is applying too strict criteria in its support for members.

Conference further notes that the only reaction the Association appears to have made to this unfair change, which takes access to justice away from victimised working people, is to rigidly apply a minimum 50 per cent 'chance of success' rule to grant access to solicitors. Whilst agreeing in principle with that stance, we do not agree with the subsequent lack of support for our members when that decision has been made.

Conference agrees that the ET system is now biased against the working person, and those not passing the 50 per cent support assessment still need and deserve justice.

Conference records that branches are seeing members in great distress at being told not only that they cannot have access to our lawyers but also being abandoned.

Conference asks the EC to create a structure which supports our members who do not reach that 50 per cent chance but still wish to pursue their case.

Conference further asks that each branch, or group of branches where possible, appoints an officer who can be trained in ET procedures and requirements, to offer the basic meaningful guidance any such member needs to organise themselves and proceed.

Moved by Colin Savage (London South and West General)

Seconded by Felix Matthew-Brown (London Met)

LOST

46. TSSA Organisation - Ireland (Item 71)

That this Conference is concerned at the level of service being offered to its members in Ireland. With the restructuring of staffing levels in the past few years the work load on our paid officials has increased dramatically. The Irish Office no longer has administrative staff to take some of the strain from our paid officials. Administrative staff enabled our paid officials to focus on the priorities and organise their work load.

Conference notes that the Association has an under-used resource to help out in the role of administration volunteers, in our retired members.

With the introduction of the voluntary severance scheme to our members in the Republic of Ireland the Association lost a wealth of skilled and knowledgeable members. Conference believes that our retired members are willing to step up to the mark and give their time for the benefit of the Association. Conference calls upon the EC to request the Irish Committee to investigate the possibility of getting retired members to help out in the Dublin office.

Moved by Kerry Jack (Irish Committee)

Seconded by Tim Lulham (Swindon & Chippenham)

CARRIED

47. EC Motion on Report and Financial Statements (Item 57)

That this Conference adopts the Report and Financial Statements for 2016.

Moved by Jason Turvey (Treasurer)

Seconded Formally

CARRIED

48. **EC Motion on Appointment of Auditors (Item 58)**

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

Moved by Jason Turvey (Treasurer)
Seconded Formally

CARRIED

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

Preface: a procedural motion to ensure technical compliance with the provisions of existing Rule 4. Amendments to this motion not accepted.

That this Conference endorses the decisions made by the Special Delegates Conference in May 2017.

Moved by General Secretary
Seconded by Formally

CARRIED

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

Preface: To replace references to “full/part rate” members with “ordinary” members, following the introduction of banded subscriptions, and to correct a typographical error.

Rule 6: The Executive Committee

Clause (c) To delete “full or part rate” in line 1 and substitute “ordinary”.

Rule 10: Divisional Councils

Clause (e)

To delete “full or part rate” in lines 4 and 5 and substitute “ordinary”.

Rule 26: Branch Funds and Payments to Central Fund

Clause (a)

To delete all between “members” in line 1 and “member” in line 4 and substitute “not more than 10p per week per ordinary”.

Clause (b)

To delete all between “exceed” in line 5 and “member” in line 6 and substitute “10p per week per ordinary”. To delete all between “members” in line 6 and “and” in line 8. To delete “branch” in line 9 and substitute “the Branch”.

Rule 29: Types of Members

Clause (a)

To delete “Full rate” and substitute “Ordinary”.

Clause (b)

To delete clause and renumber remaining clauses.

Rule 31: Subscriptions - Reduced rate cases

Clause (b)

To delete clause and renumber remaining clauses.

Rule 34: Protection, Unemployment, Legal and Disputes Benefits

Clause (b)

To delete “a full-rate” in line 9 and substitute “an ordinary”.

To delete all between “weeks” in line 11 and “the” in line 15 and substitute “but”.

Rule

35: Convalescence Benefits

Clause (a)

To delete all between “week” in line 7 and “for” in line 8.

Clause (b) To delete “full rate” in line 3 and substitute “ordinary”. To delete all after “members” in line 3.

Rule 36: Death and Disablement Benefits

Clause (b) To delete all between “£1,000” in line 5 and “No” in line 8 and substitute “may be paid if such member was an ordinary member.”.

Rule 37: Retirement Benefits

Clause (a)

To delete “full rate or part rate” in line 3 and substitute “ordinary”.

To delete “a full rate” in line 13 and substitute “an ordinary”.

To delete all between “years” in line 14 and “The” in line 16.

To insert “former ordinary members or” between “to” and “former” in line 16. To insert “former” between “the” and “full” in line 17.

Clause (b)

To delete entire clause

Appendix 1 - Types of members

Clause (a)

To delete entire clause and substitute (new paragraphs): “(a) Ordinary members They pay a subscription as set out in Rule 30(c). They are referred to in this Rule Book as “members” or “ordinary members”.”.

Clause (b)

To delete entire Clause (b) and renumber remaining clauses.

Existing Clause (c) Superannuated members

To delete “full” in line 9 and substitute “ordinary”.

To delete “full” in line 10 and substitute “ordinary”.

Existing Clause (g) Seasonal members

To delete “full members or part rate” in line 1 and substitute “ordinary”.

