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**Transport Salaried Staffs' Association
of Great Britain and Ireland**

**HEAD OFFICE
WALKDEN HOUSE
16-17 DEVONSHIRE SQUARE
LONDON EC2M 4SQ**

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

Held in

GLASGOW

8th to 10th June 2019

List of Delegates Present

Total 57

Branch	Delegate
Anglia No 3	Anand M Pillai
Anglia South General	Malcolm Wallace
Anglia South General	Robin Whittaker
Crewe & Cheshire General	Steven Roberts
Crewe & Cheshire General	Frank Ellis
Disability Working Group	Catherine Murphy
E-Mix	Vipal Desai
Euston	Sarah-Jane McDonough
Euston	Maryse Thiaw-Chu
FutureTSSA	Harry Gibb
Irish Committee	Natalie Hanna
Irish Committee	Denise Guinan
Irish Committee	William Pritchard
Irish Committee	Barry Love
Kent	Ian McDonald
Lancs & Cumbria General	Sam Pennington
Lancs & Cumbria General	Aneurin Redman-White
Lancs & Cumbria Retired	Allan Seymour
London Bus and Rail Opertors	Steve Floyd
London Bus and Rail Opertors	Olivier Mupenda
London North West Retired	Mike Wood
London and Southern Retired	Steve Halliwell
London South West General	Dhiman Mazumder
London Transport Retired	Joel Kosminsky
LU MATS & Operating Managers	Liz Wren
LU MATS & Operating Managers	Idowu Anthony-Ajileye
Midlands General Branch	Gemma Weavis Long
Midlands General Branch	Jane Walker
Midlands Retired	Fred Rhodes
Network Rail Anglia North	Hazel Humphreys
Network Rail North London	Ian Rashbrook
Network Rail North London	Lisa Jackson
Network Rail South London	Dave Barnes
Network Rail Midlands	Bob Bayley
North & East of Scotland	Honor Dickie
North & East of Scotland	Martin Hartley
North East Operations	Jody Whitehead
North East Operations	Amanda Richmond

North East Retired	Trevor Watson
Network Rail London & Anglia Sth	Richard Magner
Retired Members' Group	John Rees
Scotland Retired	Alec Smith
South East Wales General	Howard Morris
SouthEastern Metro	Jhaenelle Miller
SouthEastern Metro	John Morris
Swindon and Chippenham	Tim Lulham
TfL Central	Sharon Simmonds
TfL Central	Jason Winstanley
Underground No1	Paul Naylor
Wales No 1	Gareth Davies
Wales No 1	Cheryl O'Brien
Wales and West Retired	Malcolm Harrison
West of Scotland General	Allan O'Hare
West of Scotland General	Lorna Deveaney
Women In Focus	Jill Murdoch
Yorkshire General	Dave Merrett
Yorkshire General	David Howarth

Executive Committee

Mick Carney

Jason Turvey

President

Treasurer

Melissa Heywood

Marios Alexandrou

Nicola Jukes

Paul Corcoran

Stevie Lawrence

Al Stoten

Paul Beadle

Steve Andrews

Midlands

London Transport

North East

Ireland

Scotland

London South

London North West

Anglia & London N.E.

Standing Orders Committee

Luke Howard

Chair

Andi Fox

Gerry Kennedy

Kieran Crowe

Vice Chair

Head Office Staff

Manuel Cortes

Frank Ward

General Secretary

Asst. General Secretary

Rob Jenks
Douglas Beattie
Luke Chester
Will Boisseau
Iain Anderson
Pam Collins
Kirsty Matthews
Dionne Brown
Sam Tarry

President's Liaison Officer
Comms Dept
Hall Supervisor
Hall Steward
Hall Steward
Admin Support
Admin Support
Finance Manager
Political Officer

ANNUAL DELEGATE CONFERENCE

Held in

GLASGOW

8TH TO 10TH JUNE 2019

First Day's Proceedings

1. Appointment of Tellers & Voting Clerks

Tellers and voting clerks were appointed. Tellers processed two items during Conference.

2. Minutes of 2018 Annual Conference

The Minutes of the 2018 Annual Conference were presented. One amendment was made, the delegate for Midlands Retired branch was Peter Jones not Peter Vincent.

The Minutes of the 2018 Annual Conference were agreed.

3. Announcement of Election Results

The Scrutineers report on the elections for the various offices, delegations etc. were adopted. (See Minute 92 on Page 71).

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 57 delegates attended representing 38 Branches & SOGs, and with members of the Executive Committee, Standing Orders Committee and the paid staff, there were a total of 82 present. There were also several visitors throughout Conference

7. New Technology (Item 7)

That this Conference is concerned that the threat to jobs in passenger transport arising from technology is unprecedented and that artificial intelligence, robotics and other recent developments will have a severe impact on our industry. At the same time these changes open up new opportunities that we ignore at our peril.

Conference believes that we need to plan our industrial strategy now if we are to take advantage of the possibilities open to us and to retain the maximum number of jobs possible. This strategy should embrace new technology but at the same time bring a reduction in the working week, create new jobs without cuts in pay.

As part of this strategy it is vital that any new working conditions do not benefit one group of workers at the expense of another group. Employees should be provided with proper training for their new roles with additional pay for those with new skills and no one should have a cut in pay.

Conference believes that our reps should be engaged in developing the future strategy including consultations with other unions in the industry to ensure we have a combined approach.

Conference instructs the EC to commence work on a technology strategy as soon as possible.

Mover Malcolm Wallace (Anglia South General)

Seconder John Rees (Retired Members' Group)

CARRIED

Amendment

To insert between 'peril' in line 4 and 'Conference' in line 5 (new paragraph):

'Conference congratulates the Association for organising the "Future of Rail" Conference on 7 March 2019. Conference notes that the rail industry is failing to reskill its workforce, at all levels, to meet the standards required. Conference is concerned furthermore that many rail workers with high technical skills are nearing retirement or are leaving the UK in order to apply their knowledge to best advantage. Conference firmly believes that that the industry must turn towards providing properly resourced apprenticeships, leading to a genuine prospect of long-term employment and fair and accessible promotion opportunities.'

To add at end 'and to keep the membership advised of its progress.'

Anglia South General

ACCEPTED

8. New Technology (Item 8)

That this Conference considers the development and implementation of smart ticketing have been government policy for a number of years. The DfT had an aspiration of establishing nationwide smart ticketing by the end of 2018. Significant progress has been made, allowing passengers to use mobile phones, bar codes and smart cards across the network. Technological change is here and rapidly evolving, ticket office jobs are changing.

Conference asks the EC to come up with a strategic plan specially for ticket office staff that protects jobs whilst embracing technological change.

Mover Jody Whitehead (North East Operations)

Seconder Cath Murphy (Disability Working Group)

CARRIED

Amendments

- A. To add at end (new paragraph):
'Conference instructs the EC to ensure that the Strategic Plan is fully inclusive taking into account the access needs of people with disabilities.'

Disability Working Group

ACCEPTED

- B. To insert between 'changing.' in line 6 and 'Conference' in line 7 (new paragraph):
'Conference considers it important to maintain easy access to purchase tickets or make payment for all travellers not familiar with modern technology.'

London North West Retired

ACCEPTED

9. Ticketing (Item 9)

Conference recognises that since the privatisation of the passenger railway, one of the major issues for passengers is complicated ticketing.

This continues to get more complex.

It is not helped by the unnecessary situation whereby TOCs are free to purchase their own ticketing systems with each one having a system designed only for them. This results in:-

(a) losing economies of scale from the machine suppliers, and

(b) systems not able to communicate with each other.

Conference instructs the EC to pursue this with the DfT with a view to having a railway-wide ticketing system implemented.

Mover Maryse Thiaw Chu (Euston)

Seconder John Morris (Southeastern Metro)

CARRIED

Amendment

To delete all between ‘for’ in line 2 and ‘This’ in line 3 and substitute ‘both passengers and ticket office staff alike is complicated, slow and unreliable ticketing systems, often not able to retail the full range of products.’.

To delete all after ‘other.’ in line 8 and substitute (new paragraphs):

‘Conference believes that the adoption of an industry wide ticketing system, one able to retail the full range of products, would be beneficial to both passengers and staff alike.

Conference instructs the EC to raise this with the DfT and all other relevant bodies.’.

Southeastern Metro

ACCEPTED

10. Ticketing (Item 10)

That this Conference regrets that the City of Glasgow has one of the worst ticketing systems for public transport in the country. Conference recognises that different ownership of rail, bus and underground, and the resulting discounted ticket structure, make it difficult for leisure travellers and visitors to the city to use all forms of transport.

London offers ticket for travel across different zones; onward transportation by bus and train is possible with rail tickets to central Manchester; and Edinburgh has a ticket which can be used with Cross Country Trains, LNER and ScotRail allowing bus and train travel within the city.

While the Association campaigns for a publicly owned ScotRail, we believe that the rail network in Glasgow would be complemented by booking offices being able to sell tickets which include onward travel on bus and underground.

Conference asks the EC to urge the Labour Party, Glasgow City Council and Scottish Government to support more user-friendly and connected ticketing for travel within Glasgow.

Mover Allan O'Hare (West of Scotland General)

Seconder Martin Hartley (North and East Scotland General Branch)

CARRIED

11. Pay (Item 11)

That this Conference is concerned that publicly operated transport companies in Ireland, North and South, consistently offer pay rises less than the relevant retail price index. The percentage reduction offered is usually 1% to 1.5% less than the standard RPI. This practice has been ongoing for the last ten years accruing a minus 14% variant which can translated as an actual pay cut, as high street and services prices go up and pay comes down.

Conference therefore calls on the EC to request the Irish Committee to engage with the public transport companies in Ireland, the appropriate Government departments in both the Northern Ireland Assembly and the Dail Eireann, also the ICTU to prevent future erosion of wages.

Mover Natalie Hanna (Irish Committee)

Seconder Formally

CARRIED

ADDRESS BY RICHARD LEONARD MSP, LEADER OF THE SCOTTISH LABOUR PARTY

EC PRESENTATION ON DEMOCRACY

This was followed by an opportunity to ask questions.

12. Terms and Conditions (Item 12)

That this Conference notes that ACAS guidelines state that the calculation of paid holiday leave for shift workers is based on 'the regular pattern of shifts'. Despite this, Network Rail in the operations department carries on with the tradition of calculating holiday leave based on Monday to Saturday roster excluding the regular pattern of Sunday working. Staff cannot take their Sunday leave if cover cannot be

found and this Sunday working is not regarded as voluntary overtime. This is a carry-over from the days of BR when the railways were run on overtime and to this day still is.

Conference is concerned that, depending on their shift patterns, some staff are losing out by as much as 3 days' holiday a year and in some cases, if the staff have worked with Network Rail for less than ten years, are not getting their full entitlement of paid holidays required by British law of 30 days pro rata. These Sunday workings are not voluntary overtime, so staff refusing to work on a Sunday can be disciplined. It should be noted that if these Sundays are not worked then the railways would come to a stand. Even during a work-to-rule situation if the Sunday is part of your roster pattern you have to work it.

Conference calls on the EC to investigate this as a matter of priority and establish with Network Rail:-

- (a) the correct level of paid holiday entitlement with Sunday working included, or
- (b) that Sundays are classed voluntary overtime and staff will not be disciplined if they do not wish to work any Sundays.

Conference instructs the EC to notify members and reps involved with shifts of their rights regarding Sunday working.

Conference calls on the EC to check that our members working for other firms, for example TOC staff who work on Sundays as part of their regular shift pattern, are having their Sundays included when paid holiday entitlement is calculated.

Mover Bob Bailey (Network Rail Midlands)

Seconder Formally

LOST

13. Terms and Conditions (Item 13)

That this Conference notes the gradual erosion of the barrier between work and home life caused by smart phones, mobile working and 24-hour connectivity. Article 8 of the Human Rights Act 1998 states that 'Everyone has the right to respect for his family and private life, his home and his correspondence.' The growing use of smartphones and tablet computers across the industries we organise in are rendering this right meaningless. It is becoming normal practice for employees to be contactable 24/7 and to be expected to answer work related emails outside of their working day.

Conference instructs the EC to:-

- (a) conduct a survey of all members to discover the scale of this practice;
- (b) work with employers we have agreements with to develop policies that allow staff to switch off digitally, and
- (c) work with the TUC to lobby for legislation to limit employer's ability to contact employees electronically outside of their working hours.

Merseyside General

FELL

Amendment -

To insert 'and the Labour Party' between 'TUC' and 'to' in line 13.

Lancs and Cumbria General

FELL

14. Women's Rights (Item 14)

That this Conference supports the more mature female in the workplace with regards to training and promotional opportunities.

Women are working longer, and they need to work until they reach pensionable age. This could be as late as 68 years at the moment and may become even later for many younger women in the workplace.

It has been noted that training and promotional opportunities often bypass the more mature female workers. More opportunities bypass them for the younger members of staff when it comes to specific training needs, flexible working arrangements, family friendly hours, secondments and promotions.

This is in direct contradiction of the Equality Act 2010. Conference instructs the EC to point out to employers that the Equality Act refers to equal opportunities for all employees of all ages.

The Association should campaign within workplaces to enable these conversations to take place.

Mover Gareth Davies (Wales No. 1)

Seconder Howard Morris (South East Wales General)

CARRIED AS AMENDED

Amendment

To delete 'the more mature female' in line 1 and substitute 'women of all ages, and particularly older women'.

To delete all between 'longer' in line 3 and 'that' in line 6 and substitute 'as the state pension age retreats further from their grasp, reaching 67 in the 2020s.

Conference notes’.

To delete all between ‘bypass’ in line 6 and ‘flexible’ in line 8 and substitute ‘older women workers, along with opportunities for’.

To delete ‘, secondments and promotions’ in line 9 and substitute ‘and secondments’.

To delete all after ‘ages’ in line 12 and substitute ‘and to make this a central part of negotiations with those employers.

Conference calls on the EC to campaign within workplaces - using leaflets and other forms of communication - to raise awareness of women’s workplace rights throughout their working lives, thus facilitating conversations with reps and managers on these issues.’.

Women in Focus

Mover Jill Murdoch (Women In Focus)

Seconder Aneurin Redman-White (Lancs and Cumbrian General)

CARRIED

15. Precarious Workers (Item 15)

That this Conference instructs the EC to:-

- (a) send messages of fraternal support to the new unions working with precarious workers whose employment is characterised by zero-hours contracts, outsourced services, the gig economy, etc. These new unions include, among others, the Independent Workers’ Union of Great Britain, the United Voice of the World, and the Cleaners and Allied Independent Workers Union;
- (b) ask the TUC to invite these new unions to set up a forum in which the TUC and its affiliated unions can come together with the new unions to consider ways in which they can assist the new unions in their work in support of precarious workers; this would build on work already being done for precarious workers by some established unions, such as the Bakers Food and Allied Workers Union, and
- (c) make clear to the TUC that this forum in support of precarious workers needs to be led by the new unions, given the differences and tensions which unavoidably arise between the interests of the traditional established unions and those of the new unions organising precarious workers.

