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AGENDA

Section 1 - Policy
Section 2 - Education and Training
Section 3 - Finance
Section 4 - Organising and Strategy
Section 5 - Membership/Legal Services/Comms
Section 6 - Equal Opportunities
Section 7 - Health, Safety and Environment
Section 8 - Political Fund Management
Section 9 - National Discipline
Section 10 - Rules
Section 11 - Motions Not Admitted to the Agenda (Category X)

OBITUARY LIST 58
GENERAL CONFERENCE

Sunday 28th April 2019
Bournemouth International Centre

Instructions to Delegates

ADMISSION TO CONFERENCE
Before leaving home make sure you have your Membership Card and Agenda.

Admission to Conference is by the appropriate credential card only.

STANDING ORDERS
Read your Standing Orders thoroughly.
If you have any doubt about any Standing Order consult the Standing Orders Committee.

HAND VOTING
Votes are normally by a show of hand voting cards. Hold your hand voting cards high in order to avoid mistakes.

CARD VOTES
Voting delegates - Ensure you have your Conference voting cards.

ADDRESSING CONFERENCE
Position yourself 15 cms from the microphone and speak normally.

NOISE LEVEL DURING CONFERENCE
Please keep as quiet as possible during the proceedings of Conference.

LUGGAGE
If you need to bring bags or suitcases into the conference hall please do not leave them unattended. Please also ensure that bags and suitcases do not block aisles or stairways.

PROHIBITIONS
The terms of Standing Order 9 are drawn to the attention of all delegates:

The use of mobile phones or devices (Smartphones, Tablets and Laptops) must be switched off or set to Silent, while in the confines of the Conference Hall.

During “in Camera debates” recording and or reporting of these debates shall be strictly prohibited.

No documents, posters or banners shall be circulated, distributed or displayed within the Conference Hall without the permission of the Standing Orders Committee.

NEW DELEGATES
A briefing for new delegates will be held at the Bournemouth International Centre at 6.00 pm on the evening of Saturday 27th April 2019.
STATEMENT

Dear Colleagues

On behalf of the General Conference Standing Orders Committee can I welcome delegates and visitors to this year’s Annual General Conference of the Communication Workers Union. As with previous years, we have continued to set the layout in a manner to reflect the National Executive Council’s sub-committee structures.

The SOC have, of course, noted the decision made at the Special General Conference – Redesign in November. We have noted especially, the terms of Paper 5 which was carried as amended by various motions. However, as the rule changes required to enact most of this paper are subject to Special Rules Conference, you will still see an agenda produced along the same lines previous years, i.e. with motions from the Equality Conferences being placed on the agenda along with those from Regional Committees and Regional Safety Forums as normal.

Obviously, with the calling of the Special Rules Conference, this means we only have one day for General Conference. The SOC have endeavoured to produce an agenda, which we believe, will allow the maximum debating time for motions to be discussed. I will again bring delegates attention to Standing Orders 3.m) and n) and 7, which in effect, put the timing of conference in the hands of the delegates, however when conference closes that is it for another year.

We have also only made minor changes to the Standing Orders this year, being aware that should there be any changes to Rule 10, we will have to have a more major review for next year’s conference.

Finally, if delegates have any problems or queries regarding the General Conference Standing Orders or procedures please do not hesitate to contact the General Conference Standing Orders Committee.

On behalf of the Standing Orders Committee can I wish all delegates and visitors a successful conference.

Yours sincerely

Paddy Magill
General Conference Standing Orders Committee, Chair
TIMETABLE/PROGRAMME OF BUSINESS

Sunday 28th April 2019

09.00  Conference opens with Presidents Address and Obituary List
09.10  Adoption of General Conference Standing Orders Committee Report (including reference backs)
09.20  General Secretary
09.40  Section 1B  Policy  Motion 1-10
10.35  Section 2  Education and Training  Motion 11-16
11.05  Section 1C  Policy  Motion 17-25
11.55  Section 4B  Organising and Strategy  Motion 26-33
12.25  Section 7  Health, Safety and Env  Motion 34-36
12.40  Workers Memorial Day
12.45  Guest Speaker
13.00  Lunch
14.00  Accounts
14.15  Section 3  Finance  Motion 37
14.20  Section 6  Equal Opportunities  Motion 38-39
14.30  Section 5  Membership/Legal/Comm  Motion 40-49
15.20  Section 8  Political Fund  Motion 50-52
15.40  Section 1D  Policy  Motion 53-60
16.25  Section 4A  Organising and Strategy  Motion 61-67
16.50  Section 1A  Policy  Motion 68-77
17.40  Section 1E  Policy  Motion 78-83
17.55  Presidents Closing Statement
18.00  Conference Closes
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**TOTAL** | **120,455** | **102,321**
NOTES ON CONFERENCE PROCEDURES AND AGENDA

The General Conference Standing Orders Committee has prepared the Standing Orders, Agenda and timetable/programme of business in accordance with its responsibilities under the terms of Rules 10.4.1 to 10.4.4.

The General Conference SOC has asked that the following procedural points be specifically drawn to the attention of delegates:

1. Motions have been categorised in accordance with Rule 10.6.7

<table>
<thead>
<tr>
<th>THE GENERAL CONFERENCE SOC SHALL GIVE PRIORITY TO MOTIONS PUBLISHED IN A CONFERENCE AGENDA INCLUDING ALL MOTIONS SUBMITTED BY THE NEC, BRANCHES, REGIONAL COMMITTEES, EQUALITY CONFERENCES, THE RETIRED MEMBERS CONFERENCE, YOUTH CONFERENCE AND REGIONAL HEALTH AND SAFETY FORA WITH EACH MOTION BEING DESIGNATED AS A, B, C, D OR X.</th>
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<tr>
<td>Category A: Those motions which in the view of the SOC require a decision by Conference;</td>
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<td>Category X: Those motions which in the opinion of the SOC are out of order. These shall be printed but shall not be admitted to the agenda.</td>
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2. Motions composited by the General Conference Standing Orders Committee are followed by the names of the sponsors* included in the Composite.

The consequential rulings indicated alongside certain motions are those determined by the General Conference Standing Orders Committee in consultation with the Conference Chairperson (President).

*The following may sponsor motions:

NEC
Branches
Regional Committees
Regional Health and Safety Fora
Women’s Conference
Black Workers’ Conference
Lesbian, Gay, Bisexual and Transgender Conference
Retired Members’ Conference
Disability Conference
Young Workers Conference
1. The sessions of the General Conference shall commence in accordance with the timetable.

2. **TIMETABLE**
   
a. (i) President’s Address  
      (ii) Obituary List  
      (iii) Adoption of General Conference Standing Orders Committee Report (including appeals/reference back)  
      (iv) Sections of General Conference Business

   b Conference is divided into half-day sessions. If the business of any section is completed within the timetable, the Conference shall proceed immediately to the next section of business.

   If all the business of the final section is completed within the timetable, the Conference shall return to the earliest uncompleted business.

   c A motion that has been called for debate by the Chairperson before the end of a section is reached, shall be moved, seconded, debated and decided upon, subject to Standing Order 3n. **No subsequent motions for the variation of the timetable to compensate for time lost by this procedure shall be admissible.**

   d All matters, contained within the agenda but not dealt with by the conclusion of General Conference shall be referred to the National Executive Council (NEC).

3. **PROCEDURE IN DEBATE**
   
a. Every member of the Conference must remain in their seat, except the one who may be addressing the Conference and, should the Chairperson rise, no-one else shall continue standing nor shall anyone else rise until the Chairperson has resumed the Chair.

   **SPEAKERS**

   b A delegate when speaking from the rostrum shall address the Chairperson. If two or more persons desire to speak at the same time the Chairperson shall decide to whom priority will be given. No person shall be allowed to speak twice on the same question, except the mover’s right of reply under Standing Order 3i.

   c All speeches shall be confined to the subject under discussion.

   d Delegates may only refer to documents which have a bearing on the subject under discussion.

   e (i) Motions standing in the name of a Branch must be moved by a delegate from that Branch or by the Secretary of the Regional Committee to which the Branch is attached, if specifically requested to do so by the Branch responsible for the motion.

   (ii) Motions standing in the name of a Regional Committee, Equality Conferences, Young Workers Conference or the Retired Members Conference must be moved by a delegate from that appropriate body.
(iii) Motions standing in the name of a Regional Health and Safety Forum must be moved by a delegate from the branch which moved the original motion at the Regional Health and Safety Forum in question.

(iv) Motions must be seconded or else they shall be deemed to have fallen.

(iv) Rule 7.1.8.1 & 7.1.8.2 will also apply.

f A motion may be seconded formally or by a speaker making a seconding speech.

COMPOSITE MOTIONS

(g) All sponsors of a composite motion will be responsible for agreeing the allocation of moving and seconding speakers from amongst those named within the composite motion, notwithstanding the terms of SO3e(i), (ii) and (iii).

(h) The mover of a motion shall be allowed to speak for not more than 3 minutes and any other speaker (including the mover exercising the right of reply) for not more than 3 minutes. In EXCEPTIONAL CIRCUMSTANCES a speaker may request the special permission of Conference to speak for a longer period, if agreed, it shall not exceed a further 2 minutes.

(i) The moving speaker shall have the right of reply to the debate only if there has been opposition and shall not introduce any fresh matter but shall be limited to answering the debate.

(j) The NEC shall be allowed one speaker (including all Officers and any NEC appointed representative) in debate on all proposals except those standing in the name the NEC. Exceptionally, with the permission of Conference, a second NEC speaker may be allowed. With the exception of Branches and Regional Committees moving and seconding a proposal (under SO3e), Branches and Regional Committees, are entitled to only one speaker in each debate.