To delete “full” in line 12 and substitute “ordinary”.

Appendix 3 To delete “a full” in line 1 and substitute “an ordinary”.

Moved by Treasurer

Seconded by Formally

CARRIED

51. Rule Alteration (Item 61)

Preface: To permit timetable changes to facilitate different dates for Annual Conferences.

Rule 9: Irish Committee (as amended at 2015 Annual Conference)

Under heading “Annual Conference Motions/Amendments in Ireland.

To delete “7 January” in line 9 and substitute “4 calendar months before the date of commencement of Conference”.

To delete “7 March” in line 10 and substitute “2 calendar months before the date of commencement of Conference”.

Rule 42: Annual Delegate Conference

Clause (k)

To delete “7 January” in line 3 and substitute “4 calendar months before the date of commencement of Conference”.

Clause (l) To delete “7 February” in line 2 and substitute “3 calendar months before the date of commencement of Conference”.

Clause (m) To delete “7 March” in line 3 and substitute “2 calendar months before the date of commencement of Conference”.

To delete “21 April” in line 8 and substitute “3 weeks before the date of commencement of Conference”

Clause (v)

To delete “30 April” in line 2 and substitute “2 weeks before the date of commencement of Conference”.

To delete “16 April” in line 6 and substitute “4 weeks before the date of commencement of Conference”

Moved by Treasurer

Seconded by Formally

CARRIED

52. Rule Alteration (Item 62)

Preface: to change subscription rates and the applicable date.

Rule 30 - Rates of Subscription (as amended at 2015 Annual Conference)

Clause (c)

To delete “July 2015” in line 1 and substitute “January 2018”.

To delete “£4.60” in line 7 and substitute “£4.80”.

To delete “£5.50” in line 8 and substitute “£5.80”.

Moved by Treasurer

Seconded by Formally

CARRIED

53. Rule Alteration (Item 63)

Preface: To spread the EC election timetable more regularly year by year and to remove the provisional arrangements under

Rule 49(p). Rule 49: Election of President, Treasurer and Executive Committee (as amended at 2014 Annual Conference)

Clause (i) To delete the table and substitute:
Elections in 2017 only for: North West.

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

Elections in 2018 and every third year thereafter for: Midlands; Wales & Western; Anglia & London North East.

Elections in 2019 and every third year thereafter for Scotland; London North West; North West.

Clause (p) To delete entire clause.

Moved by General Secretary

Seconded by Formally

CARRIED

54. **EC Report on TSSA Democracy (Item 64)**

That this Conference notes the Executive Committee Report.

Executive Committee

WITHDRAWN

55. **Rule Alteration (Item E4)**

Preface: To remove the bar on Conference delegates representing branches in Britain which have two or more branch returns outstanding, whilst still ensuring there is financial accountability.

Rule 26: Branch Funds and Payments to Central Fund

Clause 26(a)

To add at end (new paragraph):

"No branch with two or more financial returns outstanding will receive further payments under this clause."

Clause 26(f)

To delete entire clause and renumber subsequent clauses and references accordingly.

Rule 42: Annual Delegate Conference

Clause(d)

To delete all after "31st March."

CARRIED

56. **TSSA Member Benefits (Item 73)**

Withdrawn for a composite of 73 and 74

57. **TSSA Member Benefits (Item 74)**
Withdrawn for a composite of 73 and 74
Items 73 and 74 have been withdrawn for the following composite.

That this Conference asks the EC to contact the Association's members to gauge support for our Association to negotiate with gas and electricity suppliers for a better deal than members would get as individuals.

Conference accepts that this list would not be binding but more of a register of interest, allowing the Association to investigate what type of deals could be brokered.

Conference supports our Association's aspirations of bringing these utilities back into public ownership, but in the meantime our Association should be brokering deals for our members which increase their income, conditions and safety. There is no reason to limit workplace activity to achieve this.

Conference notes that if the Association was to use our numbers for better utilities deals, in essence we would offer members a net gain.

Conference suggests that with relevant safeguards, the Association could accept a commission payment for each member changing to the new supplier, those safeguards being to ensure that members were offered genuinely beneficial alternative gas and electricity suppliers at a saving to members.

Conference recognises there are some tools and systems we use which may conflict with our wider aspirations, but we use them anyway, so this is no different. If this proposition is put in place, this will assist in recruiting new members by overcoming resistance to not joining because of the cost of membership.

Conference understands the health benefits of general fitness and early treatment following diagnosis or injury, and the benefits to both members and employers when such services are accessible to our members.

Conference calls upon the EC to seek agreements with health/fitness clubs and private healthcare providers for preferential rates, and/or seek such financial support from employers to extend accessibility of such services to those members (and their families) that might otherwise not be able to afford these services.

Mover: Colin Savage (London South & West General)

Seconder: Felix Matthew-Brown (London Metropolitan)

LOST

58. **Transport Policy - Public Ownership of Transport in Greater Manchester (Item 17)**

That this Conference notes that the current public transport system in Greater Manchester is costly and unreliable. Conference calls upon the EC to lobby the Mayor of Greater Manchester to strive towards a single non-profit Greater Manchester

Transport Company to take over Metrolink (Rail Operated Guidance Systems), rail franchises and bus services as the current contracts expire.