Mover Mike Wood (London North West Retired)

Seconder Ian Rashford (Network Rail North London)

CARRIED

Amendment

To insert between 'Conference' and 'instructs' in line 1 'recognises the challenges posed to the trade union movement by the recent increase in precarious working and praises those TUC affiliated and non-affiliated trade unions that have risen to the challenge and are taking on employers. Conference also recognises that organising workers in such work is difficult and can easily cause friction between established trade unions and other trade unions. Conference'.

To delete 'new' in line 2 and substitute 'non-TUC affiliated'.

To delete all between 'These' in line 4 and first 'the' in line 5 and substitute 'include'.

To delete all after 'TUC' in line 8 and substitute 'to develop links with the above non-affiliated trade unions and offer support in the coordination of organisation in sectors where precarious work is a problem. There are already good examples of joint action and solidarity activities, such as government cleaners, security guards and catering staff, and

(c) encourage TSSA branches, representatives and members to challenge any moves towards precarious work where TSSA organises and to offer solidarity where asked for by precarious workers in struggle for basic conditions and rights.'.

Network Rail North London

ACCEPTED

16. Public Transport Accessibility (Item 16)

That this Conference notes the withdrawal of guards from trains. Along with unstaffed stations, this greatly reduces the accessibility of public transport. Conference calls upon the EC to bring this to the attention of the TUC and the Labour Party.

Mover Aneurin Redman-White (Lancs & Cumbria General)

Seconder Trevor Watson (North East Retired)

CARRIED

Amendment

To insert 'and attractiveness' between 'accessibility' and 'of' in line 2.

North East Retired

ACCEPTED

17. Public Transport Accessibility (Item 17)

That this Conference is appalled at the findings of a recent study conducted by a charity, Leonard Cheshire, which declares that more than 40% of all railway stations in the UK are inaccessible to people with a physical disability. The situation is worst in Scotland with 50% of stations, followed by England with 40%, and Wales with 32% of stations which do not have step free access. Assistance is not always available, preventing people with disabilities from travelling by rail. The Equality Act 2010 requires all station operators to take reasonable steps to ensure that they do not discriminate against disabled people. Conference recognises the commitment of Transport for Wales to building a fully accessible rail network, with plans to improve 23 stations over 15 years.

Conference acknowledges that operators need to be monitored to ensure they do not roll back the clock with antiquated rolling stock, as TransPennine Express tried to do recently with 5-year-old, wheelchair inaccessible, Mark III trains, between Liverpool and Scarborough. Much is blamed on ageing Victorian stations, however new facilities have also been found lacking.

Conference notes that in July, a disabled former Labour MP had to return to Aberdeen after a lift in Dundee's new £35 million station failed and there was no contingency plan to get someone off the platform.

Conference calls upon the EC to add the voice of the Association to the charities who have highlighted the extent of this problem by:-

- (a) asking for more Access for All funding;
- (b) demanding station and on train staff are retrained to provide assistance, and
- (c) pressing rail companies to accelerate progression on providing more accessible railway stations.

Mover Lorna Deveaney (West of Scotland General)

Seconder Dhiman Mazumder (London South & West General)

CARRIED

18. Public Transport Accessibility (Item 18)

That this Conference notes the current efforts of the Rail Delivery Group and the Office of Rail and Road (ORR) to promote inclusive travel. Conference is, however, concerned that disabled travellers are currently being let down by a failure to adopt a design policy of standardisation for train fixture and fittings.

These issues include the random placing of external and internal door buttons, door locking buttons and levers in toilets and the positioning, and often complete lack of, braille signage. This can prove to be a major barrier to independent travel and thus creates a situation of exclusion not inclusion.

Conference believes that this situation must not be allowed to continue as it will hinder visually impaired people's access to these trains and is in clear breach of the Equality Act 2010.

Conference instructs the EC to raise awareness of the importance of standardisation with the ORR, the RDG and with the TUC and the Labour Party, as part of promoting independent travel.

Mover Cath Murphy (Disability Working Group)

Seconder John Morris (Southeastern Metro)

CARRIED

19. Public Transport Accessibility (Item 19)

That this Conference is concerned that Train Operating Companies (TOCs) are not complying with the legislation for disabled customers on the railways. The Office of Road and Rail is not forcing TOCs to comply.

Conference instructs the EC to make representation to the Labour and TUC conferences to make them aware of the TOCs' lack of compliance.

London South & West General

WITHDRAWN

20. Racism (Composite Item 20, 21, 22)

That this Conference notes with alarm the rise of far right xenophobic hatred on the streets of Britain, the increasing support for racism, fascism and nazism in this country and the EU, and the hideous reporting of the right wing media. Conference cannot ignore the part that Theresa May has played towards creating a "hostile environment" not least by sending her infamous "go home" vans to six London boroughs. Conference notes that since the EU referendum result there has been a sharp increase in the number of Islamophobic and racist attacks, and hate groups roaming the streets of Britain.

Conference notes that numerous organisations to which TSSA is affiliated have arranged counter marches and demonstrations but, as ever with the left, this is often factionalised itself.

Conference believes the rise of the far right extremism is far too serious an issue to be split over and calls on Hope Not Hate, Unite Against Fascism, and all the various splinter groups to look to build a united voice alongside the trade union movement to oppose the far right and their insidious rise across the country.

Conference believes that we, as trade unionists, have a special role to play in counteracting racism and that the Association can do more to educate its members of this danger.

Conference, therefore, instructs the EC to give thought to how best to proceed including asking the Campaigns Committee to promote the activities of anti-racist groups such as Hope Not Hate and Stand Up to Racism.

Conference congratulates the Searchlight magazine for its long-standing work of exposing racists and campaigning against fascists and nazis and urges branches to subscribe to the magazine.

Conference instructs the EC to adopt the following principles when considering policy and campaigning strategy:-

- (a) to support all genuine movements that fight austerity and to seek to unite workers in the fight for better conditions;
- (b) that we will always campaign to oppose those arguments that seek to divide our class through racism, sexism, homophobia, transphobia, islamophobia, anti-Semitism, or other equivalent prejudice;
- (c) that we will campaign for the rights of European workers based in the UK and stand in solidarity with them in the face of any attacks on their rights;
- (d) to defend the principles of freedom of movement of workers, and
- (e) to defend migrants and refugees from scapegoating attacks.

Conference restates our support for Stand Up to Racism and other campaign initiatives that seek to unite our class against those that seek to divide us.

Conference instructs the EC to bring the sentiments of this motion to the attention of all relevant bodies.

Mover Dave Barnes (Network Rail London South)

Seconder John Morris (Southeastern Metro)

Extra Speech Malcolm Wallace (Anglia South General)

Extra Speech Aneurin Redman-White (Lancs and Cumbrian General)

Extra Speech Joel Kosminsky (London Transport Retired)

CARRIED

Amendments

A

To delete 'and nazism' in line 2 and substitute 'nazism and all forms of discrimination'.

To insert ‘, nazism and all forms of discrimination’ between ‘racism’ and ‘and’ in line 17.

To insert ‘, and to those groups campaigning against discrimination wherever it occurs.’ between ‘magazine’ in line 24 and ‘Conference’ in line 25.

London & Southern Retired

ACCEPTED

B

To insert between ‘Britain’ in line 8 and ‘Numerous’ in line 9 (new paragraph):

‘These groups should have no place in our society and should be challenged at every opportunity, by united opposition.’.

EUSTON

ACCEPTED

Second Day’s Proceedings

21. Housing (Item 23)

That this Conference calls upon the EC to seek support from other unions within TUC, the Labour Party, local authorities and housing associations to restore direct investment in social housing.

We must work with others to make the case that this is the only way to reverse the housing crisis.

We must seek to work within the Labour Party to make a new housing consensus an issue within the Labour Party manifesto for a future election taking into consideration the following principles:-

- (a) subsidy should be redirected from housing benefit being directly paid to private landlords to providing funding for social housing;
- (b) governments and councils must be encouraged to borrow to invest in a mass social housing building programme, that not only provides affordable homes but will put people back into work to build them and therefore pump money back into the economy;
- (c) an increase in the supply of social housing would also help bring down the cost of home ownership, by eradicating the private landlord by making investment in private homes to rent less profitable. This could help the

- option of private house ownership develop once again in the currently expensive areas, and
- (d) these homes should not only be well built, but also environmentally efficient, affordable and secure.

In view of the Grenfell Tower situation all public landlords, and private landlords receiving Council Housing benefits, including councils and housing associations, must be democratic and held accountable to all stakeholders which must include having a meaningful resident involvement in decision making.

Mover Malcolm Harrison (Wales & Western Retired)

Seconder Joel Kosminsky (LT Retired)

CARRIED

Amendment

To delete ‘, and’ in line 19 and substitute ‘;’.

To insert between ‘secure’ in line 21 and ‘In’ in line 22 ‘, and
(e) all such housing developments should be within reasonable reach of or provided with shops, education establishments, medical facilities, public transport, and a reasonable amount of local workplaces.’.

LT Retired

ACCEPTED

22. Housing (Item 24)

That this Conference is dismayed that over 100,000 young people aged 16-24 are homeless in the UK. Last year, many of these received no help when they approached their local council. Young people’s chances of becoming homeless are higher in areas of high deprivation where the prospects for employment and education are lower. Local authority budget cuts mean that often these young people do not get the accommodation and support they are entitled to.

Under the last Labour Government, homelessness was cut by two thirds, and the number of rough sleepers fell by three quarters.

Conference believes that:-

- (a) young people have the right to access safe accommodation, and
- (b) young people have the right to access the support they need to break the cycle of homelessness.

Conference resolves to fully support the Labour homelessness campaign to end this humanitarian crisis and to fully support Jeremy Corbyn’s long-fought campaign to

end the Dickensian 1824 Vagrancy Act, an act which criminalises rough sleepers and leaves them open to the threat of arrest and prosecution.

Conference instructs the EC to bring the sentiments of this motions to the Labour Party and all other relevant bodies.

Mover Harry Gibb (Future TSSA)

Seconder Frank Ellis (Crewe & Cheshire General)

CARRIED

Amendment

To insert between 'over' and '100,000' in line 1 '320,000 people including'.

To delete 'young' in line 3.

To delete 'young' in line 5.

To delete 'young people' in line 10 and substitute 'people of all ages'.

To delete 'young people' in line 11 and substitute 'people of all ages'.

To insert between second 'to' and second 'the' in line 17, 'the attention of'.

Crewe & Cheshire General

ACCEPTED

23. TV Licence Fee (Item 25)

That this Conference notes that when the Government transferred the cost of the free TV licence for the over-75 pensioners to the BBC, it was apparent that in the future the BBC would wish to end this scheme.

Conference notes that the free TV Licence for those over 75 years is a benefit and calls for its provision to remain on the statute book and be funded out of general taxation.

Conference calls on the EC to bring this motion to the attention of all relevant parties.

Mover Steve Halliwell (London & Southern Retired)

Seconder Steve Roberts (Crewe & Cheshire General)

CARRIED

Amendment

To insert between 'scheme.' in line 3 and 'Conference' in line 4 (new paragraph):
'Conference recognises that the TV licences should no longer be regarded as a luxury, but a means for many lonely and elderly people to be kept in touch with the world.'

Crewe & Cheshire General

ACCEPTED

EC STATEMENT ON DEMOCRACY

This was followed by an opportunity to ask questions.

24. Health and Social Care (Item 26)

That this Conference is appalled at the growing crisis in social care, caused principally by austerity-driven under-funding of social services and other parts of local government. The crisis has been exacerbated by the ageing population, private providers extracting profits, work conditions of many in both the health and care sectors, and confusion over the boundaries between health and social care.

Conference calls for an integrated approach to health and social care, based on properly resourced public services funded from progressive general taxation.

Conference calls on the EC to raise this matter with the Labour Party and in the TUC.

Mover Joel Kosminsky (LT Retired)

Seconder Anand M Pillai (Anglia No 3)

CARRIED

25. Health and Social Care (Item 27)

That this Conference notes with the utmost concern the Tory Government's proposal to replace the publicly provided NHS with Integrated Care Systems (ICSs). These are designed to 'evolve into' Integrated Care Organisations (ICOs).

Conference believes that 'Integrated' is simply a new cosier sounding name for 'Accountable Care Organisations' (ACOs) which are US-style commercial, non-NHS bodies, set to run health and social services without proper public consultation and without any local or parliamentary scrutiny.

Conference further believes that ICSs will eliminate or override the already minimal remaining level of local accountability and democratic control over NHS commissioning and providers. This could eliminate remaining statutory powers and rights of local authorities, commissioners and providers.

Conference considers that the Government's proposals are nothing short of blatant privatisation of our NHS and accordingly instructs the EC to raise these concerns with the TUC and the Labour Party with the intention of opposing these proposals at every opportunity.

Mover Trevor Watson (North East Retired)

Seconder John Morris (Southeastern Metro)

CARRIED

26. Health and Safety (Item 28)

That this Conference notes that every year thousands of rail workers are exposed to dangerous levels of silica dust from track ballast. Inhalation of high levels of silica dust can lead to silicosis, a lung condition similar to asbestosis. It has only been in recent years that this risk has been recognised and workers have been issued with the appropriate PPE. For decades people have worked in dangerous conditions completely unprotected.

Conference calls on the EC to:-

- (a) work with employers to strengthen their policies to minimise exposure to silica dust and develop robust respiratory health monitoring regimes, and
- (b) put pressure upon the Labour Party to call on the ORR to establish the number of former railway workers suffering from lung conditions caused by prolonged exposure to silica dust.

Mover Cath Murphy (Disability Working Group)

Seconder John Rees (Retired Members' Group)

CARRIED

Amendment

To insert ' , TfL and other relevant bodies' between 'ORR' and second 'to' in line 10.

Retired Members' Group

ACCEPTED

27. Argentina (Item 29)

That this Conference notes the decision of Argentina's President, Mauricio Macri, to negotiate a line of credit with the International Monetary Fund (IMF) worth \$50 billion.

Argentina has had previous and bitter experience of going cap in hand to the IMF in 2002. Whilst the Argentine government paid off their debt to the IMF in 2006, they then decided to cut all ties with them. Many Argentines blame IMF-imposed austerity measures for worsening the 2002 crisis, which impoverished millions and turned Argentina into a global pariah after the government ultimately defaulted on a record \$100 billion debt.