(k) The NEC (including all Officers and any NEC appointed representative) shall only be allowed one speaker in debate on all other motions not standing in the name of the NEC. EXCEPTIONALLY and only with the permission of Conference, a second NEC speaker may be allowed.

(l) No motion shall be spoken upon except by the mover, until it has been seconded. The mover of a motion who sits down without speaking upon it shall lose the right of addressing Conference, but shall still have the right of reply (SO3i) applies. The seconder of a motion who sits down without speaking upon it shall not lose the right of addressing Conference.

ENDING DEBATE

(m) Any delegate who has not spoken on the motion before Conference may move “That the motion be now put” on the seconding of which the Chairperson shall immediately and without discussion put this motion to the vote. In the event of it being carried by a simple majority of Conference, Conference shall proceed to vote on the question itself, subject to SO3j and the right of reply as stated in SO3i being exercised.

(n) Any delegate who has not spoken on the motion before Conference may move “That Conference proceeds to next business”, on the seconding of which the Chairperson shall immediately and without discussion put this motion to the vote. In the event of it being carried Conference shall at
once proceed to the next item on its agenda.

**WITHDRAWAL**  
Any motion or composite motion may be withdrawn from the Agenda at any time by the sponsor(s) who shall notify the Chairperson of the Standing Orders Committee at the earliest opportunity. Once it has been moved and seconded, however, it shall not be withdrawn except with the agreement of Conference by a simple majority vote.

**REMITTANCE**  
Should there be a request from the NEC to remit a motion. The mover of the motion will be deemed to have the authority to agree to the remittance on behalf of the submitting body. Subject to the agreement of conference.

**POINT OF ORDER**  
Any person wishing to question the proceedings of Conference may rise on a “point of order”, and when called shall state the procedural point in exact terms, whereupon the Chairperson shall immediately give a ruling or refer the matter to the Standing Orders Committee for a decision. Any person raising points of order must seek to prove one or more of the following:

(i) That the speaker is using unparliamentary language.
(ii) That the speaker is digressing from the subject of the motion.
(iii) That the rules of the Union are being broken.
(iv) That there is an infringement of the customary rules of debate.
(v) That there is an infringement of the Standing Orders (which shall be referred to the Standing Orders Committee).

The Chairperson’s ruling on a point of order shall be final unless it is challenged. The correct method of challenging the ruling shall be to move: “I wish to challenge your ruling.” Such a motion shall be carried by a simple majority.

The Standing Orders Committee shall have the right to enter debate on all matters affecting the decisions and role of the Committee.

Debates In Camera which have not previously been notified in the Agenda can be requested by a delegate or the NEC prior to the commencement of the debate and if such a request is supported by a simple majority of the Conference, it will be granted.

**4. VOTING PROCEDURE**

- Voting at the General Conference shall normally be by a show of hands in accordance with Rule 10.5

- A card vote may be called for either by the Chairperson of the General Conference or when 30 delegates or more are on their feet calling for such a vote immediately on the announcement of the decision of the hand vote.

When a card vote is taken it shall be based upon a count of Branch membership excluding retired members conducted as close to conference as possible Card votes on Motions in Section 8 – Political Fund Management, shall be based upon the paid up political levy paying membership).

**DURING A CARD VOTE ALL PERSONS MUST REMAIN IN THEIR**
SEATS AND NO PERSON SHALL ENTER OR LEAVE THE FLOOR OF CONFERENCE.

All card votes of the effective membership represented by delegates shall be collected by the Standing Orders Committee.

Procedure for a card vote shall be as follows. The voting delegate/s of each Branch shall be required to place in a ballot box a card indicating the effective voting membership of the Branch for, against, or abstention on the question requiring the decision, subject to the provisions of Rule 6.6.5.

Once the Standing Orders Committee have announced the conclusion of the card vote, no further voting cards shall be included in the count.

On completion of the vote the General Secretary shall arrange for the counting of the votes and the issue of a circular to each delegate attending Conference recording the vote of each Branch and the result. When the motion being voted upon has a consequential effect on the following motion(s), Conference will proceed to the next item of business unaffected by the card vote result. When the card vote result is announced Conference will return to the earlier item provided it is within the timetable.

c A motion will be deemed carried if it obtains a simple majority of the votes cast. (apart from a motion under the terms of Rule 6.3.3).

5. PROCEDURE FOR EMERGENCY MOTIONS

a Emergency motions may only be submitted for inclusion in the Agenda if they refer to a matter which because of the circumstances giving rise to them could not possibly have been submitted by the published closing date for motions. Such emergency motions will only be accepted by the SOC if they constitute a significant and important matter, which requires a decision by Conference.

b Emergency motions must reach the Standing Orders Committee at CWU Headquarters by midnight on Monday 8th April 2019. Branches and Regional Committees will be advised by the SOC whether or not the emergency motion has been accepted for inclusion to the Agenda prior to the commencement of General Conference.

c Any emergency motion submitted after the above date must be notified to the Standing Orders Committee at conferences@cwu.org as soon as possible. Branches and Regional Committees will be advised by the SOC whether or not the emergency motion has been accepted for inclusion to the agenda as a matter of urgency.

d A decision taken by Conference shall not be open to the emergency procedure at the same Conference.

e The NEC will also be required to follow these procedures.

6. APPEALS/REFERENCE BACK PROCEDURE

a Written notice of appeals/intention to move reference back against decisions of the Standing Orders Committee as published in the Agenda regarding:

(i) Motions not admitted to the agenda
(ii) inclusion/exclusion of motions in a composite
(iii) the priority/placement given to a motion
(iv) timetable/programme of business
(v) the Standing Orders for Conference
(vi) the consequential rulings on motions

must reach the Standing Orders Committee at CWU Headquarters by midnight on **Monday 8th April 2019**. Such written notice must advise of the intention to appeal/move reference back to alter the published agenda with details and reasons for doing so.

After consideration of appeals/reference backs by the SOC, Branches, Regional Committees, Equality Conferences, Young Workers Conference and the Retired Members Conference wishing to continue their appeal/reference back must seek to do so by addressing Conference at the commencement of business on **Sunday 28th 2019**.

All parties advised by the SOC that their appeal/reference back has not been accepted will also be sent an appeal card entitling them to address Conference when called to do so by the Chairperson of Conference during the adoption of the General Conference Standing Orders Committee report.

b Challenges to other SOC decisions as printed or announced in supplementary SOC reports must be made at the time the supplementary report is moved. Such challenges can be made to Conference by a delegate, when called to the rostrum, advising Conference that they wish to challenge a decision of the SOC and giving the reasons why.

c All appeals/reference backs will be deemed carried if they have the support of a simple majority of Conference.

d The NEC will also be required to follow these procedures.

7. **SUSPENSION OF STANDING ORDERS**

a Motions to suspend Standing Orders shall only be allowed to deal with business or circumstances that could not have been foreseen when the Timetable/Programme of Business was adopted.

b The Chairperson may accept a motion for the suspension of Standing Orders provided no motion is on the floor being debated.

Any such motion must state the Standing Order/Orders involved and also state the nature and urgency of the business as to why the suspension is required.

The Chairperson shall immediately refer such a motion to the Standing Orders Committee who shall express their view before the vote is taken.

A motion for the suspension of Standing Orders will be carried if supported by a simple majority of the Conference.

c At the end of the period of suspension of Standing Orders, the Conference shall return to the published timetable. No subsequent motion for the variation of the timetable to compensate for time lost by the suspension of a Standing Order/Orders or the discussion of such suspension shall be admissible.
8. **NEC ACCEPTANCE (Motion)**
   a. The NEC will indicate, in an SOC document published prior to Conference, the motions (excluding their own) which they are prepared to accept. When the SOC report is adopted, those motions will be deemed to be carried subject to SO8d, and will not be debated. Subsequent consequential rulings will be applied accordingly.
   
b. Opposition to the acceptance can only be registered by advising the Standing Orders Committee prior to the Standing Orders Committee Report being moved at the commencement of Conference. The Branch(s) registering opposition to NEC acceptance shall be published in the relevant supplementary report, (Rule 10.6.6.i refers).
   
c. Challenges to NEC positions of “accept” referred to in subsequent supplementary SOC reports will be dealt with in accordance with Standing Order 6b.
   
d. The acceptance of motions under the terms of this Standing Order shall not take priority over consequential rulings.
   
e. However, notwithstanding the provisions of 8a–d, Branch(s) and Regional Committees do not have the facility to register opposition to acceptance of motions standing in their own name.

9. **PROHIBITIONS**
   Mobile phones or devices (Smartphones, Tablets and Laptops) must be switched off or set to silent, while in the confines of the Conference Hall.

   During “In Camera debates” recording and or reporting of these debates shall be strictly prohibited.