Moved by Frank Ellis (Lancs & Cumbria General)

Seconded by Formally

LOST

Third Day's Proceedings

59. Transport Policy - Bus Services (Item 18)

That this Conference is concerned that the Local Government Association has noted that, in the year leading up to November 2016, supported bus services have decreased by 12 per cent outside London.

Conference also notes a report by “Greener Journeys” that the loss of affordable and accessible bus services has a direct social impact.

Conference is aware that having good public transport enables people to improve their lives by connecting them with shops, services and importantly, employment and education.

Bus users create more than £64 billion worth of goods and services in the UK, and contribute to the economic benefit to towns and cities. New analysis has shown that buses are an important means of social inclusion, and are associated with a reduction in deprivation.

Conference understands that any government should note the importance of everyone having a chance of a decent and secure life but should be particularly aware of the social, economic and environmental impact of transport policies, not just in towns and cities, but in rural areas as well.

Conference instructs the EC to lobby the Department for Transport to support bus services outside London by reviewing its approach to social impact assessments for all policy investment decisions.

Moved by Steve Floyd (London Bus & Rail Operators)

Seconded by Howard Morris (South East Wales)

CARRIED

Amendments

A. To insert 'Conference is also concerned that there has been a considerable decrease in commercially operated services.' between 'London.' in line 3 and 'Conference' in line 4. To insert 'and devolved administrations' between 'Transport' and second 'to' in line 17.

South East Wales General

ACCEPTED

B. To insert between 'education.' in line 8 and 'Bus' in line 9 (new paragraph): 'Conference recognises the importance of the bus pass to retired people as it enables them to contribute directly into their local economy through shopping, banking, eating out, visiting museums and other facilities. Furthermore, many use their pass to carry out voluntary work, to stay healthy by visiting swimming baths and keep fit classes, and in doing so assist in reducing the demand for and the cost of social care and support. Conference agrees to oppose any negative changes to the senior citizen bus pass arrangements by any political party.'

Retired Members' Group

ACCEPTED

C. To add at end 'and to call for the re-regulation of bus services outside London.'

Lancs and Cumbria General

ACCEPTED

60. Transport Policy - London Traffic (Item 19)

That this Conference is concerned that traffic congestion in London has increased and average traffic speeds have fallen, and this has seriously affected the reliability of bus services.

Conference notes that the London Assembly's Transport Committee has been investigating the reason why traffic congestion has increased, and what are the key reasons for this.

Conference believes that the Excess Waiting Time for buses is increasing, and this will have an impact on the ability of staff and employees to provide and meet demand.

Conference is alarmed that the swingeing cuts to TfL funding will mean that the possibility of more buses and staff will be reduced and this will affect business productivity as well as the livelihoods of our members.

Conference notes that the increasing cycling and the imminent completion of railway infrastructure, such as the Thameslink programme and completion of Crossrail, will generate modal shift, but is concerned about the increase in air pollution, that the Mayor hopes to address by restricting emission levels in the future.

Conference instructs the EC to lobby the Mayor and the London Assembly to ensure that the Association's policies on transport are in place for a new Transport Strategy for London and to recognise the importance of ensuring a balanced bus and rail policy is in place for the future.

Moved by Nik Anthony (London Bus and Rail Operators)

Seconded by Kieron Crowe (London Underground Mats & Ops Managers)

CARRIED

61. Transport Policy - Republic of Ireland (Item 20)

That this Conference deplores the trend towards the privatisation of the CIE companies - particularly the bus companies - by the present Irish Government's continued cuts in subvention for the provision of uneconomic but socially and environmentally desirable services. Conference particularly condemns the use of the National Transport Authority (NTA) as the vehicle through which this policy is being driven.

The NTA, an unelected neo-liberal quango, now controls the budgets of the CIE companies and decides, in the case of the bus companies, which routes and times they can operate. Its licensing of bus routes has been blatantly biased in favour of the private bus operators, most of whom are hostile to trade unions and engage in questionable practices in regard to staff pay and conditions.

Conference congratulates our colleagues in Dublin Bus and LUAS workers on their successful action last year which highlights that it is often only such determined action that can force employers to engage in serious negotiations.

Conference condemns in the strongest possible terms the decisions by Bus Eireann management to hive off the Expressway network to a separate entity which will reduce pay and conditions for our members. This is a first step to the privatisation of Expressway and Conference calls for the abandonment of this proposal immediately.

Conference also condemns the decision by the NTA to put out to tender several Bus Eireann routes including many profitable commuter routes to and from Dublin. The loss of these routes together with the continued reduction in subvention - Bus

Eireann received €34m from the Exchequer in 2015, whereas horse racing received €60m - and the loss of Expressway will mean the death of Bus Eireann as a viable company. This will cause the loss of an integrated bus network and of thousands of jobs, including many Association members' jobs.

Conference further condemns the decision by the NTA to effectively steal €2m each from Dublin Bus and Bus Eireann in 2015 on the basis that "their profits were excessive" and demand that this money be repaid immediately.