Conference believes that the IMF has repeatedly shown itself to be an agent of neoliberalism and neocolonialism by attaching conditions on loans to nation states known as 'structural adjustment processes' - in other words imposing rampant privatisation of public services, swinging austerity and undermining national sovereignty by dictating economic policy.

The Argentina Solidarity Campaign is a self-organised group based in the UK which aims to support the people of Argentina suffering at the hands of the neoliberal model and its policies. These policies have increased social inequality and levels of extreme poverty and have been imposed by financial capital with the complicity of the incumbent government.

Conference instructs the EC to:-

- (a) affiliate the Association to the Argentina Solidarity Campaign, and
- (b) make a financial contribution, of an amount at its discretion, to the Campaign.

Mover Liz Wren (LU MATS & Operating Managers)

Seconder Formally

REMITTED

28. Bhopal Disaster (Item 30)

That this Conference notes that it is now 35 years since the disaster at the Union Carbide plant in Bhopal, India. 27 tonnes of a deadly gas leaked throughout the city as safety systems were not operational and as a result half a million people were exposed to the gas. As a direct result of their exposure 25,000 have died to date and 150,000 still suffer from ailments. The soil and water in the area was also heavily polluted for many years.

In 1989 some victims received partial settlements, but these only amounted to around 5 years' worth of medical expenses. Dow Chemical, the owner of Union Carbide since 2001, has refused further compensation or to clean up the site. The legal struggle continues as does the worldwide campaign to gain support to bring Dow to justice and to finance innovative health care via the Bhopal Medical Appeal.

Conference agrees to affiliate to Trade Union Friends of Bhopal, at a cost of £100/year in order to support the above campaigning, legal struggle and health care described above.

Mover Lisa Jackson (Network Rail North London)

Seconder Liz Wren (LU MATS & Operating Managers)

CARRIED

Amendment

To delete 'a deadly' in line 2 and substitute 'deadly methyl isocyanate'.

To delete all between 'as' in line 3 and 'In' in line 7 and substitute 'sustained underinvestment in safety, safety systems and training of those who managed the mothballed plant led to half a million people being exposed to the gas. As a result of the exposure, an estimated 25,000 people died on the night and in subsequent years since the accident, with a further 150,000 people suffering from the effects of the chemical getting into the city's water system, including birth defects, respiratory problems and neurological issues'.

To insert between 'site.' and 'The' in line 9 'Union Carbide has also absconded from criminal charges in India for culpable homicide, has never accepted full responsibility for the disaster and has instead used its poorly trained and paid staff at the plant at the time of the disaster as scapegoats.'.

LU MATS & Operating Managers

ACCEPTED

29. UK Arms Sales (Item 31)

That this Conference deplores the continued sales of arms to Saudi Arabia and the United Arab Emirates by the Conservative British Government, as well as sales by other governments such as the US, Canada and France. These weapons have been used to bomb civilian areas of Yemen, including hospitals, schools, mosques, and homes, in the civil war between Gulf states defending the tyrannical Yemeni regime against Houthi rebels. The Houthi rebels are partly supported by Iran, but have no planes of their own.

British arms sales to the Saudis have been worth at least £4 billion since the war started in 2015. This bombing is responsible for the deaths of at least 4,600 civilians in a war that has cost 60,000 lives in three years up to the end of 2018. Meanwhile, the Saudi regime-led blockade of the main Yemeni port of Hodeidah ensures ongoing deprivation of food and medicine in one of the poorest countries in the world, and 14 million people are at risk of death from starvation and preventable disease.

Conference, while noting that the Labour Party condemns the UK's arms sales to Saudi Arabia in particular, therefore urges the next Labour-led government to sever all trade with the Saudi regime until a major reform of that country's policies takes place. The next Labour-led government should also review critically any ongoing arms sales trade with the other Gulf states, and with countries with excessively poor treatment of their citizens, using armaments.

Mover Ian McDonald (Kent)

Seconder Idowu Anthony Ajileye (LU MATS & Operating Managers)

CARRIED

Amendment

To insert between 'disease.' in line 14 and 'Conference' in line 15 (new paragraph):

'Conference notes that the British economy is still too dependent on arms sales for its manufacturing output, and strongly argues that the trade union movement should support initiatives to re-purpose manufacturing and technology industries towards socially useful production on the model of the 1976 Lucas Plan.'

To delete 'therefore' in line 16.

LU MATS & Operating Managers

ACCEPTED

30. Democracy in Wales (Item 32)

That this Conference welcomes the election of Mark Drakeford, supported by the Association, as leader of Welsh Labour and First Minister of Wales. His true left thinking is a step change for Wales and his first act to appoint a gender equal cabinet is particularly welcomed. Conference hopes that other democratic bodies will follow the lead of Wales in this respect.

Mover Howard Morris (South East Wales General)

Seconder Formally

CARRIED

31. Scottish Referendum (Item 33)

That this Conference asks the EC to oppose any attempt by the SNP Government in Holyrood to impose another referendum on the Scottish People.

Mover Alex Smith (Scotland Retired)

Seconder Martin Hartley (North & East of Scotland)

CARRIED

32. Voter ID (Item 34)

That this Conference, mindful of opposition to formal identity cards and the total lack of evidence of widespread voter identity fraud, is concerned that plans for voter identification have the potential to disenfranchise older people who are less likely to possess a valid passport, driving licence or other forms of photo-identity.

Conference is aware that in some of the 5 voter identification trial areas the Freedom Pass or other travel pass was also accepted as proof of identity and therefore instructs the EC to engage with all relevant bodies for the freely available National Bus Pass to be recognised as a valid form of photo identification for electoral purposes.

Mover Steve Halliwell (London and Southern Retired)

Seconder Jason Winstanley (TFL Central)

CARRIED

33. Morning Star and the BBC (Item 35)

That this Conference notes that the publicly-owned broadcaster, the BBC, never features the Morning Star in its reviews of the British press. Although the BBC projects itself as being balanced, this has never been the case, indeed it has always supported the establishment particularly during periods of social conflict. The Morning Star, a cooperatively owned newspaper, frequently has a differing view to those of the majority of UK newspapers and in the interest of democracy and knowledge it should be heard.

Conference notes that in 2018 an opinion poll found that only 37% of 1000 people thought the BBC produced balanced reporting while 45% thought ITV did so and 41% Channel 4 News.

Conference instructs the EC to write to the BBC and to voice our opposition to its long-standing ban against the Morning Star and ask for it to be included along with other British and foreign newspapers.

Mover Malcolm Wallace (Anglia South General)

Seconder Sarah Jane McDonagh (Euston)

CARRIED

Amendment

To add at end (new paragraph): ‘Conference further asks the EC to consider inviting the editor of the Morning Star to speak to the EC about the role of the media and coverage of the trade union movement.’.

34. Union Busting Activities (Item 36)

That this Conference is aware that in companies where the Association has collective bargaining agreements there are set forums to discuss and negotiate employees' terms, conditions, pay and contractual issues. This is all fine when the company adheres to those rules. Conference notes that some unscrupulous employers are negotiating outside of the collective bargaining mechanisms. They do this by calling meetings with staff in selective groups and under the guise of staff briefings openly discuss and agree contractual changes and working practices. This deceptive practice purposely drives a wedge between members and Association representatives responsible for such negotiations and is planned by companies to disrupt the relationship between the Association and our members. In other words, it undermines the relationship between members and reps, causing conflict on occasions.

Conference notes this direct attack on the collective bargaining agreements we have fought long and hard to obtain and that companies that use such tactics are deploying a direct union busting agenda.

Conference therefore instructs the EC to use all of the resources at our disposal to inform our members in all of the workplaces the Association organises in and have formal collective bargaining agreements, not to engage in such activities and to inform their elected representative immediately.

Mover Barry Love (Irish Committee)

Seconder Aneurin Redman-White (Lancs and Cumbria General)

REMITTED

Amendments**A**

To insert between 'agenda.' in line 15 and 'Conference' in line 16 'Conference therefore instructs the EC to ensure that staff reps are aware of and adhere to the applicable negotiated procedures.'

To delete 'therefore' in line 16 and substitute 'further'.

Lancs & Cumbria General

ACCEPTED

B

To delete 'use all of the resources at our disposal' in line 16 and substitute 'campaign'.

LT Retired

ACCEPTED

35. Breast Ironing (Item 37)

That this Conference believes that all women have the right to have control over their bodies and not be subjected to female genital mutilation or any other form of enforced body manipulation or disfigurement.

Most of us have heard of the horrifying mutilation of young girls' genitalia. It has been widely publicised, although we know it still goes on both inside and outside of this country, even though measures are now in place to outlaw its practice in the UK.

In this country, right now, some members of the African community practice breast ironing. This involves the use of hot stones to smooth down the breast of pre-teen girls. This painful practice takes place every week for the girls and has no effect on the growth of the child's breast. This clearly amounts to child sexual abuse.

Conference calls on the EC to instigate an awareness campaign including putting pressure on the Labour Party and the current Government to outlaw this abusive practice.

We cannot keep letting this happen by closing our eyes to this emerging problem. Women in Focus.

Mover Jill Murdoch (Women in Focus)

Seconder David Howarth (Yorkshire General)

REMITTED

EC STATEMENT ON TSSA STRATEGIC PLAN

This was followed by an opportunity to ask questions.

36. Transport Policy (Item 38)

That this Conference deplores the cuts to bus services across the UK and in the Republic of Ireland and calls for more buses and more routes operating more frequently.

Conference recognises that the primary consideration in the UK for bus service provision is what is profitable to a private operator. This has meant an ongoing reduction of bus services nationally.

Conference recognises that older people, being either unable to drive or unable to afford private transport, have a greater dependency on buses than most segments of the population.

Conference instructs the Association to work with the Labour Party and our fellow transport unions with a view to service expansion instead of perpetual contraction.

Mover John Rees (Retired Members' Group)

Seconder Formally

CARRIED AS AMENDED

Amendment

To delete first 'more' in line 2 and substitute 'a new approach to local public transport that delivers an attractive, affordable and comprehensive local public transport service for communities across the country - with more non-carbon fuelled'.

To delete '. This' in line 5 and substitute 'in open competition with the private car and other means of local transport. Along with across the board fare subsidies not being allowed and current Government policies of freezing fuel duty making buses comparatively more expensive, with austerity cuts to local authority social bus network funding, and with urban local authorities failing to tackle congestion and protect bus service reliability and journey times, this'.

To delete all between 'that' in line 7 and 'Conference' in line 10 and substitute "there are major sectors of the UK population including older and disabled people (who may not or are no longer able to drive), younger people, the unemployed and those on low incomes or trapped in high rental cost areas, who need local good affordable public transport provision. Conference also recognises the wider negative societal impacts - economic, social and environmental of failing to put public transport at the heart of local transport policies in congested urban areas, or in isolated rural areas alike.'.

To insert between 'Party' and 'and' in line 10 ', TUC'.

To insert between 'to' and 'service' in line 11 'getting a future Labour government to introduce a new Local Transport Act and the necessary funding arrangements to require local authorities and mayors to deliver cheap, clean and reliable public

transport, walking and cycling centred Local Transport Plans that means public transport’.

Yorkshire General

Mover David Merrett (Yorkshire General)

Seconder Ian McDonald (Kent)

CARRIED

37. Transport Policy (Item 39)

That this Conference opposes Transport for London (TfL) cuts to London’s buses, which have reduced bus services from 8,145 vehicles on weekdays in 2016 to 7,850 by the end of 2018, with more reductions planned in 2019 despite London’s growing population.

Conference instructs the EC to find means to publish, or cause to be published, the passenger data on which TfL bases bus cuts, and how these data were obtained; and to work for a return to a bus network which serves London’s residents, workers, visitors, and especially those who cannot use other forms of public transport.

Conference further calls on the EC to work to end the TfL deceit of ‘consultation’ on bus and highway changes, when it demonstrably ignores opposed responses in the majority.

Mover Joel Kosminsky (LT Retired)

Seconder Steve Floyd (London Bus and Rail Operators)

CARRIED

38. Rule Alteration (Item 53)

Preface: To define the age limit for young members within the Rule Book.

Rule 4 Members

To add new clause:

‘4.6 Young Members

All members under the age of 36 will be classified as young members for the purposes of any activities or strategies of the union targeted at young members.’.

Mover Manuel Cortes (Executive Committee)

Seconder Harry Gibb (Future TSSA)

CARRIED

39. Rule Alteration (Item 54)

Preface: To simplify the rules governing gender balance of delegations and reserve a minimum of one seat on delegations to Labour Party and TUC conferences for women.

Rule 11 Elections, Delegations, etc

11.2 Delegations

Special Conditions for Election of Delegates

Clause (e)

To delete all after 'contrary,' in line 3 and substitute 'to the requirement that at least one seat, excluding President and General Secretary, shall be reserved for a woman.'

Mover Manuel Cortes (Executive Committee)

Seconder Formally

LOST

40. Rule Alteration (Item 55)

Preface: To remove age criteria associated with the term of office for the General Secretary.

Rule 12 General Secretary and Staff

12.1 General Secretary

End of General Secretary's Office

Clause (b)

To delete all between 'office' in line 1 and 'unless' in line 2.

12.2 Election of General Secretary

Members not eligible to be nominated

Clause (f)

To delete existing sub-clause (2) and renumber sub-clause (3) accordingly.

Mover Jason Turvey (Executive Committee)

Seconder Formally

CARRIED

41. EC Motion on Report and Financial Statements (Item 51)

That this Conference adopts the Report and Financial Statements for 2018.

Statement Jason Turvey (Executive Committee)

CARRIED

42. EC Motion on Appointment of Auditors (Item 52)

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

Mover Jason Turvey (Executive Committee)

Seconder Formally

CARRIED

43. Appeal by Women in Focus and Euston Branch

The Appeal by Women in Focus and Euston Branch was **CARRIED**

44. Transport Policy (Item 40)

That this Conference instructs the EC to campaign for the re-regulation of buses in Greater Manchester to help ensure the effective creation of an integrated transport system. Conference instructs the EC to bring this to the attention of the Labour Party and the TUC.

Mover Aneurin Redman-White (Lancs and Cumbria General)

Seconder Formally

CARRIED

Amendment

To insert between 'system.' and 'Conference' in line 3 (new paragraph):

'Conference notes that First Group is selling its operations in Manchester, starting with the sale of Queen's Road depot to Go-Ahead, as the operations are deemed to be loss-making. Conference notes that a poll conducted by Better Buses found that 76% of those surveyed wanted the region's bus networks to be re-regulated. Conference understands that Transport for Greater Manchester (TfGM) draft delivery plan for 2020-2025 includes quality bus transit corridors and an expansion of Metrolink, with the potential of having tram-train networks, and Conference supports further integration of public transport.'

London Bus & Rail Operators

CARRIED

45. Transport Policy (Item 41)

That this Conference welcomes the prospect of a Labour Government committed to bringing the railways back under public control. Conference also considers that an integral part of a public service railway is the affordable and convenient access to the railway.