   No documents, posters or banners shall be circulated, distributed or displayed within the Conference Hall without the permission of the Standing Orders Committee.
NATIONAL EXECUTIVE COUNCIL AND OFFICERS

NATIONAL EXECUTIVE AND OFFICERS

General Secretary D Ward
Senior Deputy General Secretary A Kearns
Deputy General Secretaries A Kerr T Pullinger

National Executive Council

National President B Shepherd
National Vice President J Loftus

M Ali S Banbury A Bouch T Cooper
N Darbyshire T Fussey S Halliwell S Jones
M Kavanagh C Maden C McGlynn K Rose
L Simpson D Tee J Upton B Weatherall
D Wilshire

Officers

D Bowman M Baulch S Bridge N Cotgrove
J East A Eldred R Ellis A Furey
D Joyce D Jukes T Lavelle B O’Brien
D Robertson T Rupa B Taylor

Standing Orders Committee

R Alldritt P Callaghan J Gaby P Magill
D Mitchell T Sneddon J Stevenson P Thomas

Details correct as of February 2019
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1 CATEGORY A: The NEC is instructed to work with the H & S Department, the TUC and any other interested party/group to formulate a strategy and campaign that seeks to ensure that workplace suicide is recognised in legislation. If any employee takes his or her own life in the workplace, or indicators exist to suggest it may be work related, it should be immediately investigated as a potential work-related suicide with the burden of proof being imposed on the employer to demonstrate that the suicide was not work-related.

The NEC is instructed accordingly.

Greater Mersey and South West Lancs

2 CATEGORY A: Mental Health Legislation

Conference instructs the NEC to work closely with the DAC - that due to the impact of poor Mental Health on our members, we must campaign and use all existing tools at our disposal to get a Minister for Mental Health on to the Statute. Conference also notes that the current Mental Health Act (1983) is, in our view, not fit for purpose and a review of the current legislation is urgently required.

This to be achieved by 2020.

Disability Conference

3 CATEGORY A: PrEP

PrEP is a pill that is administered to protect HIV negative people from contracting HIV. It is currently provided in Scotland through the NHS. In Wales it is available in genitourinary clinics as part of a 3-year trial. In England there is a PrEP Impact trial going on involving 10,000 but it is not available at the point of need as described in both Scotland and Wales.

Being on PrEP means you don't have to worry about the status of your partner(s), because you're protecting yourself. It is a well-studied, evidence-based method of avoiding HIV transmission.

Conference instructs the NEC, working with the LGBTAC, to write to the Health Secretary and put forward the arguments that exist to help enable much easier access to PrEP.

PrEP stands for pre-exposure prophylaxis.

LGBT Conference
4 CATEGORY A: Menopause - A Protected Characteristic

The Menopause is the last stage in a woman’s reproductive life, and like the other stages, one which brings with it many physical symptoms and effects.

Conference notes that despite the many varied effects of the Menopause on women’s mental and physical health it is not currently covered under the Equality Act (2010).

Conference believes that this must change and that the Menopause should become a protected characteristic.

The NEC is instructed to campaign accordingly.

Women’s Conference

5 CATEGORY A: Conference notes the recent introduction of the Civil Liabilities Bill, which the government say will tackle a whiplash “epidemic”, but it hides a £1.3bn annual gift to the insurers, a loss to government coffers of £146m a year, and an assault on access to justice that will impact hundreds of thousands of people whose claims have nothing to do with whiplash.

It means a doubling of the small claims limit, below which injured people don’t get their legal fees paid.

Up to 40% of those injured at work will lose their rights. Thousands of workers will be left fighting insurers on their own and in their own time. Injured people whose claim has a value of up to £2,000 – thousands of people a year – will be expected to take on well-funded insurers on their own.

Conference welcomes the ongoing opposition to the Bill from several Trade Unions such as Usdaw, Unite, GMB, Unison and RMT, and instructs the NEC to support the campaign, including via the TUC and Labour Party

Newcastle Amal

6 CATEGORY A: COMPOSITE MOTION

Every year in the UK, around 3,000 women will be diagnosed with cervical cancer. Two women lose their life to cervical cancer every day. Conference notes that there are still women not taking up the offer of smear tests. A simple test which can save their life. Early detection and diagnosis of cervical cancer or pre-cancerous cells is paramount to a positive outcome. According to the National Audit last year, less than 72% of eligible people were screened in 2017-18. In other words, of the five million women invited every year for screening, over one in four don’t attend.
Conference calls for the NEC to work with the Equality department to coordinate a campaign during Cervical Screening Awareness Week 2019 (10 - 16 June 2019) to make sure women in the CWU are aware of the importance of having a regular smear test and address the issues cited as reasons for not having a smear test such as embarrassment, not realising it can actually reduce the risk of cervical cancer, not wanting to get undressed in front of a doctor or nurse or worrying it will be painful.

The NEC should also consider the merits of affiliating to charities such as ‘Jo’s Cervical Cancer Trust’ (www.jostrust.org.uk) who among other things have a ‘Time to Test’ campaign that calls for employers to give time off during work to attend smear tests if employees are unable to get an appointment outside of working hours (many clinics have limited days and hours when they do smear tests).

Gloucestershire Amal  
South West Regional Committee

7 CATEGORY A: Conference instructs the National Executive Committee to raise national awareness among all members both male and female, therefore promoting Health and safety in the need to remove the age limit for women receiving a Smear/PAP test. To highlight that all females deserve the right to receive this test, when they genuinely feel that one is necessary, not just because they tick a box and fall into a certain age bracket, (this is currently sitting at 25 years of age for women in the UK).

The Symptoms for Cervical Cancer may include:

- Abnormal bleeding (between periods, after sex, or after menopause)
- Heavier than normal periods
- Pain during sex
- Unusual vaginal discharge that might contain blood

Yet some women have only suffered varying levels of bad back pain, the main thing is that If someone is concerned about their health, especially if they are showing any of the above symptoms regardless of age, sexual preference, or sexual activity, that they should be allowed to have a Smear/PAP test. They should not be made to feel they are less worthy and dismissed by some doctors and professionals, due to their own personal beliefs and not on actual medical facts and concerns.

Northern Ireland Telecoms

8 CATEGORY A: This Conference congratulates Health Campaigns Together (HCT) for its campaigns over the last three years to preserve a fully funded, free at point of use, National Health Service.

HCT campaigns have included organising the 250,000 strong national demonstration in March 2016, and dozens of celebrations and protests in 2018 for the 70th birthday of the NHS. HCT also produces a regular newspaper and a well-researched website.
HCT is supported by unions including Unison, Unite, NEU, FBU, NIPSA and the PDA union, together with over 100 local union branches and health campaign groups.

This Conference therefore instructs the NEC to affiliate to HCT and encourage our members to support its aims and campaigns.

**South London, Surrey and North Hampshire**

9 CATEGORY A: This Conference is opposed to all forms of privatisation in the NHS and totally opposes the introduction of any privateers into local health services, be they based in the UK, America or domiciled elsewhere.

Conference is opposed to NHS staff being transferred to the private sector and instructs the NEC to support any campaign that ensures that all NHS workers are employed by the NHS with their wages and conditions negotiated through collective bargaining with their employer, the NHS, and the trade unions. No contract should be signed with the CCG that leads to private, non-NHS organisations running NHS services or leads to a reduction in services at each current location. Conference believes that all health care should be free at the point of need and all services should be delivered and administered by the NHS.

The NEC is instructed to ensure that they actively support any campaign designed to support OUR NHS.

**Mersey**

10 CATEGORY A: Conference recognises the massive impact that’s cuts to local authorities have had on essential services to local people.

Essential services for communities such as streets cleaning, library closures, lack of housing, disability support, social care, children and youth centres have been cut to the bone leading to enormous problems for working people in key areas of their lives.

At the same time council tax has risen.

Conference instructs the NEC to campaign with the Labour Party to fight for the cuts to be reversed and for funding to be restored to meet the needs of local authorities.

For Labour Councils to fight for the funding they need and to refuse to make cuts which destroy workers lives and to spend council reserves on these essential services, while campaigning for these austerity cuts to be reversed.

**Coventry**
11 CATEGORY A:  
If Carried 66 and 67 Falls

This Conference endorses the NEC strategy and recommendations for Education, Learning and Training as published to Branches in LTB 067/19.

National Executive Council

12 CATEGORY A:  Conference welcomes the Legal Services employment law seminars during 2017. Enabling branch officials to gain confidence, to support members with case management orders, pre hearings and schedule of loss.

To expand on this support conference instructs the NEC to work closely with the Legal Services & Education Departments, to develop the appropriate training package, to assist branches advising members on the Early Conciliation, tribunal application and tribunal process.

Portsmouth and District Postal

13 CATEGORY A:  COMPOSITE MOTION

Conference feels that a new branch treasurer can sometimes struggle when first elected and is in need of immediate training.

Whereas some branch officer roles you can learn “on the job” the responsibilities taken on by a treasurer have both financial and legal repercussions if done incorrectly.

Conference therefore instructs the NEC to provide a training pack for new branch treasurers.

This should include a section on the setting up and usage of the SAGE system.

Portsmouth and District Postal
Gloucester Amal
Greater Manchester

14 CATEGORY A:  Conference instructs the National Executive Council to work with the CWU Education Department and the National Young Workers Committee to launch a training course on appreciation of neurodiversity in the workplace.

This will take the form of a classroom based course open to CWU reps and members alike.

Young Workers Conference
15 CATEGORY A: Conference calls upon NEC to ensure that where sign language awareness courses take place, they are conducted by qualified sign language teachers. Furthermore conference asks that the NEC to explore the possibility of establishing a deaf awareness course run by a qualified deaf person as part of the CWU Education & Training programme. Both of these initiatives should take place through discussion with the CWU Education & Training department.

The NEC is instructed accordingly. Bristol and District Amal

16 CATEGORY A: The CWU training videos do not currently fully reflect the diverse nature of the workplaces it represents. We ask that the RAC work with the NEC and the Education Department to act accordingly and rectify this situation at the earliest practical opportunity.