Conference therefore calls on the EC to ask the Irish Committee to use all resources at their disposal to engage with the Irish Government:

- a) to adopt a policy on public transport which will deliver for the passengers who use it and provide stable employment for the workers in the CIE companies;
- b) to abolish the NTA and transfer its functions to the CIE holding company. This is the way that public transport is regulated in many European countries including the Paris region, where RATP is both the holding company and the regulator of all public transport;
- c) for the restoration of the state subvention to the CIE companies to at least the level prior to 2009;
- d) for the transfer of the operations from Transdev to a new company in the CIE group;
- e) that the boards of CIE and its subsidiary companies include worker director members who have experience in public transport operations and also those who are representative of regular transport users and not government political hacks (including failed bankers as at present), and
- f) for a greater role for rail freight in the transport of goods, particularly bulk traffic. This would benefit both the environment and road safety by taking heavy trucks off the roads.

Moved by Bob Teahan (Irish Committee)

Seconded by Formally (no record in Mick's papers)

CARRIED

62. **Transport Policy - TfL Funding (Item 21)**

That this Conference is concerned with the impact of the continuing pressure for TfL to be a self-funding organisation. In 2018 all Government funding will be withdrawn, making TfL the only metropolitan public transport authority in the world without a grant.

Conference is especially concerned that the drive for profit will force TfL to sell off land/leaseholds and that in some cases, along with sweeping gentrification, this will negatively impact on social and affordable housing in London (as in the Earl's Court Project) and diversity in business (as at Ward's Corner at Seven Sisters).

Conference supports the London Mayor's strategy for at least 50 per cent 'genuinely affordable' housing and for community and medical facilities, and TfL partnerships to that end, but argues that more council and social housing needs to be built which is truly affordable.

Conference urges the EC to work with the housing campaigns to which the Association is affiliated to lobby the Mayor, GLA, TfL and the Government in order to work towards keeping London homes and facilities available for all.

Moved by John Rees (TfL Central)

Seconded by Formally

CARRIED

63. Transport Management - British Transport Police (Item 22)

That this Conference notes with dismay that the Scottish Government is forcing through the integration of the British Transport Police (BTP) in Scotland with Police Scotland.

Scotland will be losing a specialised force and safety implications will arise from this, including dealing with fatalities, cable theft, other railway crime and also the heightened security threat. We have also been given information that dealing with a fatality will take up to six times longer after the integration.

The Scottish Government also plans to repeal sections of the Railway Transport and Safety Act 2003 which will reduce the powers of the BTP, especially when dealing with cross-border incidents involving cross-border train companies.

For our members who are office based, merging into Police Scotland, who are already cutting jobs due to budget restraints will put our members at risk of redundancy.

We also have a risk of the police being taken away from stations to deal with non railway incidents which puts the railway at further risk.

We call on the EC to assist us in lobbying the Scottish Government to stop this absurd merger. We ask everyone in the Association to lobby the management of rail and infrastructure companies who have a presence in Scotland to support us.

Moved by Lorna Deveaney (West Scotland General)

Seconded by Martin Hartley (East Scotland General)

CARRIED

64. **Transport Management - Lineside Vegetation (Item 23)**

That this Conference deploras the deleteriousness of Network Rail and its contactors in removing cut vegetation from the lineside, particularly pieces of tree trunk and large branches, which, like discarded sleepers and rail lengths, could be placed on the line by trespassers/vandals with potentially serious consequences.

Conference calls on the EC to bring this serious matter to the attention of Network Rail and the RSSB.

Moved by Rod Payne (London North West Retired)

Seconded by Formally

CARRIED

65. **Transport Management - Stations (Item 24)**

That this Conference notes the improved access at the re-built Birmingham New Street Station.

Conference is however annoyed by the glass screen halfway across the 'A' end footbridge that forces passengers crossing between platforms 1-5 and 6-12 through two sets of automatic barriers.

Conference instructs the EC to campaign for its removal.

Moved by Mick Risbridger (Midlands General)

Seconded by Ian McDonald (Kent)

CARRIED

66. **Transport Management - Ticket Promotions (Item 25)**

That this Conference resolves to both campaign for and support efforts to sell promotional ticket offers via traditional sales channels, e.g. Travel Centres.

Currently, ticket promotions are only offered online, effectively marginalising customers who have no access to electronic services. This diminishes the customer experience and threatens jobs.

Moved by Nicola Jukes (North East Operations)

Seconded by Hilary Hosking (Anglia No 3)

CARRIED

67. Transport Management - Accessibility (Item 26)

That this Conference considers the Government cutbacks that have delayed funding for many of Network Rail's 'Access for All' projects to make stations accessible to those with mobility impairment to be deplorable.

Conference considers that this is discriminatory and instructs the EC to work with others to seek to secure early Government funding of schemes to improve access to stations in order that all can safely and readily share in the growth of rail travel. As well as lifts or other methods to achieve step-free access to all levels and between platforms, Conference instructs the EC to seek to ensure there are improvements in the number of disabled parking spaces convenient to station facilities.

Conference also considers the successful implementation of drop-down booking office counters should be expanded across the network, noting that self-service ticket machines are not always at a convenient height to customers in wheelchairs. Conference instructs the EC to pursue this with TOCs and others where appropriate.