Since the Thatcher Government deregulated the buses in most of the UK, bus services have suffered from a steady decline. Over 3,000 rural bus routes have been lost during the last ten years alone. 'Public service' has been surrendered to the 'bottom line' as the driving force behind our bus services. Public transport networks should be efficient, affordable, integrated and comprehensive.

To this end, Conference instructs the EC to join with other interested trade unions and with the TUC and the Labour Party to campaign for the re-regulation of buses.

Mover Steve Roberts (Crewe & Cheshire General)

Seconder Robin Whittaker (Anglia South General)

CARRIED

46. Transport Policy (Item 42)

That this Conference notes that privatisation of the railways has meant that operators are putting profits before any service to the public.

The UK has paid more than £1 billion in dividends to shareholders in the last six years. Season tickets prices have risen 13% compared with 2% in France.

Conference urges the Government to bring back railways in to public ownership.

Mover Formally (London South & West General)

Seconder Formally

CARRIED

47. Transport Policy (Item 43)

That this Conference notes that Transport for Wales has selected Keolis/Amey to operate the Wales & Borders franchise and to introduce the Metro for South Wales with electric tram trains on the core valley routes. Conference welcomes the exciting and much needed proposals to transform public transport in Wales but is aware that further proposals must follow such as the reopening of the Carmarthen

to Aberystwyth line. At the end of the franchise a renationalised rail system should be introduced in Wales as in the rest of the UK.

Mover Howard Morris (South East Wales General)

Seconder Aneurin Redman-White (Lancs and Cumbria General)

CARRIED

48. Transport Policy (Item 44)

That this Conference notes the historic disparity in public transport investment between London and the South East and the rest of the United Kingdom. Transport for the North along with Merseytravel and other transport authorities across the North of England are working hard to address this imbalance. The recently announced plans for a new dedicated high-speed railway between the cities of Liverpool and Manchester, which will link with HS2, is a key project to ensure that the North West gets the infrastructure it sorely needs. The railway link will transform the economies of Liverpool and Manchester, creating thousands of jobs and giving Liverpool a high-speed rail to link to London.

Conference calls on the EC to:-

- (a) publicly support these plans, and
- (b) lobby our colleagues in the Labour Party to gain further support for this transformative project.

Merseyside General

FELL

49. Transport Management (Item 45)

That this Conference notes with alarm an article published by the Guardian on October 5th 2018 stating the steep rise in violent crime and sexual assaults on Britain's railways. An alarming rise in knife crime, including the tragic murder of Lee Pomeroy in January 2019, the New Year's Eve attacks at Manchester Victoria and a rise in sexual assaults, have made the railway a no-go area for some people, at a time when the use of CCTV continues to rise.

Conference believes that the only conclusion to be drawn from this is that CCTV alone cannot be the answer, and that a camera is no replacement for a member of staff. But staff are equally vulnerable to this rise in crime. Attacks on transport staff merely going about their lawful duties are now commonplace. Stations that have not had their staff removed are often left with one member of staff left to face the mob rule that exists in some of our inner cities.

Further cuts to keep transport companies' paymasters happy will only exacerbate this issue. Conference believes the answer is not cuts to staff in order to maximise

shareholder profits, but in fact more staff coupled with a considerable increase in the numbers of officers employed by the British Transport Police.

Conference believes that the safety of both staff and the travelling public should be paramount during all negotiations with transport companies, and that we should be looking to increase staffing numbers, not decrease as has been the trend for many years.

Conference calls upon any incoming government to make railway safety a priority and calls upon the EC to raise the sentiments of this motion to all relevant bodies.

Mover Jhaenelle Miller (Southeastern Metro)

Seconder Cath Murphy (Disability Working Group)

CARRIED

Amendment

To insert between ‘rise’ in line 6 and ‘Conference’ in line 7 ‘Conference believes that vulnerable people and in particular disabled passengers are more likely to be victims of these crimes.’.

Disability Working Group

ACCEPTED

50. Transport Management (Item 46)

That this Conference is concerned with the ongoing restructure of British Transport Police (BTP), affecting up to 200 members of police staff.

Conference notes that workers’ jobs have been under threat since 2017, causing a great deal of stress and uncertainty for our members.

Conference is concerned that BTP Senior Management are pursuing £30 million savings, partly due to the force merger with Police Scotland, despite this being delayed until at least 2026. The result is ongoing job losses.

Conference is particularly alarmed with BTP senior management’s continued focus on closing one of the Force Control Rooms in order to have a single Control Room. This will result in reduced resilience and increased threats to the public, railway workers and police officer safety.

We call on the EC to lobby the BTP Authority and relevant stakeholders in order to preserve the existing ‘tried and tested’ elements that allow the force to function as a specialist national Police force for the railways.

Mover Jane Walker (Midlands General)

CARRIED

51. Transport Management (Item 47)

That this Conference notes that for every year since 2011 Network Rail has tried to justify applying effective pay cuts for Band 1-4 staff whilst maintaining significantly higher pay settlements for Band 5-8 employees. The cumulative effect of the policy has meant that many Band 1-4 salaries have declined by around 15% in comparison to their 5-8 colleagues. Band 1-4 staff have declared a dispute with Network Rail from the summer of 2018 which culminated in ACAS pay talks in January 2018 where little improvement was offered by the company and no improvement to the 2% pay offer imposed in July 2018. Simultaneously, Network Rail offered band 5-8 employees 3.2% and CPI plus 0.7 in the following year.

Network Rail has made it abundantly clear that the pay offers are directed by Chris Grayling and that an improved offer can only be made if Network Rail can demonstrate that the consequences of not making a more reasonable pay offer would be the shutting down of the railway by industrial action. Every year Network Rail threatens to introduce Tory austerity for band 5-8 staff and then backs off when faced with the prospect of industrial action. Each and every year Band 1-4 employees are becoming better organised to also be able to achieve a successful ballot and action.

Conference notes that the Tory government interference, seeking to implement austerity and extend privatisation of the rail industry, is having a disastrous impact on Network Rail's ability to successfully manage rail infrastructure.

Conference notes that Chris Grayling's interventions to try to cap all rail workers' pay increases to CPI needlessly risk industrial action for Network Rail Band 5-8 staff. His call for austerity pay cuts has significantly impacted on Network Rail's ability to recruit or retain the skilled employees in Band 1-4 who have been subjected to effective pay cuts from 2011 with many now seeing their salaries drop in proportion to their Band 5-8 colleagues by around 15%.

Conference further notes that Government insistence on seeking every opportunity to break up Network Rail, by outsourcing works from Network Rail to the private sector, is further undermining Network Rail's ability to deliver an integrated national strategy for control of rail infrastructure. The sale of property and transfer of commercial property to the private sector may be only the start of a process that seeks to benefit the profits of private companies with higher costs for taxpayers in the long run.

Conference notes that Chris Grayling's demand for deeper devolution is driven by an intention to more closely align Network Rail to the privatised TOCs with an aim to facilitate a future breakup of Network Rail. Network Rail's compliance, and drive towards 'deeper devolution' is likely to lead to a less efficient structure at the cost of hundreds of jobs.

Conference therefore instruct the EC to continue to campaign for the removal of Chris Grayling and the Tory Government that directs him, by supporting Network Rail representatives and members campaigning for fair pay and public ownership.

Mover Dave Barnes (Network Rail London South)

Seconder Tim Lulhum (Swindon and Chippenham)

CARRIED

52. Transport Management (Item 48)

That this Conference notes that there has been an increasing number of complaints by passengers on the comfort of seating on trains recently. Some bus manufacturers have also compromised on seat padding to keep within vehicle weight limits.

Conference notes that the Rail Safety and Standards Board (RSSB) has agreed that better research should take into account the shape and comfort of the seat, as well as legroom and lumbar support, required fire and vandal resistance and crashworthiness.

Conference supports these moves and would like the same principles extended to the bus industry. Whilst some compromises may be justified in respect of the length of the journey, such as commuter and inter-city markets, Conference is of the opinion that, as a public transport union, the Association supports and should campaign for a decent travelling environment, including visibility, Wi-Fi provision, and other factors, to encourage and improve usage of buses and trains.

Conference instructs the EC to lobby pressure groups, such as Rail Future, Bus Focus and Campaign for Better Transport, to improve comfort and general ambience on trains and buses.

Mover Oliver Mupenda (London Bus & Rail Operators)

Seconder Steve Halliwell (London and Southern Retired)

CARRIED

Amendment

To add at end ‘, the lobbying to include improvements for the comfort of people of above average height and build.’.

London & Southern Retired

ACCEPTED

53. Worker Director (Item 49)

That this Conference notes that the CIE group of companies have reserved seats for worker directors on their board. The worker directors are elected employees who represent trade unions on the board. It is with great concern that union representation on the board of NITHCO has vanished. There has not been a union representative on the NITHCO board for a number of years, the last being the Secretary of NIC ICTU some nine years ago.

It is with this in mind that Conference instructs the EC to ask the Irish Committee to open up a dialogue with the Northern Ireland Assembly and the relevant governmental department with the aim of having elected union worker directors on the board of NITHCO. Furthermore, Conference also believes that the above dialogue with government should be facilitated by NIC ICTU to involve our sister trade unions in the public transport industry.

Mover Denise Guinana (Irish Committee)

Seconder Amanda Richmond (North East Operations)

CARRIED

54. Brexit (Item 50)

That this Conference endorses the EC statement.

Mover Manuel Cortes (Executive Committee)

Seconder Joel Kosminsky (LT Retired)

CARRIED

55. Guidance Note Changes (Item 56)

That this Conference endorses the EC Report.

Mover Manuel Cortes (Executive Committee)

Seconder Formally

CARRIED

56. TSSA Democracy (Item 57)

That this Conference notes and welcomes the EC Report, but regrets that there has not been better consultation about these ideas. The Report contains some good proposals for addressing the important issues that need to be addressed, but some of these are controversial and some have significant resource implications. More discussion is needed before these ideas can be endorsed by Conference.

Conference calls on the EC and Working Party to adopt the following programme for taking these ideas forward:

- a) urgently re-publish this Report to Branches, Divisional Councils and SOGs as a consultation document;
- b) develop detailed proposals taking account of the consultation responses;
- c) publish these proposals in late 2019 for further consultation;
- d) reserve time at Annual Conference for a full debate on this issue;
- e) taking account of consultation responses, publish a report and proposals for Annual Conference 2020. Each proposition should be in a separate motion.

Mover Manuel Cortes (Executive Committee)

Seconder John Rees (Retired Members' Group)

CARRIED

Amendment

To delete all after 'Report' in line 1 (of Motion) and substitute 'but considers it not sufficiently robust to meet our needs and should be seen as an Interim Report.

Conference does not consider a Special Conference to be financially acceptable and instructs the EC and Working Party to issue a further paper for consultation with a view to reaching agreement at the 2020 Annual Conference. Conference instructs the EC and the Working Party to take account of the proposals below and authorises the EC to implement them, along with any proposals in its own report, as long as no rule changes are required.

Conference accepts that it is not just the "nature of the bureaucracy" that is restrictive and hinders participation, but also because many members are in branches that cover a wide area; this makes it difficult for members to engage in branch meetings. Conference agrees that the Irish Model is a positive step forward but the benefits of Divisional Councils are diminishing. Conference asks the Working Party to re-evaluate their role and put forward recommendations as to their future.

Conference accepts that there is no easy answer to engaging members but that the current position is not totally negative.

Conference believes that the Association can move forward, particularly by improving the way in which Branches and SOGs communicate to members, including an increase in the use of regular newsletters. Ideally, these should be distributed electronically but if this is not possible, then by post. Conference recognises that as Branches, Divisional Councils and SOGS all contain members with different strengths and weaknesses, we need to improve their collective skills by providing knowledge of what is available, Conference, therefore, calls on the EC to develop a training programme to this effect.

Conference welcomes the use of technology to improve its procedures and the possibility of it being “paperless” but believes that this has to be balanced against cost. Before any steps are taken members should have a fully costed business case before proceeding and the approval of branches.

Conference also believes that all Branches, SOGS, Divisional Councils and the EC should have the authority to explore further ways to engage and communicate with the membership as long as they are within the rules of the Association. Where new practices have been established and found to be successful these should be reported to the EC so that best practice can be applied elsewhere. Conference recognises that this strategy to improve our democracy has to be an ongoing process.

Conference notes that the Working Party discussed, but did not find a solution, to “the lack of participation in TSSA elections (eg to the EC)”. Conference recognises that this, in part, is owing to the drop in membership, the lack of participation in the democratic process, and the reduction in the number of branches. Conference agrees that ways have to be found to encourage members to take on the role of an EC member. All members need to be aware of the EC member’s role, their workload, the role of its committees, the induction process, the training they will be given, and other relevant information that will assist them in their duties. Conference calls on the EC and the Working Party to give further thought to how this can be achieved.

Conference notes that the report states: “There is a hole in TSSA’s democracy which needs to be plugged by involving reps and activists”. However, no recommendations have been made regarding activists. Conference agrees that this needs to be revisited with recommendations as to how activists and reps will be accountable for their attendance at Conference.’.

Mover Malcolm Wallace (Anglia South General)

Seconder Steve Floyd (London Bus and Rail Operators)

LOST

57. TSSA Democracy (Item 58)

That this Conference requests that the EC look at Rule 9.2 to consider changing the wording to give all EC members equality in the number of years they are able to stand in the Executive.

Conference requests the EC to consider the following changes (a) in Line 5, after the word 'nominated' add the words 'to a maximum of six years' added to the end of that sentence; (b) in line 15 remove the words '(other than the President or Treasurer)', and (c) in line 16 remove the words '(other than in the capacity of President and Treasurer)'.

This would bring the positions of President and Treasurer in line with the other officers on the EC to promote the healthy democracy of the TSSA and equality within the EC. This rule change would also help with the succession planning of the EC ensuring that all members who have the desire to service our union as an Executive Officer can see a clear line of development and advancements.

Wales No 1

OUT OF ORDER

Amendment

To insert between 'Executive' in line 3 and 'Conference' in line 4 'and those members leading our Executive, including National Officers, fairly reflect gender balance.'

North East Operations

WITHDRAWN

58. EC Report on Subscription Bands and Political Fund Contributions (Item E1)

That this Conference endorses the EC Report and instructs the EC to implement the various actions proposed.

Mover Manuel Cortes (Executive Committee)

Seconder Malcolm Wallace (Anglia South General)

CARRIED

Amendments

A

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

To add at end (of Motion) (new paragraphs):

‘Conference is concerned that none of the actions required by Resolution 73 of the 2018 Annual Conference have been included in this Report. In particular, the Review of the demands on the Association’s Political Fund is not included and therefore Conference does not have the requisite information to make an informed decision on the future contribution levels.