The NEC is instructed accordingly South West Regional Committee
17 CATEGORY A: We call on the NEC to support our members who are EU citizens but not British Citizens after any Brexit agreement. We recognise their fears about the Governments proposals on ‘settled status’, the restrictions on free movement in the Tory Immigration Bill, the threat to the continuation of reciprocal rights within the EU, and the threats to their human rights including family reunification.

As trade unionists we commit to supporting our fellow union members and their right to live and work in the UK. We instruct the NEC to campaign against discrimination towards CWU members who are EU citizens by the UK Government.

Greater London Combined

18 CATEGORY A: Conference is concerned with the vast increase in street harassment being experienced by girls and young women in the UK.

Street harassment ranges from verbal sexual comments to unwanted sexual physical contact. Indeed, the shocking report from the charity Plan International UK in 2018 states that 66% of girls in the UK have experienced unwanted sexual attention or sexual physical contact in a public place.

Conference recognises the impact that street harassment is having upon girls and young women’s lives and would strongly urge Conference to support Plan International UK’s campaign to completely eradicate this despicable behaviour.

Conference instructs the NEC to work in conjunction with Plan International UK to fully reinforce this organisation’s ambitions and its work to abolish street harassment. Please support this proposition.

West Yorkshire

19 CATEGORY A: Football Lads Alliance

Conference notes the rise of the racist street movement, inspired by Stephen Yaxley-Lennon followers, known as the Football Lads Alliance and Democratic Football Lads Alliance.

The so-called ‘free-speech’ demonstrations by these groups, and other aligned groupings, have seen local communities terrorised by open displays of hate and bigotry. This includes Nazi salutes, beer being thrown over Muslim residents and vile abusive language, which are all regular occurrences at their demonstrations. Aided by a compliant media, the ongoing toxic BREXIT debate, allied with Donald Trump’s constant attacks on immigrants sees these groups emboldened to the point that immigrants, Muslims, Jewish people and many others, face daily attacks and provocation.
Conference salutes the steadfast anti-racist campaigning by groups such as Stand Up to Racism and Hope Not Hate and is proud of the CWU Branches and activists who regularly attend counter rallies against these hate-mongering groups. However, conference also recognises that it is time, under the banner of Redesign, not only to only broaden support and awareness of the rise of organised groups with openly fascist and racist views but also to address the causes of increasing social acceptance of racism and bigotry in our workplaces and communities. As part of this renewed focus the NEC is instructed to work with the RAC, to develop a new anti-racism strategy for the CWU. This will include, but is not limited to:

- The organisation of a Trade Union Race Summit with the aim of developing a more co-ordinated response and a unified approach across the movement
- A new programme of awareness raising aimed at both CWU Reps and members, which is workplace and/or community based and engages them in discussions on the issues that are dividing working class communities and allowing groups like to the FLA to thrive
- Engagement with employers on joint initiatives to tackle the rise of racism in the workplace
- A review of our political campaigning and activity in this area to ensure that our energies and resources are deployed in the most effective way.
- CWU Regions to play a leading role in organising strong CWU opposition to FLA and DFLA rallies taking place anywhere in the country through encouraging a strong presence of CWU activists.
- Campaign for responsible journalism that stops reporting aimed at particular religious or ethnic minorities, whether in print or online.

The NEC is instructed accordingly.

Black Workers Conference

20 CATEGORY A: Windrush

Conference notes the scandal of Windrush and the ‘hostile environment’ created by this Tory Government for our ethnic minority communities. At the time of writing this the terms of the Windrush Compensation Scheme are not known although a consultation exercise has taken place, which saw the CWU make a strong submission supporting children of the Windrush generation.

Conference instructs the NEC, working with the RAC, to continue to lobby the Government for the rights of those scandalously disadvantaged by the Windrush debacle as set out below. The Government is known to have spent over £52M on deportation flights alone, which in a time of austerity really shows where their priorities lie. Should further information come to light that shows that the actions of the government have caused any further detriment to those already disadvantaged and harmed by this policy, the NEC, in conjunction with the RAC, shall seek to give maximum publicity to this and to campaign strongly for appropriate compensation and legal remedies. Furthermore, the NEC, working with the RAC shall use all appropriate channels to raise these issues via the TUC and the Labour Party and through the organization of a public meeting at a suitable point to expose these actions accordingly.

Black Workers Conference
21 CATEGORY A: This Conference agrees that tackling Hate Crime is key to supporting people, our communities, improving and maintaining community cohesion. It is something we should all take very seriously and support.

Conference therefore agrees to instruct the NEC to raise awareness of the need to encourage people to challenge and report to the Police or Stop Hate UK, all examples of Hate Crime.

Conference confirms that when it comes to Hate Crime, we stand together in eradicating it, and instructs the NEC to highlight this issue, at every opportunity.

North West Regional Committee

22 CATEGORY A: Conference notes that the printed press and much of the television media is dominated by a few large corporations.

Conference further notes that the majority of this press does not give a fair hearing to trade unionists, particularly when in dispute. Conference also notes that views sympathetic to trade unions and supportive of trade union policies are not generally given equal footing with establishment views in the mainstream media.

However, during the last General Election, social media appeared as an alternative means of distribution of news which bypassed the traditional media channels. Studies have shown that this contributed to the success of the Labour Party at the last election.

Therefore conference resolves to strengthen the voice of the CWU and the wider trade union movement by supporting initiatives such as The Media Fund, which supports Alternative media like Novara Media, Reel News and unionnews.co.uk. This support should include, but is not limited to, making an ongoing donation to support the work of The Media Fund.

The NEC is Instructed Accordingly

Bristol and District Amal

23 CATEGORY A: Conference recognises that due to Brexit every EU citizens living in the UK will need to apply for Settled status or pre-settled status and in fact some have applied already. You will be able to complete the application form online using any device when the scheme opens fully (for example, an iPhone or an android phone with NFC).

Conference, according to the government/home office policy, the only means all EU citizens can prove the legality of this status is via online digital verification.

Conference, this online digital verification is unequal treatment of the EU citizens living in the UK in comparison to other nationalities including British citizen and it is of great disadvantage to the EU citizens which could lead to another experience like the Windrush catastrophe.
Conference, without a biometric residence card issued to the EU citizens to prove their legal settled status in the UK after Brexit will make it difficult, delayed or deny them the ability to get a job, access to Housing, Hospital, School, Banking and other institutions as each organisation have to get a code from the Home Office to check EU citizens status whenever they want to do anything with any institution in the UK which mean each EU citizen could be checked more than hundred times each year.

This situation is already causing a lot of mental distress for EU citizens living in the UK, reference:  https://www.wired.co.uk/article/brexit-app-settled-status-applications

This motions instructs the NEC to work with the TUC and other like minded organisation to lobby the home office to change the online digital status verification to a Biometric residence permit card.

Nottingham and District Amal

24 CATEGORY A: Conference notes with concern the on-going attempts by far-right groups such as the British National Party, Britain First and the English Defence League to hijack support for the armed forces in general and forces-related charities, and support organisations such as Help for Heroes in particular. Conference congratulates those within such organisations for distancing themselves from the politics of fascism.

Conference further notes the inadequate levels of government support in many cases for ex-service personnel and their families.

While not condoning all actions of the military or others in Britain’s imperialist past, or particular military actions in more recent times, conference believes that it is a basic socialist principle to provide support for military personnel and their families who have been killed, injured or traumatised in the carrying out of their duties, in the same way as we would in other lines of work. Furthermore, it believes that the best way to support our armed forces is to actively express our view.

Conference instructs the National Executive to publicise this view and to campaign, in conjunction with suitable support groups and charities for the government to recognise and fulfil its obligations in this regard.

Wessex South Central

25 CATEGORY A: Conference notes the TUC article “I’m a person, not a number” – why microchipping staff is a sinister step too far” dated November 2018.

The article states how “a Swedish company that provides human chip implants is in talks with UK legal and financial firms to implant staff in order to ‘boost security and stop them accessing sensitive areas’.”

The article concludes:
"We agree that asking people to be microchipped at work is a sinister step too far. And there’s an obvious risk that this sort of technology could be misused and put workers in danger. That’s why we want a requirement on employers to consult with staff before introducing any new forms of surveillance. Employers must also justify such a move fully. Clear workplace policies need to be negotiated with unions to set out where staff can use workplace technology for private use and where there are restrictions in place. Intrusive surveillance undermines trust in the workplace by making people feel they’re always being watched. So instead of microchipping their workforce, bosses need to start engaging with staff and unions to make new technology work for everyone.”

Conference agrees with this statement.

Conference therefore, instructs the NEC to set policy to oppose any movement to enforce the implantation of microchips in employees and to campaign against it.

The NEC is instructed accordingly.

Leeds No.1 Amal
26 CATEGORY A: This conference instructs the NEC to bestow National Honorary Membership upon:

- Linda Roy – Former NEC & Former Head of Equal Opportunities Dept
- Steve Bell – Former Policy Advisor to General Secretary
- Dave Mitchell – General and T&FS Standing Orders Committee member
- Ray Atkinson – Former National Education & Learning Rep

National Executive Council

27 CATEGORY A: INDUSTRIAL EXECUTIVES REDESIGN MOTION

Conference recognises that the scale of the work involved in Redesign requires us to prioritise workload in 2019, including the Asset Review, streamlining CWU HQ, introducing a new Recruitment and Organising Strategy in line with CWU General Conference policy (Motion 50 2018) and finalising the significant workload involved in implementing agreed policy from last year’s Redesign Conference.