Conference instructs the EC to engage in consultation with TOCs and others as appropriate to ensure assisted boarding expands to meet demand. Of particular concern is how this will be provided on Driver Only Operated trains at unstaffed stations.

Conference also instructs the EC to recognise and represent the interest of both retired and mobility impaired transport workers as they seek to take advantage of their travel concessions.

Moved by Peter Vincent (Midlands Retired)

Seconded by Formally

CARRIED

68. Transport Management - Accessibility (Item 27)

That this Conference recognises that accessible public transport for everyone is vital. When a disabled user gets on a train with assistance and the train has only a driver and no guard, what happens when they want to get off the train at an unstaffed station? The only choice they have is 'don't travel'. This means they cannot travel to and from work. Just hang a sign on the trains saying 'NO DISABLED'.

EQUALITY!!!

Conference believes that the solution is to have a guard on every train to ensure safety and access, and that we need to make this case clear and our voice heard.

The duties of train guards include ensuring passengers' safety and without them it is proven that disability hate crime increases.

Conference calls on the EC to highlight the safety and access issues and to work with the TUC Disabled Workers Committee and other relevant bodies to highlight these issues and support campaigns to secure accessible and safe train transport for all.

Moved by Sharon Simmonds (Disability Working Group)

Seconded by Mitch Tovey (Retired Members Group)

CARRIED

Amendment

To delete 'to have a guard' in line 7 and substitute 'firstly to ensure that all rail platforms are fully accessible to all users, with lifts being provided as necessary, and secondly to ensure that a guard is provided'.

Moved by Eddie Creighton (London and Southern Retired)

Seconded by Formally

LOST

69. Economy (Item 28)

That this Conference notes that Conservative governments under David Cameron and Theresa May, through their economic strategies, have failed to resolve the financial crisis that emanated from the banking industry.

The former Chancellor of the Exchequer, George Osborne, said that his policies would eliminate the nation's deficit by 2015, then 2020, but even this objective has been dropped by the present Government. This was foreseen by the TUC which called for a different strategy, one of investment (*and growth*).

The election of Jeremy Corbyn as Leader of the Labour Party and John McDonnell as Shadow Chancellor brings new hope. Their plan is to grow the economy by investment and by creating decent, well-paid, secure employment, with additional tax revenues that can be employed to expand public services.

Conference welcomes their plan to establish a National Investment Bank, to build a million new homes (of which 500,000 will be council homes) before the end of the next parliament, and to bring the railway industry back into public ownership.

Conference welcomes this first phase of Labour's economic programme (*and*) calls on the Labour Party to publish its full programme as soon as possible.

Moved by Malcolm Wallace (Anglia South General)
Seconded by Kieron Crowe (London Underground Mats and Ops Managers)

CARRIED

Amendments

A. To insert ‘, following the EU referendum vote,’ between ‘but’ and ‘even’ in line 5. To delete ‘and growth.’ in line 7 and substitute ‘, growth and opposition to “Brexit”.’. To delete ‘and’ in line 15 and substitute ‘but recognises its achievement would be made substantially more difficult by the economic consequences of the hard “Brexit” approach of the Tory Government to leave the European Single Market as well as the EU. Conference’. To add at end ‘and to continue to campaign to maintain membership of the European Single Market (or at least tariff-free access to it) and of the EU Customs Union. Conference instructs the EC to pursue these issues with the Labour Party, making appropriate submissions, representations and motions to its National Policy Forum and Conference.’.

Moved by Dave Merrett (Yorkshire General)
Seconded by Formally

CARRIED

B. To insert between ‘growth.’ in line 7 and first ‘The’ in line 8 (new paragraph): ‘Furthermore, Chancellor Phillip Hammond’s Spring Budget, announced on 8th March 2017, gave tax breaks to the richest 15% of earners, revised down the so-called “National Living Wage” target for 2020 from £9.00 per hour to £8.75, offered nothing to industries invested in alternative energy sources and reneged on a Tory manifesto pledge by increasing National Insurance contributions for self-employed workers, many of whom are low-paid casualties of the so-called “gig economy” created by the Tories, then within days made an embarrassing U-turn and cancelled the rise.’.

LU MATS & Operating Managers

ACCEPTED

- 70. **Britain and Europe (Item 32)**
WITHDRAWN in favour of Composite Items 32 - 35/E3
- 71. **Britain and Europe (Item 33)**
WITHDRAWN in favour of Composite Items 32 - 35/E3
- 72. **Britain and Europe (Item 34)**
WITHDRAWN in favour of Composite Items 32 - 35/E3
- 73. **Britain and Europe (Item 35)**

WITHDRAWN in favour of Composite Items 32 - 35/E3

Items 32-35 and E3 have been withdrawn for the following composite.

That this Conference agrees that trades unions and the Labour Party have the opportunity to influence the type of 'Brexit' that will eventually be applied.

Conference considers that the progressive demands of the recent past should be taken into the future. These include:

- a) a new charter for workers' rights - abolish anti-union laws and ensure the current protections in EU law are not lost;
- b) end austerity now - an investment programme through the National Investment Bank; job creation through social housing programme etc;
- c) public ownership in manufacturing, transport, health and education;
- d) an overhaul of the tax system including tax avoidance clampdown, corporation tax, personal tax and inheritance tax. "No to a Bankers' 'Brexit'";
- e) a new benefits deal for all - no discrimination or scapegoating of any claimant; scrap the benefit cap;
- f) investment in developing sustainable and renewable energy and new technology, and
- g) maintaining membership of the European Single Market in order to maintain tariff free trade and jobs.