Conference therefore instructs the EC to produce the Report on the Political Fund as agreed at the 2018 Annual Conference. This Report should be with Branches no later than 30th September 2019.’

Yorkshire General

Mover David Howarth (Yorkshire General)

Seconder Formally

LOST

B

To add at end (of Motion) (new paragraph):

‘Conference welcomes the proposals to encourage members to join the Political Fund but notes that no mention has been made to ensure that there will not be a repeat of its over expenditure. Conference instructs the EC to manage the Political Fund more efficiently and with greater openness.’

Anglia South General

ACCEPTED

59. TSSA Organisation (Item 59)

That this Conference calls on the EC to pursue the possibility, as a matter of urgency, of providing alternative methods of payments for branches, SOGs and Divisional Councils. Consideration should be given to pre-charged debit cards or credit cards with a suitable limit appropriate to the branch/SOG/Divisional Council size.

Mover Martin Hartley (East & North Scotland General)

Seconder Allan O'Hare (West Scotland General)

CARRIED

60. TSSA Organisation (Item 60)

That this Conference instructs the EC to look into alternatives to Unity Trust Bank as it does not meet the expectations of branches and is not very efficient in its dealing with the Association.

Mover Martin Hartley (East & North Scotland General)

Seconder Lorna Deveaney (West Scotland General)

CARRIED

61. TSSA Organisation (Item 61)

That this Conference notes that, in the absence of the elected TSSA Parliamentary Panel that was abandoned in 2015, no alternative system has been established for branches to nominate candidates to their local CLP for selection as PPCs.

Conference is aware that before 2015, if no member of the Parliamentary Panel was available for a CLP, an affiliated branch was free to use its local knowledge to nominate a suitable candidate from the applicants for PPC.

However, recently, the EC has stepped in to overrule a local branch's decision and has nominated a candidate of its own choosing, apparently on the basis of the candidate having been a member of the Association, ignoring specific suitability to the CLP in question.

Conference calls on the EC to consult with local affiliated branches before making nominations to CLPs and, in particular, the EC should not automatically nominate people with historical connections to the Association to PPC selections without considering:-

- a) the suitability of other candidates, who may be aligned to the Association's aims but from parts of the movement in other sectors;
- b) the suitability of the EC's proposed candidate to the CLP area, particularly if the Association has local affiliated branches that can be used to assess what the situation is 'on the ground', and
- c) the political alignment of the EC's proposed candidate, which may be a cause for concern if they are known to be a supporter of factions with very different aims to those of the Association.

Conference suggests that, in the continuing absence of the Association's former elected Parliamentary Panel, the EC may wish to consider establishing a formal procedure for the nomination of candidates to CLPs where branches are affiliated.

Mover Sarah-Jane McDonagh (Euston)

Seconder Ian McDonald (Kent)

CARRIED

Amendments

A

To delete all between ‘PPC.’ in line 6 and ‘Conference’ in line 11 and substitute (new paragraph):

‘However, recently, the EC has stepped in to overrule a number of local branches’ decisions and has nominated candidates of its own choosing ignoring specific suitability to the CLPs in question.’.

To delete ‘calls on’ in line 11 and substitute ‘instructs’.

South East Wales General

WITHDRAWN

B

To insert between ‘question.’ in line 10 and ‘Conference’ in line 11 (new paragraph):

‘Conference is strongly critical of this apparent interference in the democratic choices of election candidates of local CLPs, just to support a candidate who is or was in TSSA. This type of interference is similar to the often unpopular and resented imposition of candidates by the former Labour Government, under Tony Blair, on the basis that they wanted candidates who supported New Labour ideas.’.

To delete ‘suggests’ in line 23 and substitute ‘strongly urges’.

To delete ‘may wish to’ in line 24 and substitute “should”.

Kent

ACCEPTED

Third Day’s Proceedings

62. TSSA Organisation (Item 62)

That this Conference salutes the valuable experience and expertise provided by Association reps and activists throughout the industries where the Association operates. Reps and activists have deep knowledge and understanding of the industrial structures, negotiating frameworks and issues that affect the well-being of our members. Conference is concerned to ensure that this expertise and experience is retained and developed by the Association for the benefit of all members.

Conference notes that Rule 12.3 gives the EC responsibility for appointment of staff, allowing the EC to delegate this to the General Secretary, and that this delegation is the norm for recruitment to the Association staff. Conference invites the EC to review the terms of this delegation, taking account of the points made in this motion.

Conference asks the EC to consider whether it would be appropriate to suggest to the General Secretary that provision be made for automatic shortlisting or interview, or other prioritisation, for any member who applies for a post on the Association staff and who has been an Association rep or branch officer for more than a year. Such an approach would help to ensure that the experience of these members can contribute to the wider activities of the Association.

Mover David Howarth (Yorkshire General)

Seconder Formally

CARRIED

Amendment

To delete 'or branch officer' in line 16.

Future TSSA

FELL

63. TSSA Organisation (Item 63)

That this Conference encourages the Association's activists to take part in the wider trade union and labour movement, if not as delegates then as visitors/observers.

Conference notes that the TUC has recently introduced charges for visitors and so agrees that:-

- (a) branches should be encouraged to pay visitor charges in future;
- (b) where branches are not meeting regularly, individuals may apply to Head Office for payment of visitor charges, and
- (c) the EC should set a limit to the number of visitor charges it will pay each year, and this should not be more than three.

Mover Ian Rashford (Network Rail North London)

Seconder Formally

REMITTED

64. TSSA Organisation (Item 64)

That this Conference believes that Association members should engage with local Trades Councils and take a more active role in the trade union movement in general. Conference also believes that the Association should also focus on having representation on the ICTU and NIC ICTU committees.

To this end Conference calls on the EC to request the Irish Committee to take whatever action necessary to motivate members to take a more active part in the Irish trades union movement.

Mover William Pritchard (Irish Committee)

Seconder Malcolm Wallace (Anglia South General)

CARRIED

Amendment

To insert between 'Councils' and 'and' in line 2 'in the UK and Ireland'.

To insert between 'request' and second 'the' in line 5 'Divisional Councils, branches and'.

To insert between 'the' in line 6 and 'Irish' in line 7 'UK and'.

Anglia South General

ACCEPTED

65. TSSA Organisation (Item 65)

That this Conference notes issues that have arisen in recent years with the submission of items for debate at conferences of organisation that the Association is affiliated to, and particularly with the involvement of the elected delegates in this process.

Conference believes that, while the EC ultimately and rightly decides which motions and amendments should be submitted, the delegates elected by the Association should have an input into these decisions and an opportunity to make suggestions. This is particularly important for 'specialist' conferences, because of the experience of delegates from the groups represented.

Conference therefore instructs the EC to ensure that the elected delegates to external conferences are told in as timely a manner as practicable:-

- (a) the timetable for submission of motions and amendments and any compositing process;
- (b) any rules or constraints that apply to motions and amendments submitted to the conference, and
- (c) the dates and submission deadlines of relevant EC meetings.

Conference also instructs the EC to facilitate communication between delegates for each conference, to enable sharing of ideas and formation of consensus on proposals.

Mover Sharon Simmonds (TFL Central)

Seconder Cath Murphy (Disability Working Group)

CARRIED

66. TSSA Communications (Item 66)

That this Conference notes the decision of the EC to set up a Working Group, along the lines of the 'Rule Book Working Group', to consider improvements to TSSA communications and welcomes the recent appointments of full time Communications Officers.

Although there have been recent improvements to the way in which the Association's Help Desk is operated, there is still a lack of clarity and direction in the way in which some requests to the Help Desk are dealt with.

Conference therefore instructs the EC to include a review of the Help Desk operation in the terms of reference of the Communication Working Group.

Mover Frank Ellis (Crewe & Cheshire General)

Seconder John Rees (Retired Members' Group)

LOST

A

To insert 'in 2014' between 'EC' and 'to' in line 1.

To delete all after 'the' in line 3 and substitute 'appointment of a Communications Manager in 2016.

Conference notes that the Help Desk has been in operation for around 10 years and greatly appreciates this service. As an organising union there is a need for regular review of the service/organisation balance and Conference calls for a review by the EC of the aims and functioning of the Help Desk in 2019. This should include consultation with branches and staff representatives to inform the EC in its decision making on the future of the Help Desk.

Conference notes that the Communications Working Group resigned at the end of 2018 and urges the EC to continue with the sort of improvements initiated by the

Communications Working Group. Conference instructs the EC to make an annual report to Conference on communications improvements.’.

Network Rail North London

WITHDRAWN

B

To insert between ‘Officers.’ in line 4 and ‘Although’ in line 5, ‘Conference regrets the difficulties the Working Group has encountered and that, in many areas such as Circulars, no significant improvement has been achieved.’

Conference believes that it is both essential and urgent to ensure that the Association’s messages to members and potential members are direct, concise and impactful. Conference calls on the EC to re-activate the Working Group and use the experience and expertise of reps and activists to take steps to improve the impact and reach of Association communications.’.

Retired Members’ Group

ACCEPTED

67. TSSA Diary (Item 67)

That this Conference notes that, with Minute 74 carried at 2018 Annual Conference, Conference voted for an opt-in diary scheme. The EC needs to look at the feasibility of members having a choice of starting the weeks view as either Sunday or Monday. If this is not feasible, then the EC needs to ensure all future diaries should stick to the time-honoured traditional railway pattern of a shift week running Sunday to Saturday.

Mover Bob Bailey (Network Rail Midlands)

Seconder Formally

CARRIED

68. TSSA Subscriptions (Item 68)

That this Conference notes the positive impact of Association initiatives to grow our membership, such as Time To Grow, recruitment weeks and training for reps. However, Conference remains concerned that we are struggling in some cases to achieve sufficient density to influence employers.

Conference notes an example of this problem in our inability to recruit members in sufficient numbers to force a ballot for recognition of management grade staff in Great Western Railway, something the Association lost in 2015. Conference therefore calls on the EC to consider implementing a temporary 50% reduction in subscription rates for a period of 24 weeks for new members who join the

Association (for the first time) during the recruitment week 16th - 20th September 2019. This temporary offer, coupled with a determined recruitment drive, would initiate a momentum on which to restore our Association's strength and reputation in companies such as Great Western Railway.

Conference recognises that certain companies are evolving their tactics to diminish the strength of unions in the workplace, and that we too must evolve to counter these aggressive moves.

Mover Tim Lulhum (Swindon & Chippenham)

Seconder Howard Morris (South East Wales General)

CARRIED

Amendment

To delete all between 'employers.' in line 4 and 'calls' in line 8 and substitute

'On 4th May, First Great Western (FGW) now Great Western Railway (GWR) unilaterally withdrew from the Collective Bargaining Agreement for management grades. At 2015 Annual Conference (Minute 65) our policy regarding recognition of FGW management grades was reaffirmed but the Association was not successful in retaining the agreement. We have since been unable to recruit members in sufficient numbers to force a ballot for recognition of management grade staff in GWR. Conference'.

To delete 'consider implementing' in line 8 and insert 'implement'.

South East Wales General

ACCEPTED

Minute 65 carried at TSSA 2015 Annual Conference reads as follows:

"That this Conference deplores the indefensible action initiated by First Great Western (FGW) to unilaterally withdraw from the Collective Bargaining Agreement for management grades with effect from 4 May 2015. If successful, this action will leave several hundred members employed by FGW without formal recognition. Conference notes two decisions from previous Conferences: (a) that formal recognition agreements are amongst the most significant benefits of Association membership (AC 2010, Minute 11) (b) that by encouraging managers to become members of TSSA, the Association and its Officers accepts that it has members at all levels of management and will act in an equitable manner (AC 2009, Minute 17). Conference applauds the efforts of the Association's members, reps and Officers to fight against this action and calls on the EC to make every effort to re-establish an effective recognition agreement for FGW management grades. Conference furthermore recognises the potential of FGW and other travel and

transport organisations to withdraw from recognition agreements and calls on the EC to undertake pre-emptive action to protect those agreements most at risk.”

Minute 11 carried at TSSA 2010 Annual Conference reads as follows:

“That this Conference is concerned that some employees no longer benefit from a recognition agreement, formal negotiating rights or collective bargaining. Such arrangements have been, and remain, amongst the most significant benefits of Association membership. Conference is concerned that these benefits are steadily being eroded and that this problem is increasing progressively due to: (a) staff retirements; (b) staff redundancies; (c) acceptance of individual contracts on promotion, and (d) new staff coming from sectors and companies with no tradition of union membership. Conference instructs the EC to enter into meaningful discussions with employers to ensure that the benefits arising from a recognition agreement, formal negotiation rights and collective bargaining to both employers’ organisation and to the employees are fully recognised and maintained, where they already exist and extended to staff not currently included in such arrangements.”

Minute 17 carried at TSSA 2009 Annual Conference reads as follows:

“That this Conference is concerned at the significant number of management staff employed by TOCs and other travel and transport organisations who remain unprotected by recognition agreements and formal negotiating rights on pay and conditions. Conference instructs the EC to accelerate the campaigns necessary to give these members the full benefits of Association membership and further instructs the EC to recognise that in encouraging managers to become members of TSSA, the Association and its Officers must understand that it has members at all levels of management and act in an equitable manner.”

69. TSSA Annual Conference (Item 69)

That this Conference asks the EC to put in place a suitable insurance policy to cover for any losses by theft or personal injury suffered by delegates attending Annual Conference.

Mover Alec Smith (Scotland Retired)

Seconder Joel Kosminsky (LT Retired)

LOST

70. TSSA Annual Conference (Item 70)

That this Conference instructs the EC to ensure that the General Secretary’s circular calling forward business (motions, nominations etc) for TSSA Annual Conference is in the hands of the branch Correspondence Secretaries before the end of November in the preceding year.

Mover Trevor Watson (North East Retired)

Seconder Formally

CARRIED

Amendment

To add at end (new paragraph):

‘This conference further instructs the EC to ensure that subsequent Conference papers are distributed in accordance with rule as branches arrange meetings to this timescale.’.

North East Retired

ACCEPTED

71. TSSA Branches (Item 71)

That this Conference recognises the valuable contribution brought to the Association through the experience of the retired members.

To enable this to continue and grow Conference instructs the EC to create and implement a strategy to actively promote continued membership, preferably in a retired branch, for those members approaching retirement from working.

Mover Fred Rhodes (Midlands Retired)

Seconder Formally

CARRIED

72. TSSA Branches (Item 72)

That this Conference is worried at the lack of branch activity in Ireland. Conference believes that a concerted effort is required to reinvigorate the branches that are not functioning. The lack of participation in certain branches undermines the democratic representation of members and leaves whole swathes of the country unorganised and under-represented.