Therefore, the review that is outstanding on our National Industrial Structures will now take place in accordance with a new timeline set out below, this means that the Industrial Executive elections for 2019 will proceed on the usual basis during June 2019.

The review will be consistent with the agreed overall aims and objectives of the Redesign 2018 General Conference agreed policy and the following Terms of Reference:-

- Building on the commitment and direction to ensure that protecting and enhancing our members’ terms and conditions and dealing with their workplace issues will always remain at the heart of everything the CWU does.

- Building on the commitment and direction to maintain and strengthen workplace trade unionism.

- The need to maintain existing industrial autonomy for the Postal and T&FS Constituencies and the principle within this, CWU decisions that directly affect the terms and conditions of CWU members should always be made by elected representatives from their relevant industries/businesses.

- The review will focus on the shape and makeup of the Industrial Executives and any supporting teams.

- For the purpose of complete clarity the review is not designed to look at any of our employer agreed Industrial Relations structures.

- Building on the commitment and direction to improve our Communication and Engagement Strategy with representatives and members.
• Building on the commitment and direction to connect our industrial and political agendas by working more effectively with the NEC on strategies that will challenge privatisation, insecure employment and the neo liberal agenda.

Conference agrees the best way to achieve a positive outcome to the review is to be open-minded and encourage the development of new ideas, collaborative working whilst at all times ensuring that the outcomes produced are consistent with the aim of a structure that is sustainable and affordable to the CWU as a whole.

The NEC is instructed to consult closely with the respective Industrial Executives and conduct a comprehensive Branch Consultation following which the NEC will produce a report to be placed before a decision making Policy Forum for consideration, amendment and endorsement so that any relevant necessary Rule changes can be submitted to General Conference 2020.

National Executive Council

28 CATEGORY A: Conference recognises the efforts of branches up and down the country to recruit and organise workers outside of our core employers. Recognising also that the challenges we face in organising non-core members are common to both Postal and Telecoms constituencies. The NEC is instructed to organise and fund all our non-core recruitment efforts in a single function under the General Secretary's Office.

Midland No.1

29 CATEGORY A: COMPOSITE MOTION

The NEC recognises the important role played by Regional Organisers with recruitment in there relevant industrial sectors. Therefore in order to utilise the role(s) further and facilitate the direction of recruitment strategy achieved in the redesign policy document for regions on the regional executive committee.

The Regional organisers should comprise part of the new regional executive committee and, in conjunction with, the regional, territorial and field industrial leads, and designated NEC member attend in an ex-officio capacity.

The NEC is instructed accordingly.

Eastern No.4
Eastern Regional Committee
30 CATEGORY A: General Conference instructs the National Executive Council (NEC) that should a separate Equality Day at General Conference be introduced the NEC will amend the Model Branch Constitution so that Branch Equality, BAME, and Women’s officers are part of Branch delegations as of right, where possible, in order that they may represent their members.

London South West Postal

31 CATEGORY A: Conference agrees that there is a real benefit where branches have officers in place who can deal with, or advise on issues specific to members with protected characteristics.

The NEC is therefore instructed to write an amendment into the Branch Model Constitution that supports the role of an LGBT+ Officer.

South Central Postal

32 CATEGORY A: General Conference instructs the National Executive Council (NEC) that should a separate Equality Day at General Conference be introduced that Regions will be able to submit four motions to this Equality Conference

London South West Postal

33 CATEGORY B: Conference agrees that CWU Branches will be provided with all the Conference documentation including agenda pads no later than two weeks prior to the commencement of Annual/Special Conferences. This will allow Branches sufficient time to call Branch meetings and agree Branch Policy on propositions.

The NEC is instructed accordingly.

South East No.5
34 CATEGORY A: Conference instructs the NEC to work in conjunction with the Health and Safety Dept. & the TUC to highlight the need for the introduction of a Stress Risk Assessment to be used in every workplace in the UK.

North East Health and Safety Forum

35 CATEGORY A: Conference recognise that when you get cancer treatment it can cause other side effects when the cancer has gone or in remission. Like Menopause, early menopause for younger women and mental health issues. Cancer has no age limit. Younger women are being affected more now and women of all ages are being treated unfairly in the workplace because of the after effects like increase sickness and need for more rest breaks which leads to missing the target levels. Companies should understand what the effects can be. After treatment this is not the end of the story it is the beginning and can change life and work balance and the CWU should show support.

Conference instructs the NEC to work with the Health and Safety Dept to create awareness of this issue in the workplace.

North West Regional Health and Safety Forum

36 CATEGORY A: Conference instructs the NEC to work with the Health & Safety Dept to facilitate the following

- To work with organisations such as the TUC, other Unions and the Hazards Campaign to maintain the importance emphasis on improving occupational health standards and the treatment of Ill health at work both physical and mental and to develop effective strategies working with Unions to ensure employers compliance

North East Health and Safety Forum
37 **CATEGORY A:** That when a retired member of the CWU passes away, with their spouse/partner retaining part of the former members pension, opportunities for the spouse/partner of the late member to be able voluntarily to continue a form of membership with the CWU.

Because of the complexity of the Death Benefit of the late member and its implications with regard to the spouse/partners benefits in line with membership payments.

The NEC are instructed to investigate the implications of this proposed new membership group, with a report back to a future Annual Conference.
38 CATEGORY A: Proportionality & Women

Conference notes that despite the work done over recent years to address the issue of proportionality the number of females active in the CWU has not reached a number that is acceptable.

It is accepted that more needs to be done at grass roots level. The NEC are therefore instructed to:

1. Contact every female member when she joins the CWU welcoming her and informing her of the work women do within the CWU
2. To campaign to get more women as branch chairs, secretaries and treasurers of their branches
3. Reach out branches and work with them directly to get more women stand as industrial reps.

These are just a few examples and the NEC is free to add more if they wish.

Women’s Conference

39 CATEGORY A: This Conference notes CWU and TUC policy on trans rights passed at CWU Conference 2018 and TUC Congress 2018. It is now time for us to develop a campaigning strategy to support trans rights and raise awareness of trans issues within our Union. This strategy should include training on trans awareness for our Union activists including challenging the myths about trans women and men and gender non binary people. It should develop good practise on supporting our trans members in the workplaces where the CWU is organised and extend this across all industrial sectors and Regions. We call on the NEC to draw up, in consultation with the LGBTAC and trans activists, a programme on trans awareness to roll out in 2019 and to coordinate its delivery in all CWU Regions. The NEC is instructed to update our policies on workplace trans rights and publish this in 2019.

LGBT Conference
40 CATEGORY A: Disability-Friendly Coms

Conference notes the good work of our Coms dept. However, we note that currently, not all aspects of CWU Coms are disability-friendly. Conference instructs the NEC, in conjunction with the DAC, to liaise with the Communications Dept to ensure that any Coms linked to the CWU are disability-friendly.

Disability Conference

41 CATEGORY A: This Conference instructs the NEC........

Conference notes the year on year trend to loss of membership within the union. We also know the problems within the world of work such as the gig economy, furthermore we know the problems within the trade union movement with declining membership. We also see the mentality of larger unions with bigger funds at their disposal chasing membership in non-recognised workplaces within the communication sector that we ourselves operate in.

We need to use the strength that this union has to compete with other unions to increase our membership across the sector and possibly into the wider world of work. We need to put in place a stronger more robust organising strategy using our membership and our ground-breaking Communications department alongside our current organising strategy to deliver innovative and new ways to reach those workers in workplaces who are not members of a trade union.

The NEC is instructed accordingly

South West Wales Amal

42 CATEGORY A: COMPOSITE MOTION

This Conference agrees that a fresh approach is needed in building a collaborative working relationship between CWU Field Officers, Branches and Unionline (current CWU legal advice providers).

Conference believes the best way to support this objective is to assign a Solicitor for advice and case management contact to each Region from Unionline. The purpose of this will be to assist in the provision of legal guidance on employment law, share any learnings from recent relevant case judgements and to ensure a point of contact within Unionline.

Furthermore, Unionline should hold at least once a year seminar(s) on updating CWU Field Officials and branches on the current relevant law issues in the U.K. workplace. Funding provision for the Solicitor/seminar to be determined by the NEC but should not prevent the motion from being enacted.

The NEC Is Instructed accordingly.

Eastern No.4
South Central Postal
43 CATEGORY A: This Conference calls upon the National Executive Council to give a full and frank explanation why they allowed the contents of CWU Rule 2.1.4 to be totally ignored when brokering a deal with Union Insurance Services that is not available to any CWU Member over the age of 69 years of age.

Therefore, allowing the promotion of commercial interest to take precedence over CWU Rules.

Midland No.1

44 CATEGORY A: Conference believes that some representatives & officers struggle to attend union meetings and activities due to childcare issues. Some parent/carers would prefer to use childcare resources closer to home than crèches provided by the CWU. Conference therefore instructs the NEC to conduct a feasibility study to see if childcare vouchers could be given to parents/carers to assist with childcare needs when representatives or officers are attending a Union meeting or event

The NEC is instructed accordingly

South West Regional Commitee

45 CATEGORY A: Conference instructs the NEC to commence a social media campaign and support existing campaigns and organisations, using as many platforms as possible, to combat the rise of the far-right, racism, xenophobia, and/or any other bigotry.

Tyne and Wear Clerical

46 CATEGORY A: Conference notes with concern the report in the unionline news publication December 2018 that suggests the government are considering the re-introduction of tribunal fees.