Conference urges the Labour Party to develop an integrated set of policies for overall, regional and local economies, for education and training, for employment and trade union law, and for immigration, that put the interests of ordinary UK residents first.

Conference recognises the latter is a particularly politically sensitive issue and the task will not be easy but Conference considers it is important for future election success. Such a policy should include:

- i. recognising and promoting the positive benefits to business, public services (particularly the NHS) and the overall economy from the contributions of so many talented and hardworking immigrants to date and, potentially, in the future;
- ii. explaining to the public the challenge of supporting payment for pensions, expanding social care, ever more expensive medical treatments for all sections of the population, and the need for a growing economy and tax base to help fund this, along with people to do the work - which immigration has been helping to address and may need to continue to do;
- iii. the right to stay for the families of Europeans working in Britain and of European spouses and civil partners of UK citizens without the application of an economic test, alongside negotiating the right to stay for Britons living in other countries in the European Union;
- iv. converging of the rights of European immigrants and those from previous and existing colonies with families in Britain;
- v. a hospitable approach to refugees, and

vi. a meaningful requirement for prior advertisement of jobs (offering at least the relevant median UK job market rates) and for proof that no suitable UK applicants were available.

Conference recognises that there will need to be other linked policy changes:

- 1) progressive international policies, ending offensive wars and giving aid, both of which will help to reduce the world's refugee problems;
- 2) improving trade union rights, enforcing a 'real' living wage, and closing the demand for illegally cheap wages;
- 3) a significant expansion of business and government training, skills and development work to give UK citizens the ability to undertake the jobs of the future, and those that would have been provided by high levels of qualified immigrants, which will take some years to work through, and
- 4) a massively strengthened regional and local economy focus to address the stagnation of so many parts of the UK outside London, the South East, and a few of the other big metropolitan cities.

Conference urges the Labour Party to liaise with socialist parties across the EU to seek their assistance in negotiating the best "Brexit" deal possible that safeguards the interests of workers both in Britain and elsewhere in the EU.

Conference is concerned that with the break from the EU being negotiated by the Government, long-fought-for pensioners' and working people's benefits will be lost during these long negotiations and that workers' rights will be eroded if we leave the EU and instructs the EC to lobby at every opportunity and input whenever possible to ensure that rights of workers, in particular minority groups, are transferred into the law of the UK unaltered' so that what has been gained will not be taken away.

The Association proudly supports free movement of people and will work tirelessly to detoxify the media campaign against this. Free movement is about health care workers and other public servants who support and deliver the quality services our people deserve. It is also about the construction workers whose skills and hard work keep our economy motoring and agricultural workers who pick our fresh produce. There has already been much discussion of the problem of the lack of these labourers. More importantly for our union, it's about removing barriers, especially in Ireland, and bringing people together.

Conference is very concerned that the result of the referendum to leave the EU in June 2016 and the devastating impact of a hard border on local businesses and communities along the border between the North and the South of Ireland and will cause daily hardship and reduce freedom of movement. Local economies that depend on freedom of movement and ease of exports between both neighbours will be seriously limited.

Conference therefore calls on the EC to engage with the British Government and also to ask the Irish Committee to engage with the Irish Government to have a special agreement implemented for trade and freedom of movement between the North and South of Ireland.

Our Association also believes that EU nationals living in the UK and British nationals living within the EU are not bargaining chips to be traded in a game of brinksmanship. We strongly believe that both UK and all EU nationals who have chosen to make their home in countries who are currently part of the 28 states of the EU should continue to enjoy the full rights they currently have regardless of Brexit.

Conference notes that the recent UK General Election has delivered a government with no overall majority and has seriously weakened our country's negotiating position with the EU over Brexit. Conference further notes the major political parties at Westminster now seem unclear on their respective visions post Brexit.

Efforts to try and avoid the deep recession that tariff-based trade will create are taking the UK towards the worst of both worlds, a neo-liberal free trade arrangement with no democratic accountability. The EU will make the rules, whilst the UK plays along on the sidelines. This is what currently happens to Norway and Switzerland who have tariff-free access to the single market in exchange for a large fee. The Norwegian government has characterised this arrangement as 'taxation without representation'.

Labour has rightly said that the exact mechanism to achieve tariff-free trade is less important than safeguarding our jobs, our economy and our prosperity. The logic behind our Party's position dictates that any failure to reach a deal that secures these safeguards must lead to the UK remaining in the EU as a possible option.

Conference instructs the EC to pursue these issues with the Labour Party, and all interested parties and by making appropriate submissions, representations and motions to its National Policy Forum and Conference.

Moved by	Executive Committee
Seconded by	Yorkshire General Branch
Supported by:	Anglia No 3; E-MIX; Irish Committee; Lancs & Cumbria; London & Southern Retired; Network Rail North London

CARRIED

Amendment

To delete all between 'away.' in line 75 and 'is' in line 77 and substitute:
'We will work tirelessly to detoxify the media campaign against immigration.
Immigration'

To delete all between 'representation' in line 113 and 'Conference' in line 119 and substitute:

‘Conference supports the policy of the Labour Party that the benefits of the Single Market and its Customs Union are essential for maintaining jobs and businesses in Britain.