Conference calls on the EC to ask the Irish Committee to produce a positive working plan for the regeneration of failing and dormant branches in Ireland. Furthermore, Conference calls on the EC to ask the Irish Committee to implement a sound training process for branch officers throughout the country.

Mover Formally (Irish Committee)

Seconder Formally

CARRIED

73. Labour Party and the Environment (Item 73)

That this Conference notes that amongst the many positives from Labour's Annual Conference last year were the Party's policies on climate change and the environment. Rebecca Long-Bailey MP announced a series of genuinely positive environmental policies, including committing to decarbonisation by 2030 (twenty years sooner than the Tories' proposals), switching 85% of our power to renewables, including 44% of all heating (by tripling the use of solar power) and completely banning fracking.

These policies actually match the targets subsequently recommended by the Intergovernmental Panel on Climate Change (IPCC) in their report, which was published shortly after Labour's Annual Conference, and give the Party some of the most ambitious policies against climate change of any in the world. This is an excellent lead to other countries.

Conference further notes that a major study by Imperial College London has indicated that the potential economic benefits of a decarbonised economy are not currently being evenly distributed around the country. London and Scotland stand to benefit from the fuels and technologies of the future, while others are left behind with the higher costs as well as the environmental and health problems associated with burning legacy fossil fuels. The North of England and the East Midlands are lagging the furthest behind.

Conference believes that combining radically anti-carbon policies with a progressive restructuring of the economy gives us the possibility to both create green jobs and fight the threat of climate chaos. Conference also believes that there are too many areas of the country which are not receiving adequate funding for rail electrification, electric buses and freight or infrastructure for electric cars. This is disadvantaging people in these areas, denying the opportunity to adapt to a post-carbon future and lumbering many cities with rapidly declining air quality.

A genuinely just transition to the future economy must be a plan for the entire country and not privilege particular regions or cities, both to ensure that we get rid of carbon at the fastest possible rate and to fight regional inequality.

Conference resolves to:-

- a) strongly support and promote the positives in Labour's climate plan within the Party and at the TUC, and
- b) urge the Labour Party and the wider trade union movement to further this with a detailed plan for helping regions that are lagging, to learn from positives in locations such as London and Scotland and find the resources required to implement them.

Mover Idowu Anthony Ajileye (LU Mats & Operating Managers)

Seconder Harry Gibb (Future TSSA)

CARRIED

Amendments

A

To delete all between ‘world.’ in line 11 and ‘Conference’ in line 13 and substitute (new paragraph):

‘Conference believes that the IPCC targets are weak; we need to go further. We have a duty, as historically the first industrialised colonial nation, to have more ambitious targets and to give a lead to other countries. We welcome the group Labour for a Green New Deal, and the chance the proposals offer for genuine transformation, for social and climate justice.’.

To insert between ‘plan’ and ‘within’ in line 31 ‘and welcome Labour for a Green New Deal’s proposals’.

To delete ‘,and’ in line 32 and substitute ‘;’.

To delete ‘plan for helping’ in line 34 and substitute ‘race and gender equality, economic just transition plan, which will benefit all, but especially’.

To add at end ‘;

- c) support the Youth Strikers for Climate and urge that trade unions step up to support the struggle led by young people for their future;
- d) affiliate to the Campaign Against Climate Change, and continue to play an active part in the CACC Trade Union Group and One Million Climate Jobs Campaign, and
- e) affiliate to Stay Grounded, which is supported by international trade unions, and exposes how aviation expansion is being used as a gateway to new fossil fuels.’.

Future TSSA

ACCEPTED

B

To delete ‘, and’ in line 32 and substitute ‘;’.

To add at end ‘, and

- c) urge the Labour Party to promote the development, promotion and adoption of economic indicators that focus on well-being and sustainability, rather than simple measures of economic activity like GDP and GNP.’.

Women in Focus

LOST

74. Climate Change and Air Quality (Item 74)

That this Conference notes the two key reports on climate change in the latter half of 2018, bringing home the dangers of inaction:-

- (a) the Intergovernmental Panel on Climate Change's (IPCC) 1.5°C special report warned that there are only 12 years left for action to keep global warming to a maximum of 1.5°C, beyond which even half a degree will significantly worsen the risks of drought, floods, extreme heat and poverty for hundreds of millions of people. It said that urgent and unprecedented changes are needed to reach the target, but that they are affordable and feasible, and
- (b) the UN's Emissions Gap report, published shortly before COP24 in Poland, reminded us that global efforts to meet the temperature goals of the Paris Agreement are now substantially off-track.

Conference notes the very clear global position:-

- (i) the world has already reached around 1°C of post-industrial warming;
- (ii) we are on course for an alarming 3°C plus, and
- (iii) extreme weather events happening now can be attributed to warming at this scale with confidence.

However, current national pledges are insufficient to keep temperature increases to the Paris goal of 1.5°C.

Conference also notes the alarming emerging scientific evidence on much more rapid melting of the Greenland and Antarctic ice caps, with increased potential of triggering their permanent loss which could increase sea levels by 7.2m (24 ft) and a staggering 57m (190 ft) albeit over centuries, respectively.

In the UK, the Committee on Climate Change, established by Labour's historic 2008 Climate Change Act, informed Parliament in June 2018 that the UK is off track to meet the fourth and fifth 5-yearly carbon budgets. Their early assessment of the UK's National Adaptation Programme revealed a plan that fails to match the scale of challenge the UK faces in adapting to the changing climate.

In terms of UK transport emissions, the total actually rose from a 1990 baseline of 140.7Mt CO₂e, to 158.3Mt CO₂e in 2016, a 12.5% increase, now representing 34% of the total UK carbon budget. Without reduction measures, total UK transport emissions are forecast to increase further to 175.5Mt CO₂e in 2030, 25% above 1990 and 60% of the required 2030 UK Carbon Budget.

In terms of air quality, Conference notes the latest 2016 figures show over 33½ million people across England alone lived in areas breaching legal air quality limits in 2016, and the now estimated 40,000 premature deaths a year involved. It also notes the UK Government's continuing attempts to evade its responsibilities for tackling primarily transport related air pollution and congratulates Client Earth for successfully challenging the UK (and other) Government(s) to tackle this massive

killer/ill health scourge, using EU legislative rights that could potentially be lost with Brexit.

Conference therefore reiterates its support for the actions in the composite motions agreed at 2016 Annual Conference (Minute 26) but recognises the need to up our game. Conference therefore calls for:-

- (1) an update of the 2008 Climate Change Act to set a new UK target of net zero carbon emissions by 2050 or earlier as the still emerging science dictates, to give the Climate Change Commission the power to initiate prosecutions and for the courts to be able to injunct all levels of Government in the UK to act to deliver the five yearly carbon budget reduction targets;
- (2) the declaration of a climate emergency and establishment of a Marshall/War Time type plan for the UK, in consultation with business and trade unions, to achieve the 'rapid and far-reaching' transitions in land, energy, industry, buildings, transport and cities that the IPCC report indicates is required;
- (3) the introduction of a new Air Quality Act based on meeting the World Health Organisation health based air pollution limits, and giving all levels of UK Government the statutory powers, responsibilities and funding to move progressively and rapidly towards meeting them, along with giving the courts the power to injunct all levels of Government in the UK to act to deliver the air quality targets the act sets;
- (4) in conjunction with the above, bringing forward the date to at least 2030 for the phasing out of new diesel vehicle production, and the earliest practical implementation of a diesel scrappage scheme, along with the reintroduction of a comprehensive rolling rail electrification plan;
- (5) the EC to seek consultation with all the companies we negotiate with on their plans for addressing the climate change and air quality challenges, how they will move to net zero carbon and non-fossil fuel technologies, the implications for staff and customers of those changes, what training/retraining for staff is required and will be provided to ensure a just transition, and to report back annually to conference on progress in this area, and
- (6) the EC to also include in this annual report the current number and a summary of the work and achievements of the Association environmental and climate change (E&CC) champions agreed following the passing of Minute 26 2016 Annual Conference, and to seek to ensure there is at least one Association E&CC champion appointed as a company level rep in every company the union negotiates with, and to provide the necessary training for them.

Conference instructs the EC to raise items (4) above with the Government, Labour Party and TUC with a view to securing their support for them, and to implement items (5) and (6).

Mover David Merrett (Yorkshire General)

Seconder William Pritchard (Irish Committee)

CARRIED

Amendments

A

To insert between 'Conference' and 'notes' in line 1 'welcomes the demonstrations by pupils in the UK and over 270 towns and cities worldwide who called for action to prevent climate change. These protests were a wake-up call against an economic system that is taking us into ecological genocide.'

Irish Committee

ACCEPTED

B

To delete '2050' in line 44 and substitute '2040'.

To delete '2030' in line 58 and substitute '2022'.

To insert 'car and small van' between 'diesel' and 'scrappage' in line 60.

To insert between 'plan' in line 61 and '(5)' in line 62 'together with a published timetable of dates by which individual schemes will have been completed;'.

Kent

CARRIED

C

To insert between 'plan;' in line 61 and '(5)' in line 62 (new paragraph):

'(5) the EC to publicise the calls for an international 'Earth Strike' day of action on climate change on 27 September 2019;'.

To renumber succeeding paragraphs.

E-Mix

LOST

Minute 26 (Composite 26 and 27 Climate Change and Air Quality) carried at TSSA 2016 Annual Conference reads as follows:

That this Conference notes the headline failure of the Paris COP21 climate talks to deliver the binding legal commitments necessary to keep climate change within anything approaching a safe limit, or to secure a truly adequate funding agreement to meet the costs for developing nations to move directly to non-carbon based development approaches, or to ensure any adequate policing of the individual nation carbon reduction commitments (INDCs). Conference recognises, however, that the agreement sets a framework for future progress and reporting, takes 1.5 degrees as the desirable target limit for the first time, and these, along with the voluntary national commitments, are a step forward. It is vital that we hold governments to account to deliver these commitments and to build on them.

Conference notes the abandonment by the Tory UK Government of any serious commitment to tackling climate change, beyond its limited EU legal obligations, while ramping up the dash for oil and gas.

Conference welcomes in contrast the Labour Party leadership's continued support for tackling climate change, and Jeremy Corbyn's backing in Paris for:

- (a) the Million Climate Jobs report supported by the Association;
- (b) democratising UK electricity generation along German lines, where two million German citizens and hundreds of local authorities now renewably generate their own power, and
- (c) delivering a zero carbon Britain by 2050 (and for the parallel commitment by 150 Labour Local Authority leaders to achieve the same in their cities and areas).

Conference recognises that it is up to all of us to help shift public opinion and public policy on this - reports suggest that two-thirds of the UK public were unaware of the Paris talks whilst they were on. Progress in these areas must be driven by progressive mass movements, and trade unions have a key part to play in creating and supporting these movements.

Conference welcomes wholeheartedly the 'Break Free from Fossil Fuels' initiative launched in Paris: a global climate justice movement led by working class, indigenous and peasant farmer frontline communities who are suffering most from fossil fuel extraction, to keep fossil fuels in the ground and accelerate a just transition to 100% renewable energy instead of highly dangerous and unworkable geo-engineering false solutions.

Conference also recognises the potentially significant changes that will be required in transport to achieve net zero carbon. Electrification and/or the introduction of hydrogen or other non-fossil fuel based technologies in all ground based transport will be required. This will additionally have major public health benefits, particularly in urban areas, as we remove carcinogenic diesel particulate emissions that currently account for 30,000 premature deaths a year in the UK. Conference calls on the EC to encourage the most rapid switch possible, now that commercial electric buses, taxis and cars are on the market, in preference to hybrid-engined vehicles which typically only have a third of the benefit. Conference calls on the EC to support the acceleration of rail electrification and linked renewable energy generation, and for the necessary Government investment, including for the expansion of the workforce to deliver this.

Conference resolves to campaign on tackling climate change and improving air quality through all channels, and calls on the EC to engage with the Government, the Labour Party, the TUC, the employers we deal with, through our contacts and connections with the wider trade union, Labour and environmental movements and with elected politicians.

Conference calls on the EC to work with 'Break Free from Fossil Fuels' and other related campaigns, to demand:

- (a) a rapid transition from fossil fuels;
- (b) energy democracy and climate jobs;
- (c) a just transition for workers put at risk by a move from fossil fuels and related occupations, to provide good sustainable jobs;
- (d) improved links between anti-war and climate campaign movements, taking account of the links between war, climate change and population displacement, and challenging the view of climate refugees as a threat;
- (e) action against TTIP, CETA and other trade treaties that will empower transnational corporations over democratic structures, could bankrupt governments, and will prevent climate justice, and
- (f) a properly supported Climate Justice Fund so that wealthy nations and polluting companies provide resources to the countries most suffering the effects of climate change, support climate refugees including indigenous peoples, and help developing countries improve living standards with renewable energy technologies.

Conference instructs the EC to raise these demands with the Government, the Labour Party and the TUC.

Conference further calls on the EC to step up campaigning in this area, to create environmental & climate change champions within the union to take this work forward, and to ensure that related activities are effectively promoted to members.

Moved by Fliss Premru (TfL Central)
Seconded Dave Merrett (Yorkshire General)

PRESENTATION ON EQUALITY

This was followed by an opportunity to ask questions.

75. Palm Oil and Habitat Destruction (Item 75)

That this Conference is concerned about the deforestation of a number of areas of the world - particularly virgin rain forest - for the purposes of growing palm trees for the production of palm oil. This not only has severe and well-established effects on climate change but also is rapidly destroying all habitats for orangutans

which are now on the list of seriously endangered species entirely due to the palm oil industry. Other species are similarly affected, like pygmy elephants and Sumatran rhinos. Palm oil is used in a vast array of products in supermarkets and elsewhere: it is the source of 38% of all vegetable oils used in the world and at least 50% of packaged goods in supermarkets contain it.

Even more dangerously it is a major ingredient in biofuels that are being promoted as an alternative to fossil fuels. Over half of Europe's palm oil imports go into biodiesel but, tragically, deforestation is estimated to make palm oil 3 times worse for climate change than the use of diesel alone. Despite this the EU subsidises the import of palm oil for use in fuels. It is cheap and easy to produce and to use and guarantees profits for users and growers.

Boycotting palm oil is called for where it comes from unsustainable sources but the economies of a number of developing countries now rely on it. Inevitably, however, this involves significant labour abuses alongside the habitat destruction and damage to the climate. Efforts are now being made in some places to produce palm oil sustainably and ethically. Greenpeace has called on companies to reveal their sources of palm oil: some have done so where they have switched to sustainable growers, but a number have refused.