Whilst not doubt we would oppose any such re-introduction it would be prudent to consider its effects on our union, as such

Conference instructs the NEC to produce a report outlining the

- potential cost implication
- consider options available to the union to safeguard the avenue of tribunals for our membership
- Evaluate the current process for determining if union representation will be granted for a tribunal submission

This report should be completed for January 2020

The NEC is instructed accordingly

Durham County Amal
47 CATEGORY A: The NEC is instructed to communicate with branches regarding all awareness days or weeks that the union should engage with.

Communications should give Branches as much notice as possible of each awareness day or week, so branches can ensure a local specific campaign or content can be arranged or created in time.

The NEC is instructed accordingly.

Leeds No.1 Amal

48 CATEGORY A: Conference instructs the NEC to explore the opportunities to monetise social media platforms at branch level through to national level.

The NEC should produce a comprehensive report on its findings to be published to Branches by end of November 2019:

- Giving a quantitative conclusion.
- Give recommendations on how best to enact this initiative.
- Ethical considerations.
- How the revenue generated should be spent.

This list is not exhaustive.

The NEC is instructed accordingly.

Leeds No.1 Amal

49 CATEGORY A: Conference recognises the value of its members both those in work and those no longer employed in our cores industries. Whilst conference also notes that some people may view their CWU membership as an insurance policy in case they get into trouble at work, this cannot be said for those who continue their membership long after their employment has come to an end. Conference believes we should also celebrate their continued long-term membership and such the NEC is instructed to give formal recognition to members who reach both 25 and 50 years’ service, in a similar way do currently to those who reach 25years.

The NEC is instructed accordingly

Greater Mersey and South West Lancs
50 CATEGORY A: COMPOSITE MOTION

Conference is dismayed at the voting record of some of the CWU supported MP's. Therefore, Conference instructs the NEC to continually monitor and report back to Regional Political Forums on CWU supported MP's, MSP's and Assembly Members voting record. Reports should also contain any issues where a Supported politician does not support the CWU Position, Policy and Values. Issues relating to any of the fore mentioned should be challenged and support withdrawn if not addressed.

Scottish Regional Committee
Scotland No2

51 CATEGORY A: CWU members in Northern Ireland are offered the option of supporting the Labour Party by paying the political levy along with their subscriptions. However, many who would otherwise be happy to pay the levy choose to opt out due to the Labour Party's policy of refusing to field candidates for election in Northern Ireland.

This conference instructs the NEC to seek assurances from the Labour Party that CWU members in Northern Ireland contributing to the party by means of the political levy continue to receive value for money, preferably by lifting its injunction on fielding candidates for election to the Local Assembly and local councils.

The NEC are further instructed that should a rule change be required to achieve this, it should be submitted to the first Rule Session of General Conference or Special Rules Conference as is possible.

Northern Ireland Telecoms

52 CATEGORY A: Conference recognises the importance of Politics in the Union, its Representatives and Members, and the impact it has on every aspect of daily life both at work and home.

Conference recognises that the CWU needs a strong voice at all levels of Political life.

Conference congratulates the NEC in raising Politics further up the CWU`s agenda especially considering the current Tory Government attacks on working people and the Political pressure being applied to our Members and this Union through the Trade Union Bill, Austerity cuts in Public Services and failure to tackle the insecure employment practices of employers.

To enhance the progress of its Political agenda the NEC is instructed to work with the Education and Training Department to produce a package to support and encourage Activists and Members who are politically motivated to gain the
necessary training needed for advancement through the political process to become future Political candidates at all levels of the Labour Party.

The NEC is instructed accordingly.  

South West Wales Amal
53 CATEGORY A: Conference agrees that current capitalist system offers very little for the average worker and the unemployed as such we have witnessed the growth of the ‘gig economy’, the spread of bogus self-employment and seen a new class introduced the ‘Precariat’.

The CWU should now be at the forefront of a nationwide campaign the ‘World of Work’ targeting such practices and set out the following agenda on local and national government funded projects. Local investment projects should benefit local people, their communities and not just companies working on such projects.

1. A Minimum £10 per hour
2. Quality Apprenticeship Schemes with Qualifications
3. Collective Bargaining
4. Full Trade Union Recognition
5. Long Term Local Employment Opportunities
6. Recruitment from all Communities
7. This list is not exhaustive

The NEC will work with other like-minded groups and utilise their network of MP’s, Councillors and CLP delegates to promote the above agenda.

The NEC is instructed accordingly Greater Mersey and South West Lancs

54 CATEGORY A: Conference notes the fantastic work that the Scottish Trade Union Congress (STUC) has been doing on the Better Than Zero Campaign, which has raised the awareness of trade unions in the hospitality industry, they are fighting against zero hour contracts and the exploitation of workers in that industry.

Therefore, conference instructs the NEC to lobby the Trade Union Congress (TUC), the Wales Trade Union Congress (TUC) Cymru to join with the STUC on the Better than Zero Campaign or to create their own campaign to fight against exploitation of workers with zero hours contracts.

Midland No.1

55 CATEGORY A: COMPOSITE MOTION

This conference has always regarded privatisation as benefitting profiteers and private capital. It was started by Margaret Thatcher and went on to include gas, electric, water, coal, steel, telecoms, railways, Royal Mail, British Airways, ports, buses, amongst others. It has been used to line the pockets of big business with billions of pounds, while consumers face massive price hikes. This has gone hand in hand with the scandal of fat cat salaries and “golden handshakes”. The example of Royal Mail chief executive Rico Back’s salary of £2.7 million plus a golden welcome of £5.8 million is typical of this robbery, while the average pay of a postal worker is £22,589.
The Labour Party was created to put an end to this dog-eat-dog society. Its aim was “common ownership”, and for a society based on need not profit.

This was written into Labour’s Constitution as Clause Four, guaranteeing “to secure for the workers, by hand or by brain, the full fruits of their industry.”

This was abolished by Tony Blair in 1995, instead committing the Party to “enterprise of the market” and the “rigour of competition”, which justified previous Tory privatisation and set future Labour government policy.

Conference recognises the massive increased public support for nationalisation. The Legatum Institute, a think-tank, and Populus recently showed support for the re-nationalisation of water at 83%, followed by both electricity and gas at 77%, and the railways at 76%. Even without a campaign, there was 50% support for the nationalisation of the banks.

Conference notes at the last Labour Conference, John McDonnell, the shadow chancellor, stated that the “common ownership” principles of the original Clause Four “are as relevant today as they were back then.”

Conference therefore instructs the NEC to support campaigns and initiatives by like-minded organisations that promote the re-nationalisation of our previous public companies and seek to restore the principles of Clause Four as part of the aims of the Labour Party.

The NEC should also consider submitting a proposition to Labour Party and TUC conference to support these aims and objectives. The execution of the policy contained within this motion should not in any way undermined or diminish the role of trade unions.

South East Wales Amal
London Postal Engineering
Essex Amalgamated Branch
Plymouth and East Cornwall
Greater London Combined

56 CATEGORY A: Conference it has been noted that during recent times the far right has made reference to the fact that immigrants have come to the UK to take our jobs and exploit the system. When in actual fact decreasing numbers of jobs are available due to businesses replacing jobs with technology and minimal taxes being paid by big business.

The government claims to care about the people so it’s time they showed it. Millions of tax revenues are not paid so businesses can make colossal profits, instead of being paid to the state so it can be used for social care, education, NHS, housing etc.
Therefore, the NEC is instructed to lobby parliament to introduce a levy on businesses when automation of any kind results in job loses / redundancies. This levy should be proportionate to the company size or annual profit so as not to prejudice small companies but also hold big businesses to account. It is about time we make radical changes, it’s about time that the most well off actually start using their money to benefit all of society. The so-called trickle-down effect isn’t working.

South Midlands Postal

57 CATEGORY A: This Conference welcomes the report on the Shorter Working Week, published in January this year.

Conference recognises that there are huge benefits from introducing a shorter working week for workers, employers and the country as a whole.

The NEC should put the CWU at the centre of a major campaign, to introduce the Shorter Working Week, across industry as a whole, as soon as practically possible. The NEC is instructed to pursue this aim, with full enthusiasm, via the TUC, the Labour Party, and any other appropriate avenues.

Mersey

58 CATEGORY A: We note the successful CWU campaign for agency workers’ rights ‘Close the Gap ‘and the #endgame campaign against the outsourcing of BTFS employees.. We also note the strikes by those in ‘precarious work’, in the delivery sector, for better wages, union recognition and secure employment.

We welcome the Labour leadership support for workers in dispute and their confirmation that a Labour Government will legislate for rights for all employees from day one whether they have permanent or temporary contracts, work for agencies or in the ‘gig’ economy and to bring in improved rights for union recognition and collective bargaining.

Labour in Government must implement positive legal rights including a right to strike, to take solidarity action including political action, and for a right to reinstatement for reps who are victimised. We call for Labour to follow through the motions passed at their 2015, 2017 and 2018 conferences to repeal all the anti-union laws from the Thatcher, Major and Cameron era as a matter of urgency when they are in Government.

We instruct the NEC to submit a motion to this year’s TUC Conference calling on a Labour Government to prioritise these demands and a new deal for workers that includes the repeal of all the anti-union laws and for positive legal rights for all workers.

Greater London Combined
59 **CATEGORY A:** Conference agrees that;

The Auto-Enrolment Programme, under which employers must provide a Workplace Pension Scheme, is only aimed at modest earners who are currently not a member of any kind of occupational pension and auto-enrolment does not currently cover those earning less than £10,000 per annum.