Conference recognises that freedom of movement will end when we leave the EU. Conference accepts that when we leave the EU we will need new migration management systems, transparent and fair to everybody’.

Anglia South General

LOST

74. Grenfell Tower Fire (Item E1)

That this Conference is appalled by the horror of the Grenfell Tower fire, in West London on 14 June 2017.

Conference notes that a public enquiry has been called, and this is the right course of action to take in order to thoroughly investigate the reasons behind the rapid spread of this fire and the tragic loss of life.

Whether the type of cladding, compromises in internal safety (such as single escape routes and sprinkler systems) and cost cutting in the refurbishment were to blame, will be properly examined to establish the cause and how to prevent similar disasters in the future.

Like public enquiries before, such as Bradford Stadium and King’s Cross Station, the safety of the public is paramount, and not only should lessons be learnt, they should be acted on.

Conference commends the actions of the London Fire Brigade, as well as the Hospitals, Police and welcomes the unselfish actions of the community, help and donations.

Conference has committed motions in the past about housing, and it is now vitally important to ensure that the Government commits to a balance of social and affordable housing for all.

Conference instructs the EC to convey these views to the Department of Communities and Local Government, and above all, send a message of support from this Conference to the FBU, PCS and Unison members affected this tragedy and also to the Mayor of London.

Moved by Steve Floyd (London Bus & Rail Operators)

Seconded by Frank Ellis (Lancs & Cumbria Retired)

CARRIED

75. Network Rail Pay and Collective Bargaining (Item E5)

That this conference condemns the threat made by Network Rail to serve notice on the Association's collective bargaining agreement for Band 1-4 employees.

Network Rail, under the direction of the DfT via Theresa May, is implementing an anti-trade union agenda against rail workers that we have not seen for some years. Last November, in the build-up to pay negotiations for Band 5-8 workers, Network Rail was preparing for a significant industrial dispute and was clearly under the direction of the Tory government to implement the public sector austerity pay cap of 1%.

As negotiations continued the Southern Rail dispute escalated and LUL faced serious industrial action. The Tories backed off from a fight on Network Rail and a 2.2% pay deal was eventually agreed. Now with Band 1-4 pay due to complete for the 1st July, the public sector pay cap of 1% will be imposed by Network Rail. The Association has begun a referendum seeking a mandate to proceed to ballot for industrial action, as this falls well short of the 3.5% figure for RPI.

At the same time Network Rail is seeking to renegotiate the collective bargaining machinery for both Bands 5-8 and 1-4 grades. On Friday 2nd May 2017, the Association's representatives were told by Network Rail that they intended to serve notice on the Band 1-4 agreement by 1st July. This is clearly a Tory government agenda to use the new anti-trade union laws to attack public sector workers. The Association has withdrawn from these talks whilst this notice is being threatened. The same threat is clearly also planned for Band 5-8 collective bargaining machinery. There is a clear need for TSSA, RMT and UNITE to coordinate resistance to this Tory government-imposed anti-union and anti-public sector agenda.

Conference instructs the EC to seek every opportunity to work collaboratively with our sister unions to enhance our collective strength wherever this is practicable to do so.

Moved by Dave Barnes (Network Rail London South)

Seconded by Tim Lulham (Swindon & Chippenham)

CARRIED

76. General Election (Item E2)

That this Conference congratulates Labour MPs, candidates, members and supporters together with the Association's paid staff and members for their recent efforts which collectively brought our Party once again to the brink of power.

Our Association, together with sister unions affiliated to the Labour Party, played a large part in securing Labour's manifesto commitments on workers' rights, the

economy, public services and public ownership. These chimed with our members' aspirations whilst also capturing the imagination of the electorate.

We should rightly be proud of the role we played in making sure Labour's offer was the most radical and transformative to be put to the electorate in a generation.

Conference also pays tribute to Momentum, whose ability to galvanise and mobilise young new Labour Party members and voters aged under 35, led to victories in many constituencies, some of which have never been Labour, such as Canterbury and Kensington, including taking back lost seats in Wales and Scotland. Our Party reached parts of the country never before reached by Labour and there are now no 'no-go' areas for our Party under Jeremy Corbyn.

Conference also wishes to pay tribute to Disability Groups, such as DPAC, that have been fighting austerity in all its forms from the start and before many others did.

Sadly we did not achieve a Labour government but the Tories look weak and in terrible trouble with an election within 18 months seeming almost certain.

Conference welcomes the decision of the EC earlier this week to launch a General Election fighting fund to enable members to make regular voluntary contributions towards securing a Labour victory.

Our Association will continue to support Labour candidates in marginal constituencies, Momentum and joint affiliated trade union activities designed to deliver a Labour government with the largest possible mandate under Jeremy Corbyn.