Conference calls on the EC to:

- (a) work with international trade union organisations to improve conditions in palm oil production;
- (b) work within the Labour Party to prevent, wherever it can, support for subsidies for palm oil products;
- (c) support campaigns for sustainable growth of palm oil and an end to catastrophic deforestation;
- (d) ensure that it minimises, in all offices, the use of products that contain palm oil and, where possible, to ensure that any palm oil products used originate from certificated sustainable sources, and
- (e) adopt an Association orangutan through WWF.

Mover Jill Murdoch (Women in Focus)

Seconder Steve Floyd (London Bus and Rail Operators)

CARRIED

Amendment

To insert between 'refused.' in line 22 and 'Conference' in line 23 (new paragraph):

'Conference notes that the Iceland store sought to campaign using advertising saying they had banned palm oil from its own brand products, using an animated orangutan at Christmas 2018, but was banned for being too political. Instead, the campaign was launched on social media instead.'

76. Austerity (Item 76)

That this Conference notes that the Chancellor, in the last budget on 29th October 2018, declared that ‘austerity is finally coming to an end’.

Conference disagrees with this statement as the Government has ‘inflicted great misery on its people with punitive, mean-spirited and often callous policies.’

Conference notes with concern that ‘approximately 14 million people in the UK, 1 in 5 of the population, live in poverty, with 1.5 million of those that are destitute, unable to afford basic essentials and relying on charities and food banks.’

Conference is concerned that the findings noted above were made by Phillip Alston, the United Nations Special Rapporteur on extreme poverty and human rights, on a 2-week fact-finding tour of the UK in Autumn 2018.

Conference notes that his report will be presented to the UN Human Rights Council in Geneva during 2019.

Conference is appalled that Universal Credit is making entitled people wait for 4 weeks before benefit is paid.

Conference instructs the EC to publicise the findings of his report to the TUC and Labour Party and to campaign for a new ‘Beveridge Report’, fit for the 21st Century, for a new social contract, addressing poverty, inequalities and indignity that austerity has inflicted on the British people in the past and to avoid it in the future.

Mover Steve Floyd (London Bus and Rail Operators)

Seconder Formally

CARRIED

77. Labour Party (Item 77)

That this Conference notes that the effect of austerity on young people has been extensive. Austerity policies lie at the heart of soaring homelessness figures, poverty-stricken households, and a starved NHS unable to provide sufficient level of mental health support for children and young people. Funding for education has been slashed, leaving young people with fewer opportunities.

Jeremy Corbyn has worked tirelessly in the campaign against austerity. He has demanded that the Tories end the benefits freeze, repeal the bedroom tax, scrap the two child limit on tax credits and halt the roll out of universal credit.

Membership of Momentum increased by a further fifteen percent in 2018, in line with increased support for Jeremy Corbyn as leader of the Labour Party.

Conference believes that the only way to end austerity entirely and unconditionally is with the election of a Labour Party truly committed to ending austerity, acting in the interests of the many not the few. This can only be achieved with an anti-austerity leader, which Jeremy Corbyn has consistently proven himself to be.

Those Labour members and MPs who are working against Jeremy Corbyn are putting the anti-austerity campaign at risk and diverting from the work being done to tackle inequality. Harking back to 'retaking the centre ground' shows a complete failure to understand that, since the election of Jeremy Corbyn, the centre ground has shifted.

Jeremy Corbyn represents the true face of socialism in which our movement was built.

Conference states that the Association is a firmly anti-austerity union and that we will only support a leadership, either now or in the future, that firmly holds true to these values and principles.

'For the many, not the few.'

Mover Harry Gibb (Future TSSA)

Seconder Jhaenelle Miller (Southeastern Metro)

CARRIED

Amendment

To delete 'Party' in line 12 and substitute 'government'.

Southeastern Metro

ACCEPTED

78. Labour Party (Item 78)

That this Conference notes with grave disappointment the acceptance by the National Executive of the Labour Party in 2018 of the full IHRA definition of anti-Semitism, after a ruthless and sustained campaign of attacks on the Labour Party leadership by the Tory-supporting media, the Israeli Embassy, and the strongest Zionist supporters of the Israeli state, which started immediately after Jeremy

Corbyn was elected leader. This campaign was because of his long-term support for an independent Palestinian state, but based also on the fear of genuine socialist policies being introduced in the future if a Corbyn-led Labour government was elected.

The IHRA definition was drafted by leading Israel supporters and designed to limit criticism of Israeli government and policies, including any claim that Israel is a racist state, even though the Palestinian population is under occupation and treated badly as segregated and second-class citizens, with no vote. The attacks on Labour for alleged anti-Semitism continue, even after acceptance of the full IHRA definition. Many of those excluded by the Labour Party in response are guilty of no more than criticism of the state of Israel, but other excuses are concocted such as bringing the party into disrepute. These expulsions and suspensions have included at least three Jewish members.

Conference therefore urges the Labour Party to review in 2019 its controversial and divisive acceptance of the full IHRA definition, with a view to removing those parts which were added in 2018; and to re-state its ongoing support for an independent Palestinian state free from Israeli occupation, including sustained support for the Boycott, Disinvestment and Sanctions campaign.

Mover Ian McDonald (Kent)

Seconder Jill Murdoch (Women in Focus)

LOST

79. Trade Deals (Item 79)

That this Conference notes with concern that possible trade partnership arrangements continue to be discussed that could compromise hard-won workers' rights, environmental protections, health and food safety standards etc. These deals are typically negotiated without any democratic oversight. Many proposals contain measures such as secretive 'Investor-State Dispute Settlement' courts that would undermine the ability of elected governments to enact progressive policies despite significant electoral mandates.

Conference supports proposals put forward in the House of Lords calling for transparent democratic mechanisms to determine negotiating mandates and give approval to trade deals in transparent and accountable ways.

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

Mover Jason Winstanley (TfL Central)

Seconder Formally

CARRIED

80. Irish Labour Party (Item 80)

That this Conference notes with great regret that from 2011 to today the Irish Labour Party has on a number of occasions acted in a manner that goes against the interest of workers in the Republic of Ireland. To name but a few of these occasions:-

- (a) firstly we had the bail out of the toxic and corrupt banking system to the extreme detriment of the working-class tax payer. This was forced through the Dail Eireann by the Labour/Fine Gael conservative coalition government;
- (b) we then had the unpopular water charges forced on to already financially stressed workers, once again this was introduced by a Labour/Fine Gael conservative coalition;
- (c) it has recently come to light that Irish Labour Party trade unionists instructed workers to cross the picket lines of nurses on strike (nurses have not had a pay rise in years), and
- (d) during industrial disputes involving the Association at Thomas Cook and Bus Eireann not one elected Irish Labour Party member lent their moral support to our brothers and sisters on strike and that includes TDs and councillors that we as an Association finance for political campaigns.

Conference believes that affiliation to the Irish Labour Party is no longer a feasible option for our Association and until such time the Irish Labour Party can demonstrate the Party does actually have a social conscience, Conference believes that the affiliation with the Irish Labour Party should be rescinded.

To this end, Conference instructs the EC to request the Irish Committee to end the Association's affiliation with the Irish Labour Party.

Mover Denise Guinana (Irish Committee)

Seconder Formally

LOST

81. Emergency Rule Alteration (Item E11)

Preface: To clarify the rules around special conditions for the election of delegates and in particular the proportion of women delegates.

Rule 11.2 Delegations

Special Conditions for Election of Delegates

Clause 11.2(e)

Sub-Clause (4)

To delete 'adjusted to the nearest whole numbers' in line 2 and substitute 'rounded up to the next whole number'.

New Sub-Clause (6)

To add a new Sub-Clause

‘(6) Where the number of women nominated is lower than the whole number referred to in Sub-Clause (4), then for the purposes of this rule the number of women in a delegation shall be equal to the number of women nominated.’.

Mover Manuel Cortes (Executive Committee)

Seconder Jill Murdoch (Women in Focus)

CARRIED

82. Comments of the Mayor of Greater Manchester (Item E2)

That this Conference notes that:-

- a) many motorists and residents have been adversely affected by the recent and ongoing roadworks in the Regent Road area caused by the Manchester and Salford Inner Relief Route improvement scheme (MSIRR), on and around the 14th March 2019;
- b) many motorists and residents have been adversely affected by the recent and ongoing roadworks in the Regent Road area caused by the Manchester and Salford Inner Relief Route improvement scheme (MSIRR), on and around the 14th March 2019;
- c) people in Greater Manchester deserve a timely conclusion to work to ease congestion faced by residents and motorists alike;
- d) Manchester City Council awarded the contract for MSIRR to Swansea-based firm Dawnus;
- e) Dawnus have gone into administration, resulting in major sub-contractors not being paid and in turn the workforce, and
- f) workers have stopped working on the MSIRR development after not being paid. Several diggers and a large truck were left obstructing Regent Road in Salford.

Conference notes that Andy Burnham, Mayor of Greater Manchester, has blamed the workers for downing tools, describing them as ‘arrogant’ and said he had asked Greater Manchester Police to ‘look into whether an offence has been committed’ shortly after four days of traffic disruption on or around the 14th March 2019. Andy Burnham has also condemned workers for taking direct action in protest and called on them to use ‘court’ or ‘lawyers’ to settle their grievances. As any trade unionist would know, no group of workers would resort to direct action unless it was the last resort.

Andy Burnham stated that the action by construction workers was an attempt to ‘punish innocent people who are trying to do their day’s work and earn their money.’ The language used by Andy Burnham in relation to the construction workers deprived of their pay is completely at odds with the traditions and expectations of the trade union and Labour movement.

Conference notes that Andy Burnham made his comments condemning workers from an all-expenses paid international corporate housing convention in Cannes, South of France. In 2016 it was reported that at the convention, estate agency professionals and wealthy investors cavort around five-star hotels and champagne receptions in the sunshine, while ruminating about the housing crisis that many of them directly benefit from.

Conference is aware that the Labour Party was founded to provide Parliamentary representation for the trade union movement, and this was because at the time of its foundation, the courts and politicians were trying to remove workers' right to strike.

Conference notes that construction workers are often subject to some of the worst employment practices, such as bogus self-employment, blacklisting, no holiday/sick pay, little or no health and safety and no formal right to strike.

Conference condemns the derogatory comments made by Greater Manchester Mayor Andy Burnham against workers who had taken protest action when they had not been paid.

Conference applauds

- i) The statement made by Salford City Mayor Paul Dennett who, in contrast to Andy Burnham, offered Solidarity to the staff and called for support to go to those left without pay, and
- ii) the workers deprived of their pay for taking action and standing up for their rights.

Conference instructs the EC:-

- 1) to call for a full investigation into how the contract was awarded to Welsh firm Dawnus by Manchester City Council;
- 2) to call on Andy Burnham to give a full apology for his anti-worker comments;
- 3) to seek compensation for the companies and workers affected, and
- 4) to remind Andy Burnham that, as a Labour Mayor, his first concern should be that workers in Greater Manchester should be receiving a fair day's pay for a fair day's work and where they do not, he should be the first to speak out.

Mover Sam Pennington (Lancs & Cumbria General)

Seconder Formally

CARRIED

83. TSSA Organisation (Item E3)

That this Conference notes that the date for return of Voting papers for Conference elections given in Circular 169/18 was two days later than that on the voting papers when they were issued. This may have caused some branches to arrange meeting dates to enable return of papers by the date in the Circular, and these branches may have had difficulty in returning the papers by the date required by the Scrutineers.

Conference requires the Scrutineers and SOC to determine issue and return dates for Conference papers and advise them to the EC not later than 25th October in the preceding year and instructs the EC to arrange for a circular giving those dates, and any for which the EC is responsible, to be issued to all Branches and SOGs and posted on the TSSA website not later than 31st October in the preceding year.

Mover Fred Rhodes (Midlands Retired)

Seconder Formally

CARRIED

84. House of Lords Report ‘Tackling Intergenerational Fairness’ (Item E4)

That this Conference rejects those parts of the House of Lords Select Committee Report ‘Tackling Intergenerational Fairness’, published on 25 April 2019, which attack older people’s benefits. We have already paid for those in taxation and National Insurance contributions, or are paying now for future older age.

The Report is commendable in seeking to improve younger generations’ lives and wellbeing, but not at a cost to older generations.

Conference notes the Report proposes:

- a) replacing the State Pension ‘triple lock’ with a link to ‘average earnings’;
- b) replacing age-related free television licences with a household income means test;
- c) that ‘free’ bus passes, the winter fuel payment and other age-related benefits should only be available five years after reaching State Retirement Age;
- d) that the bus pass should be counted as taxable income, and
- e) that people over the State Retirement Age who are still working and earning over £12,500 annually should pay National Insurance contributions.

Conference further notes that some propositions in the Report support younger people’s age-related eligibility (without means-testing) while denying that to older generations.

Conference is aware that the best way to generate security and wellbeing for younger people is to ensure proper and stable employment, fair wages, genuinely affordable accommodation and a civilised Society.

Conference notes that the submission to the Work and Pensions Select Committee Inquiry by the National Pensioners' Convention (NPC) in February 2016 on "Intergenerational Fairness", sets out a detailed response to the young. Conference encourages branches to purchase, from the NPC, the pamphlet 'Uniting the Generations' which outlines the campaign for young and old to defend the welfare state and public services.

Conference calls on the EC to work with relevant organisations to oppose in a timely manner the Report's discriminatory attacks on older people, and to demonstrate that better ways exist for a fairer Society.

Mover Joel Kosminsky (LT Retired)

Seconder Malcolm Wallace (Anglia South General)

CARRIED

85. Labour Party (Item E5)

That this Conference notes that, according to reports in *The Sunday Times* and other media outlets on 19th May 2019, an audio recording of a Progress meeting the previous week had captured Margaret Hodge MP endorsing tactical voting, including voting for candidates other than Labour, in the European elections taking place on May 23rd 2019.

In response to a comment opposing tactical voting, Hodge said:

'I think taking whatever action you need, within your locality, that gives you the best likelihood of electing somebody who will be a pro-European MEP, I think is the way you should go, I really do.

I know that's controversial but sometimes we allow the tribalism of politics to override the values and judgment we need to take on particular issues.'

Conference further notes that the Labour Party's rules are very clear on supporting Labour candidates in elections:

'A member of the Party who joins and/or supports a political organisation other than an official Labour group or other unit of the Party, or supports any candidate who stands against an official Labour candidate, or publicly declares their intent to stand against a Labour candidate, shall automatically be ineligible to be or remain a Party member'.

This rule has been enforced many times in recent years and those adjudged to have transgressed this rule have had to go through a rigorous investigation and

disciplinary process to regain their membership. Allowing Ms Hodge to simply continue unabated as a Labour MP and member would be a clear double standard.

Conference is appalled by the complete disrespect to TSSA members who work hard canvassing for support of the Labour Party. For three years some within the Labour Party have engaged in political infighting that undermines an effort to get people to vote Labour. This shows a lack of concern about getting a Corbyn led Government. MPs who disregard the rules know exactly what they are doing. The basic slogan for trade unions is “united we stand, divided we fall”, a sentiment that the Labour Party would do well to consider.