Conference agrees that this must be addressed and therefore instructs the NEC to pursue a policy through appropriate bodies such as the TUC, STUC, Labour Party etc to campaign to replace it with an auto-enrolment programme which will cover all employees regardless of earnings. Further the NEC will examine the feasibility of operating this as a second-tier pension i.e. an auto-enrolled Voluntary Earnings Related State Pension (VESPA) with credits as is National Insurance.

**Glasgow and District Amal**

60 **CATEGORY A:** Conference instructs the NEC to campaign alongside 38 Degrees and all other interested parties to make this and future Governments pass legislative laws for a tax to be levied on all online businesses in order to protect Businesses on the High street and its workers.

Furthermore, we must all campaign to close all loop holes that online companies, such as Amazon, use to pay the least amount of Tax in this country, which in turn puts at risk other businesses that pay the correct tax in this country.

**York and District Amal**
61 CATEGORY A: The CWU Mental Health Strategy

Following the unanimous carriage of Motion 69 in the name of South Eastern No5 and the Eastern Region, at Conference 2018, the NEC agreed to set up a national 'Mental Health Strategy' (MHS) group, the details of which were notified in LTB 516/2018.

Considerations for the group include:
- Developing a working relationship with organisations/charities
- A joined up training programme
- The most effective methods of communicating with branches, reps and members
- Support for reps who deal with members who have mental health issues
- Support for reps affected by the increasing stress of the job
- Measures to ensure the strategy is working effectively

Whilst it is understood that such a strategy is dealing with extremely difficult and complex issues and will not be formulated overnight, some excellent work has been undertaken in a relatively short period of time.

Conference agrees that the development of a comprehensive Mental Health Strategy is one of the Union’s key objectives over the coming year and:
- endorses the approach as outlined in LTB 516/18
- congratulates the excellent work that has been undertaken by many Branches and Regions
- recognises the sterling work undertaken by individual Reps in supporting members suffering poor mental health

Further, the NEC are instructed to ensure that:
- the major national event as notified in LtB 516/18 taking place to formally launch the CWU MHS attracts the best possible support from Branches
- following the national event, each Region will organise an event with the assistance of the national MHS group to embrace and help develop the Union’s mental health strategy. The development of such events should involve all appropriate sections of the Union.

National Executive Council

62 CATEGORY A: COMPOSITE MOTION

This conference agrees that the NEC must recognise the important role played by the Health & Safety Department in supporting the industrial departments in the Health & Safety policies determined at the relevant industrial conferences; and the setting of non-industrial Health and Safety policy at General Conference.
In order to maintain or enhance the current industrial support provided by the Health & Safety Department the NEC is instructed that any new central services section of the Union must ensure a clearly defined and stand-alone role for Health & Safety in the national CWU structure. This role will engage, as currently, with both industrial departments of the Union, with a continued national, elected, lead accountable for all Health & Safety matters.

The NEC Is Instructed accordingly.

Eastern No.3
Eastern No.4
Eastern Regional Committee

63 CATEGORY A: This General Conference instructs the National Executive Council (NEC) working with the Regions that each region if they decide will have the ability to expand and elect one person from each constituency to the new Regional Equality seats new Regional Executive Committee.

A review and a report of Regions taking this option should be included in the Annual Conference 2021 report prepared by the NEC.

London South West Postal

64 CATEGORY A: COMPOSITE MOTION

Conference notes The Redhills Appeal, which is the Durham Miners’ Association campaign to raise £5 million through donations and grant aid, to ensure the future of the Miners’ Hall as a vital centre of education, heritage, and culture.

Conference further notes that Redhills has been recognised by Historic England as one of the most important places in the history of our country. It regards Redhills, home of The Pitman’s Parliament, as ‘irreplaceable’, one of only 100 places in England’s history celebrated in this way and stands alongside the Palace of Westminster in the top ten places in England’s history of ‘Power, Protest, and Progress’.

Conference recognises that the restoration and upgrade will turn Redhills from a living archive of the history of the Durham Coalfield and the labour movement, into a high-quality learning, conference and meeting centre for future generations.

Conference therefore instructs the NEC to investigate the Redhills building, in both its current and future condition, as a potential CWU venue for meetings, briefings, conferences and training facility, etc., and if deemed suitable, then added to our list of CWU venues going forward.

Newcastle Amal
North East Region
Durham County Amal
65 CATEGORY A: COMPOSITE MOTION

Conference recognises the policies made at the 2018 re-design special conference which seeks to reform our equality structures.

With new ways of working and new structures to bring equality into the “mainstream” conference believes it is only right that we measure if re-design has made progressive moves towards a more inclusive union.

Therefore conference agrees that the NEC conducts a full review incorporating statistical data to produce a report on the union’s performance in terms of organising, recruitment and activism on equality.

This report should be published no later than 2022.

The NEC are instructed accordingly.

West London Postal
South Midlands Postal

66 CATEGORY B: If Carried 67 Falls

Our Branch is concerned that in the recent CWU Redesign Education, Learning and Training Strategy January 2019 there was no clear commitment to retain our dedicated residential education and training centre Alvescot Lodge but simply a list of recommendations from 1 to 15. In recommendation 7. Residential and Regional Courses it states the NEC will address the issues of precisely what we do with our assets in the future in due course. However it is incumbent upon us to ensure that any strategy sets out the options for delivering courses in the event of the closure of our dedicated residential education and training centre. In light of this recommendation we call upon this conference to instruct the NEC to ensure that there is no closure of our dedicated residential education and training centre therefore removing the need for options for delivering courses

Central Counties and Thames Valley

67 CATEGORY B: Conference recognises and understands the need to secure the future finances of the union in order to remain as a stand-alone trade union. It is recognised that the asset review seeks to potentially close and sell our three main assets, Alvescot Lodge, 150 The Broadway and the Elstead Hotel. Branches however have not yet been advised of what any future strategy will cost the union in the long term. Instead we have still only been advised of what the costs could be based on our current ownership of these assets.

Conference agrees that until a full feasibility study is shared with branches showing long term projected savings, along with what the practicability of planning without owning our three main assets would look like, none of them will be closed or sold.

The NEC is instructed accordingly

South Central Postal
68 CATEGORY A: London and South East Region are the most expensive areas in the UK to rent a property. Not only do rental prices in particular in the South East continue to sky rocket, but the quality of the properties also continues to diminish.

Young People in particular, now more than ever, being trapped in the rental market, trapped with rogue landlords and trapped in properties not fit for human habitation.

However, Renters Unions up and down the UK are standing up for our generation, “generation rent”. Renters Unions are engaging Communities, lobbying Government and providing a voice for Young People. It’s time we joined them and our members.

Conference instructs the National Executive Council to work with the National Young Workers Committee for the CWU to actively support and affiliate to Renters Unions where possible in the UK.

Young Workers Conference

69 CATEGORY A: Conference instructs the NEC to campaign with all children’s charities and other interested parties that the provision of FREE SCHOOL MEALS be continued during the school holidays via an agreed method.

York and District Amal

70 CATEGORY A: The majority of carers in the workplace are women, although we recognise that this is not always the case.

When dependents are ill, childcare can become an issue for a lot of parents. A sick child is unable to attend school or be placed in the care of a childminder.

In this instance a parent is unable to attend work and whilst the majority of CWU represented employers provide special leave for certain absences, including urgent domestic distress a sick child may need its mother/father for more than one day.

Conference instruct the NEC to lobby for a change in legislation so that employees can bank hours to be used in the event of them being unable to attend work due to child/dependent care issues.

Eastern Regional Committee

71 CATEGORY A: COMPOSITE MOTION

Conference notes with great concern the threat to either abolish free TV licences for the Over 75s, or to raise the qualifying age. Conference believes that there are thousands of people who are on fixed income who rely on this as their only means of entertainment and in many cases connection to the world.
Conference resolves that this is a further outrageous attack on the most vulnerable in our society as party of the failed program of Tory austerity.

The NEC are instructed to oppose by all means possible any attempts to terminate or alter the age at which free TV Licenses are issued. Also to resist the introduction of means testing for free TV Licenses.

Western Counties
Plymouth and East Cornwall Amal

72 CATEGORY A: This Conference instructs the NEC ........

Conference recognises the problem of disposable one use plastics.

Over 8 million metric tons of plastic are ending up in our oceans every year and there are already 150 million metric tons of plastic there. To put this in perspective it is the equivalent of one garbage truck full of plastic ending up in the ocean every minute of the day.

This conference instructs the NEC to work with the TUC and Labour Party to investigate ways of drastically reducing the use of these single use plastics.

The NEC is instructed accordingly.

South West Wales Amal

73 CATEGORY A: This Conference considers that the privatisation of bus services has failed outside London.

Conference welcomes the devolved powers of the Buses Act 2017. However, Conference is frustrated by the very complex nature of the legislation that has meant these powers cannot be used as quickly as is needed. Conference also condemns the Tory Government for banning local authorities from setting up new publicly-owned companies as this could be a key means to improve local bus services, and flies in the face of devolution.

Conference therefore instructs the NEC to campaign, at every opportunity, to ensure that bus services are adequate to meet the needs of all communities.

Mersey

74 CATEGORY A: Never Forget Grenfell

Conference remembers the Tragedy of the fire at Grenfell tower on the 14.6.2017. The human cost is horrendous with lives lost and trauma suffered. How many families have been torn apart by this industrial disaster?
Poorly fitted gas pipes, fire doors not fit for purpose, poor water supply and a single stairway for evacuation in the event of fire all contributed to the disaster that we have all seen. *All these faults were registered by tenants groups challenging the authorities.*

Most of the anger has been directed to the Kensington and Chelsea Council and the borough’s Tenant Management Organization (TMO). Former Grenfell residents say their complaints about safety and conditions in the tower were repeatedly ignored by the organization and council.