Moved by	General Secretary
Seconded by	Howard Morris (South East Wales)
Supported by:	Southeastern Metro Network Rail North London

CARRIED

77. Southern Rail not Fit for Purpose (Item E6)

Conference notes the report in the Metro on Tuesday May 9th 2017 in which Southern Rail was reported to have denied a disabled passenger the right to board a service as the service was running late. Southern Rail has claimed that it has not got a policy to restrict access to disabled passengers in this way but this flies in the face of previous protests that have had to be made to change Southern Rail's behaviour towards disabled passengers.

Conference notes that Transport for All staged a protest at London Bridge on 5th April 2017 where the following statement were made against Southern's move to

require disabled passengers to pre-book assistance at more of its stations following the controversial decision to remove guards from many of its trains.

“It’s shameful that Southern Rail are allowing disabled passengers to bear the brunt of their failures to deliver a reliable service,” said Faryal Velmi, director of Transport for All. “We have heard daily from disabled transport users stranded on freezing platforms, or forced to crawl onto trains when rail companies have failed to assist them.” “This unacceptable backwards step for access simply cannot be allowed to stand so we’re coming together to demand that Southern Rail reverse their decision.”

Conference believes that Southern Rail’s attitude to disabled passengers is a product of its drive to ignore the safety concerns raised by the removal of guards and further demonstrates that Southern Rail is not fit to run a public transport system and should have its franchise removed.

Conference instructs the EC to continue to defend the rights of our own members and to show solidarity with the campaigns from our sister unions against the actions of this rogue employer.

Moved by Dave Barnes (Network Rail London South)

Seconded by Sharon Simmonds (Disability Working Group)

CARRIED

78. Cuts by Abellio Scotrail to CCTV operator jobs (Item E8)

That this Conference calls upon Transport Scotland to stop immediately any further consultation in respect of Scotrail Abellio attempts to cut 22 jobs at Paisley Gilmour Street and Dumfermline Town CCTV locations. This is due to heightened levels of security due to various levels of extremism and the short-sighted attempt to assimilate British Transport Police into Police Scotland.

The EC should convey these views to First Minister Nicola Sturgeon and Transport Minister Humza Yosaf in Holyrood.

Moved by Martin Hartley (East Scotland General)

Seconded by Lorna Deveaney (West Scotland General)

Supported by: Anglia No 3; Anglia South General

CARRIED

79. **Safety & Security (Item E9)**

That this Conference notes that recent trials by LUL and the DfT at some central London stations where covert testing was carried out using closed/zipped bags. Staff are now being expected to open these bags to ascertain if they present a threat.

The HOT procedure (the process in which an item is assessed, Hidden, Obvious and/or Typical) is clear that after an item is deemed suspicious, the area/station should be cleared and evacuated. No evidence has been provided that any station has been evacuated unnecessarily as a result of the recent heightened security situation.

Along with our sister railway unions, we are concerned that the apparent increasing culture, of Service Control asking for a second (and sometimes third) person to assess an item (possibly as a result of pressure from senior management to limit impact on the service) potentially puts staff and/or customers at risk.

Conference instructs the EC to reiterate to LUL and the DfT that we believe individual staff should not be compelled to open bags deemed suspicious, and that timetable service/reliability should not be put before public and/or staff safety.

Moved by Felix Matthew Brown (London Met)

Seconded by Dinesh Bhardwa (London Underground Mats & Ops Mgrs)

CARRIED

80. **Rule Alterations (Item 75)**

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 President

Seconded by Formally

CARRIED

81.

ELECTION RESULTS 2017

Labour Party 2017

Rebecca Barnes	4,300
Dave Merrett*	
Sharon Simmonds	3,275

Lisa Jackson	2,650
Cheryl O'Brien	1,850
Judith Rodgers	900
Nicola Jukes	500

Trades Union Congress 2017

Jill Murdoch	6,875
Fliss Premru	5,875
Andi Fox	5,825

Mary Sithole	2,650
Judith Rodgers	975
Susan Pattwell	475

TUC Black Workers' Conference 2018

Roger Carrington	4,850
Manjit Gill*	
Angella Palmer*	
Harjit Sahota	4,075

Huzaifa Essajee	1,250
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Scrutineers 2018

Jill Murdoch	5,900
Mitch Tovey*	

Trevor Ollis	975
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TUC Disabled Workers' Conference 2018

Bob Bailey*	
Neil Moxham *	
Cath Murphy**	
Susan Pattwell*	
Richard Scudder*	

Women's Labour Party 2017

Josey Grimshaw	7,625
Jill Murdoch	7,625
Mary Sithole	6,675
Hilary Hosking	6,575
Judith Rodgers	3,725

Nicola Jukes	3,200
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Women's TUC 2018

Fliss Premru	7,350
Sharon Simmonds	5,375
Mary Sithole	5,250
Angella Palmer	5,225
Nicola Jukes	4,525

Judith Rodgers	3,550
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Standing Orders Committee 2018

Luke Howard	8,375
Kieran Crowe	5,225
Joe Kavanagh*	
Jill Murdoch*	

Rod Payne	1,450
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TUC LGBT Conference 2018

Josey Grimshaw*	
Steve Horne*	
Aaron Lee**	
Susan Pattwell*	

TUC Young Workers' Conference 2018

James Wood**	
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* candidates elected unopposed at first call for nomination

** candidates elected unopposed at second call for nominations

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

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