Conference calls on the EC to make clear to the Labour Party that it should be seen to fairly apply its own rules by suspending any party member that breaks its rules whilst the matter is properly investigated.

Mover Idowu Anthony Ajileye (LU Mats & Operating Managers)

Seconder Jhaenelle Miller (Southeastern Metro)

CARRIED

Amendment

To insert between 'standard.' in line 25 and 'Conference' in line 26 (new paragraph):

'Additionally, Margaret Hodge has conducted an ongoing campaign in the predominantly Tory supporting media against Jeremy Corbyn's leadership, which most would describe as consistent sabotage. According to Labour Briefing she submitted over 200 examples of anti-Semitism against her, purportedly Labour Party members, but in fact only 20 of these examples were by Labour Party members, and even these were just badly worded, anti-Zionist or brusque to her personally.'

Kent

LOST

86. TSSA Organisation (Item E6)

That this Conference is extremely disappointed that, for the second year in succession, the Report and Accounts have not been issued by the deadline required by the Rule Book, as reported in Circular 47 dated 23 May 2019. This failure has again denied branches and SOGs the opportunity to debate the Report and Accounts at Conference. Conference notes that the Report and Accounts for the year to 31st December 2017 were published approximately six months late.

Conference believes that the cornerstone of trade union democratic accountability is the ability of branches and delegates to conference to ask questions on the EC's activity and the financial statements that allow them to judge the actions of the EC and how they have conducted their stewardship of the funds that members have made available to them.

Conference notes that the responsibility for the audited Financial Statements and their preparation rests with the Executive Committee, as set out in law, accounting and audit regulations and the Association's Rule Book

Conference notes with concern that Circular 47 refers to the need for the auditors to make adjustments to the work prepared by GFTU, and calls for a full explanation of the evident failure of monitoring of the work contracted to GFTU.

Conference notes that Executive Committee has decided to tender for new auditors as the current ones were appointed in 2011 and recognises that it is good practice to seek tenders for auditors every few years. Conference calls on the EC to make plain whether any failure of the current auditors has contributed to the delays to the 2017 and 2018 Reports and Accounts, to prevent any unjustified impression that the auditors are at blame.

Conference is also concerned at the failure of the EC to provide a comprehensive report on other matters such as organising, membership, recruitment, retention and campaigning, which would normally accompany the Accounts and Balance Sheets in the EC's Report. Publishing such a report would have given Conference the opportunity to discuss these aspects of the union's activity even in the absence of the audited Accounts.

Conference instructs Executive Committee to undertake a full review of all aspects of the delay in the production of the Report and Accounts and issue a full and comprehensive report to all branches, divisional councils and SOGS and to invite responses on the report.

Conference calls on the EC to make a clear statement on the political fund and its priorities for use during these difficult times.

Conference calls on the EC to make clear what funds are available to branches to support the activities in local CLPs.

Mover John Rees (Retired Members' Group)

Seconder Frank Ellis (Crewe & Cheshire General)

CARRIED

87. Human Rights in Turkey (Item E7)

That this Conference is concerned that the Erdogan Government in Turkey continues to suppress journalistic integrity and free speech.

Conference condemns that, on 22 May, journalists in Turkey had their equipment, including cameras, computers, mobile phones and recording devices confiscated and smashed.

Conference notes that Turkey has more journalists in jail than in any other country - a third of the world's total. Journalists' unions describe the country as "an open prison for media workers".

Conference is aware that Kibriye Evren, a journalist from Jin News (the Kurdish women-only news agency), faces trial on July 18th and remains on hunger strike in prison with a possibility she will die before she appears in court.

Conference believes journalists working in Turkey are some of the bravest people we know, risking their liberty and often their lives just to report the news.

Conference wishes to put it on record that journalism is not a crime, and that a free press is the hallmark of a democratic society. The Turkish government is guilty of placing its strategic interests above human rights and democracy.

The recently founded Journalists For Democracy in Turkey and Kurdistan gives great support to those affected by offering a twinning programme with journalists in Turkey as well as those forced into exile in Britain, sharing work, writing letters to those in jail and campaigning for their release while supporting those exiled with English lessons, practical support including the asylum process and help in getting work experience.

Conference calls on the Executive Committee to:-

- a) affiliate nationally to Journalists for Democracy in Turkey and Kurdistan;
- b) demand that the government stop normalising relations with Turkey, including arms sales and trade, while it continues to persecute and jail its own people;
- c) support the Freedom for Kibriye Evren campaign by sending a letter of solidarity;
- d) support journalist Seda Taskin who was jailed and had her equipment destroyed leaving her unable to work, by sending her a letter of solidarity, and
- e) consider a motion to the Labour Party conference on the situation in Turkey.

Mover Sarah-Jane McDonagh (Euston)

Seconder Harry Gibb (Future TSSA)

CARRIED

88. Emergency Motion on Peterborough By-Election (Item E8)

That this Conference congratulates Lisa Forbes for winning the seat for Labour in the Peterborough by-election on the 6th of June. Congratulations are also due to the Labour Party and all the hundreds of volunteers who conducted a fantastic and enthusiastic campaign.

Conference is pleased to note that the campaign was won against all the odds by introducing to the streets and doorsteps all the critical issues that have been conveniently absent from politics for three years.

Labour won in Peterborough with promises about austerity, police, housing, education, universal credit, social care and all the other issues that have been ignored by Parliament and Government ever since the Brexit referendum.

Conference calls on the EC to:-

- (a) send Conference's warmest congratulations to Lisa Forbes MP, and
- (b) ensure that the Labour Party notes how important it is to focus on the real issues that are affecting people, whether they voted to remain or to leave.

Mover Jill Murdoch (Women in Focus)

Seconder Formally

CARRIED

89. Recent Election Results (Item E9)

That this Conference notes the serious setbacks Labour suffered in the local and particularly in the European elections, and the major vote loss in the Peterborough by-election.

We congratulate the new Labour MP, Lisa Forbes, and the Peterborough Labour Party in still winning despite that and keeping the “Farage Party” out.

Conference recognises that the country has been polarised by the Brexit issue and that the electorate is enormously frustrated by the issue not being resolved. This is distracting from stopping and reversing the Tories' ongoing austerity and attacks on public services and living standards.

Conference considers that in these circumstances any early General Election may well be equally and damagingly influenced by the Brexit issue, leave aside being unlikely to be called by the Tories. The new Tory leader may also seek to crash out of the EU in October, or end up crashing out of the EU, as the only way of breaking the Parliamentary impasse. Either would have appalling consequences for the UK economy, jobs and living standards, government income and public services.

Conference believes that the least worst option is now for a ‘Final Say’ referendum to be held at the earliest opportunity to break the deadlock. This should include all options, including a remain and seek reform option. Conference recognises that to date there has been no Parliamentary majority for this but considers that recent election results have put the Tories on notice and, given sufficient extra parliamentary pressure, this should mean a majority for a referendum is achievable.

Conference resolves to pursue this with the Labour Party, and to seek their commitment to actively campaign for a 'Final Say' referendum on the above basis.

Mover David Merrett (Yorkshire General)

Seconder Formally

LOST

90. Closure of the Ford Plant Bridgend (Item E10)

That this Conference expresses its concern over the decision by the Ford Motor Company, taken on Thursday 6th of June, to close its engine plant at Bridgend, South Wales, next year.

Conference instructs the EC to support our brothers and sisters in Unite the Union and GMB in fighting this destruction of the economy in South Wales and its devastating effect on Ford employees and their families.

The decision to transfer the production of the Dragon engine to Mexico and China indicates the power of big business and its negative effect on the UK.

Conference also notes the effect this decision will have on the rail industry, both freight and passenger.

Mover Howard Morris (South East Wales General)

Seconder Cheryl O'Brien (Wales No. 1)

CARRIED

91. Rule Alterations (Item 81)

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

Mover Formally

Seconder Formally

CARRIED

92.

LABOUR PARTY (3 required)

<i>Name</i>	<i>Branch</i>	<i>No of branch votes</i>
Sarah Jane McDonough (formerly Potter)	Euston	294
Jill Murdoch	Yorkshire General	270
Jason Turvey	LU Mats	205
Frank Ellis	Lancs & Cumbria General	87
Cheryl O'Brien	Wales no. 1	86
Bob Bayley	Network Rail Midlands	52
Dave Merrett	Yorkshire General	48
Mark Barron	North Eastern Ops	29
Cath Murphy	Crewe & Cheshire General	19

LABOUR PARTY WOMEN'S CONFERENCE 2020 (2 required)

Fliss Premru	TfL Central	267
Keeley Lipscombe	Southeastern Metro	266
Cath Murphy	Crewe & Cheshire General	138
Cheryl O'Brien	Wales no 1	82

TUC (3 required)

Cath Murphy	Crewe & Cheshire General	352
Al Stoten	Southeastern Metro	311
Keeley Lipscombe	Southeastern Metro	283
Bob Bayley	Network Rail Midlands	79
John Haynes	Wales no 1	79
Cheryl O'Brien	Wales no 1	64
Harry Gibb	Yorkshire General	59
Mark Barron	North Eastern Ops	23

WOMEN'S TUC 2020 (5 required)

Fliss Premru	TfL Central	407
Sarah Jane McDonough (formerly Potter)	Euston	395
Cath Murphy	Crewe & Cheshire General	395
Maryse Thiaw-Chu	Euston	336
Jhaenelle Miller	Southeastern Metro	199
Andi Fox	North Eastern Ops	165
Cheryl O'Brien	Wales no 1	144

TUC DISABLED WORKER'S CONFERENCE 2020 (5 required)

Cath Murphy	Crewe & Cheshire General	408
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Bob Bayley	Network Rail Midlands	404
Ray Spiteri	TfL Central	352
Frank Ellis	Lancs & Cumbria General	345
Sharon Simmonds	TfL Central	286
John Haynes	Wales no 1	182

TUC BLACK WORKERS' CONFERENCE 2020 (5 required)

Karene Blake	Euston	All elected unopposed
Huzaifa Essajee	TfL Central	
Jhaenelle Miller	Southeastern Metro	
Olivier Mupenda	London Bus & Rail Ops	
Harjit Sahota	TfL Central	

TUC YOUNG WORKERS' CONFERENCE 2020 (4 required)

Harry Gibb	Yorkshire General	Elected unopposed
Sarah Jane McDonough (formerly Potter)	Euston	
Jason Winstanley	TfL Central	
Ellie Kemp	London Metropolitan	Elected unopposed after call for nominees for spare place

TUC LGBT CONFERENCE 2020 (5 required)

Huzaifa Essajee	TfL Central	An election will be held to elect three out of the four nominate male delegates
Steve Horne	North East Operations	
Aneurin Redman White	Lancs & Cumbria General	
Jason Winstanley	TfL Central	
Gemma Southgate	Wales no 1	Elected unopposed after

		call for nominees for spare place
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The Association is seeking one additional nominee for the TUC LGBT Conference 2020 who must, under Rule 11.2(e)(1), be a woman.

STANDING ORDERS COMMITTEE (4 required)

Gerry Kennedy	Belfast	453
Luke Howard	TfL Central	393
Joe Kavanagh	Midlands General	393
Steve Leggett	Southeastern Metro	386
Cheryl O'Brien	Wales no 1	89
Andi Fox	North East Operations	70
Rod Payne	London NW Retired	18

SCRUTINEERS (2 required)

Andy Bain	Network Rail N London	Both elected unopposed
Mitch Tovey	Euston	

INDEX

Subject	Minute	Item No.	Page
Appeal to Conference by Women in Focus and Euston	43		31
Argentina	27	29	21
Austerity	76	76	59
Bhopal Disaster	28	30	22
Breast Ironing	35	37	27
Brexit	54	50	37
Climate Change and Air Quality	74	74	53
Closure of the Ford Plant Bridgend	90	E10	71
Comments of the Mayor of Greater Manchester	82	E2	63
Democracy in Wales	30	32	24
EC Motion on Appointment of Auditors	42	52	31
EC Motion on Report and Finance Statements	41	51	31

EC Report on Subscription Bands and Political Fund Contributions	58	E1	40
Emergency Rule Alteration	81	E11	62
Guidance Note Changes	55	56	37
Health and Safety	26	28	21
Health and Social Care	24	26	20
Health and Social Care	25	27	20
House of Lords Report ' Tackling Intergenerational Fairness'	84	E4	65
Housing	21	23	17
Housing	22	24	18
Human Rights in Turkey	87	E7	68
Irish Labour Party	80	80	62
Labour Party	78	78	60
Labour Party	85	E5	66
Labour Party	77	77	59
Labour Party and the Environment	73	73	51
Morning Star and the BBC	33	35	25
New Technology	7	7	6
New Technology	8	8	6
Palm Oil and Habitat Destruction	75	75	57
Pay	11	11	9
Peterborough By-Election	88	E8	69
Precarious Workers	15	15	12
Public Transport Accessibility	16	16	13
Public Transport Accessibility	17	17	14
Public Transport Accessibility	18	18	14
Public Transport Accessibility	19	19	15
Racism	20	20, 21, 22	15
Recent Election Results	89	E9	70
Rule Alteration	38	53	27
Rule Alteration	39	54	29
Rule Alteration	40	55	30
Rule Alteration	91	81	71
Scottish Referendum	31	33	24
Terms and Conditions	12	12	9
Terms and Conditions	13	13	10
Ticketing	9	9	7
Ticketing	10	10	8

Trade Deals	79	79	61
Transport Management	50	46	34
Transport Management	51	47	35
Transport Management	52	48	36
Transport Policy	36	38	27
Transport Policy	37	39	29
Transport Policy	44	40	31
Transport Policy	45	41	32
Transport Policy	46	42	32
Transport Policy	47	43	32
Transport Policy	48	44	33
Transport Policy	49	45	34
TSSA Annual Conference	69	69	49
TSSA Annual Conference	70	70	49
TSSA Branches	71	71	50
TSSA Branches	72	72	50
TSSA Communications	66	66	46
TSSA Democracy	56	57	37
TSSA Democracy	57	58	39
TSSA Diary	67	67	47
TSSA Organisation	59	59	41
TSSA Organisation	60	60	41
TSSA Organisation	61	61	42
TSSA Organisation	62	62	43
TSSA Organisation	63	63	44
TSSA Organisation	64	64	44
TSSA Organisation	65	65	45
TSSA Organisation	83	E3	65
TSSA Organisation	86	E6	67
TSSA Subscriptions	68	68	47
TV Licence Fee	23	25	19
UK Arms Sales	29	31	23
Union Busting Activities	34	36	26
Voter ID	32	34	25
Women's Rights	14	14	11
Worker Director	53	49	37