Conference we believe that the Union has the executive strengths that are the best defence against organisations that aim to put profit above all, including other people’s lives. We have the educational facilities to train resident groups to challenge power and defeat complacency. We have also developed a health and safety mind-set that has transferable skills to tenant associations.

The residents had a deficit of power in challenging the poor practices however the union greatest strength, is speaking truth to power.

**POWER IS THE ABILITY TO CREATE CHANGE**

Conference instructs the NEC to campaign with all political and interested parties for *funding to train tenant and resident groups in health and safety*. This could help create a database of grievances that could empower residents to break the hold of finance. Furthermore it could help create union structures in tenant groups.

We consider that the public enquiry regarding the tragedy would strengthen the resolve for training and empowerment.

**Coventry**

75 **CATEGORY A:** Conference notes that since 2010 the Government has cut core funding to councils by 63%, and will make further cuts of £1.3 billion in 2019/20. This Tory austerity policy has resulted in catastrophic cuts to local authority services which means that many councils are at breaking point as they struggle to set legal budgets without cutting statutory services. Councils already lack the funds to provide vital services like housing and expanding the provision of adult social care.

This Conference therefore instructs the NEC to:

- Raise awareness of the extent of the callous Tory austerity cuts in local authority and the utter devastation it has had on services, jobs, homelessness and reliance on foodbanks etc.

- Encourage involvement of Branches and Regions in local initiatives involving Labour Councils, CLPs, Trades Unions and community and tenants’ associations against the cuts as a first step to building a national Labour movement campaign.

- Support calls for regional conferences and meetings on local authority cuts
• Encourage Branches and Regions to invite speakers to meetings to discuss the seriousness of the cuts and build support for campaigning activity.

This list is not exhaustive

**London Postal Engineering**

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**76 CATEGORY A:** Conference recognises the two tier education system that currently exists providing high quality education for the rich and underfunded education for working class children. Conference believes that all education should be provided free and instructs the NEC to lobby the labour party to stop this inequality.

This should include in its future policies that all academy schools are brought back into public ownership under the jurisdiction of local authorities. That all land and buildings associated with academies is to be transferred back into public ownership. This is to include cancelling all PFI agreements that exist in education and take the buildings back into public ownership. The funding to ensure, that all class sizes provide for excellent education employing more teachers to ensure a ratio of children to teachers below 25 to 1.

**Coventry**

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**77 CATEGORY A:** **Online Gambling, In App Purchases and Online Gaming**

Conference notes the devastating effects Online Gambling can bring to people and families up and down the UK. Conference also notes the ever rising costs of Video Games which become even more expensive by in game and in app purchases.

Conference therefore instructs the NEC to campaign politically for changes to UK legislation that secures the following:

Online gambling sites in the UK to display clearly on every page once logged in, the amount of money put into an account and the amount of money withdrawn from an account since the accounts creation.

Apps which have in App Purchases in the UK, to display clearly on every page where an In App Purchase can be made, the amount of money put into an account since the accounts creation. Alongside a maximum daily spend cap of £10 on in App Purchases in the UK.

Online gaming across all platforms in the UK, to display clearly on every page where an in Game Purchase can be made, the amount of money put into an account since the accounts creation. Alongside a maximum daily spend cap of £10 on in Game Purchases.

The NEC is therefore instructed accordingly.

**Meridian**
78 CATEGORY A: Conference notes that Saudi Arabia is fighting a devastating war in Yemen, causing widespread deaths, starvation and suffering. The UN has described the situation in Yemen as the greatest humanitarian crisis in the world, with 22 million people in need of humanitarian assistance.

Conference further notes that Britain continues to sell arms, share intelligence and militarily assist Saudi Arabia.

Conference believes that the Tory government’s support for the Saudi regime and its war on Yemen exposes the brutal nature of current British foreign policy. Britain needs a new, peaceful foreign policy based on internationalist values and respect for human rights.

Conference believes that arms sales to and political support for the Saudi regime must stop. Therefore the NEC is instructed to use whatever means appropriate to oppose the British government’s support for the Saudi-led war on Yemen and demand the end of arms sales to Saudi Arabia.

The NEC is instructed accordingly.

Bristol and District Amal

79 CATEGORY A: COMPOSITE MOTION

Conference welcomes the initiative of Sadiq Khan, the London mayor, acknowledged by Labour Party leaders, to push the present UK government into a full and formal apology for the Jallianwala Bagh/Amritsar massacre.

Conference notes the following:

1) In the Jallianwala Bagh/Amritsar massacre in 1919, over 1000 Hindu, Muslim and Sikh people were killed, hundreds were wounded, and hundreds more detained and mistreated after the massacre.

2) The massacre was deliberately planned and carried out by the British military and colonial administration of India.

3) The intent of the British military and colonial administration was to “punish” the Indian people for “daring” to start a mass civil disobedience campaign against the British government’s policy for India, and to intimidate them into quiet submission.

As this despicable massacre was carried out in the name of the British government of the time, and by implication in the name of the British people, Conference believes the present British government or any future governments have to issue a full and formal apology to the Indian people and the families.

Although the Centenary date of the massacre has passed, Conference instructs the NEC to assist with the continuing campaign in all ways possible and requests the NEC to carry out the following instructions:
(a) write to the UK Government
(b) officially approach like-minded organisations, particularly the TUC
(c) encourage members to sign the on-line petition.

The above list is not exhaustive.

South East Wales Amal
Birmingham District Amal
South Midlands Postal
South London, Surrey & North Hampshire

80 CATEGORY A: Conference endorses the terms of LTB 655/18, which records decisions taken by the CWU delegation at the TUC Congress held in Manchester 2018.

National Executive Council

81 CATEGORY A: Conference endorses the terms of LTB 656/18, which records decisions taken by the CWU delegation at the Labour Party Conference held in Liverpool 2018.

National Executive Council

82 CATEGORY A: Conference endorses the terms of LTB 056/19 which recorded decisions taken by the CWU delegation at the 5th UNI World Women’s Congress 2018 held in Liverpool, UK.

National Executive Council

83 CATEGORY A: Conference endorses the terms of LTB 057/19 which recorded decisions taken by the CWU delegation at the 5th UNI World Congress 2018 held in Liverpool, UK.

National Executive Council
84 CATEGORY X: Due to the increased number of rollaway incidents in both BT & Royal Mail The NEC is instructed to negotiate with both party’s the fitting of the O Ring System on all vehicles used by BT & RM, where they are not fitted as standard.

Conference notes with concern the increased number of official vehicle rollaway incidents in both BT & Royal mail group. Recognises the impact these events can have on our members health and employment prospects and notes that technology known as the O ring system now exists to help prevent vehicles rolling away.

The NEC is therefore instructed to negotiate an agreement with our main employers to retro fit the O ring system on all vehicles used by our members where vehicles do not already have this system installed by the factory as standard.

_Wales and Marches Health and Safety Forum_

85 CATEGORY X: Conference instructs the NEC to work in conjunction with the Health & Safety Dept to develop strategies with Mental Health Charities such that have been developed between Network Rail & the Samaritans in order that information and best practice can be developed to assist the CWU mental health strategy to make it the best for our members and Representatives.

_North East Health and Safety Forum_

86 CATEGORY X: Studies have demonstrated an association between different levels of air pollution and various health outcomes including mortality, exacerbation of asthma, chronic bronchitis, respiratory tract infections, ischaemic heart disease and stroke. Diesel exhaust particles are one of the most significant air pollutants putting our members at risk on a daily basis, whether delivering mail, driving or working on the telecoms network at the roadside. Currently there is very limited protection or guidance for CWU members regarding this issue. The Health & Safety Dept should develop air pollution policies and guidance in order to provide members with guidance and so better protection from diesel exhaust particles.

_South West Health and Safety Forum_

87 CATEGORY X: The NEC is instructed to run a campaign aimed at local councils to ensure that there is the provision of free toilet facilities in all areas in which our members work whether they be in towns and cities. To also persuade the government and local authorities that when any new housing is built that there should be free public toilets included in the plans.

_South West Health and Safety Forum_
88 CATEGORY X: Dementia is now the number one cause of death in the uk and with the age of retirement continually being increased it is more and more likely to affect our members whilst they are of working age.

The H,S&E Dept should campaign to raise awareness amongst safety reps to assist in spotting the first signs of this condition to enable earliest possible detection and to enable people to be sign posted to any help that is available.

South West Health and Safety Forum

89 CATEGORY X: Conference instructs the NEC to work with the Equality Department to improve or agree policies on Domestic Abuse/Violence in the Workplace, in the businesses where we have members. Furthermore, we must seek to campaign, promote and educate to have the following improvements made to existing policies or included in any new ones agreed.

- Recognise Domestic Abuse/Violence as an Equality and Well being issue in all workplaces.
- Develop policies in all workplaces that are clear, effective and easily accessible and that are joined up with other policies.
- Train up Domestic Violence Champions in each workplace.
- Develop Risk assessments on this issue to use in all workplaces.
- Develop partnerships with external support services such as Refuges to raise awareness and offer mutual support.
- Display information or contact details in all workplaces.
- Develop “Signposting” and advice for Representatives and Managers on “how to help”
- All Businesses to provide workplace adjustments to enable the employee to continue to work.
- Agree with our recognised employers the idea to develop “Company restraining orders”
- Adopt best practice behaviours such as Domestic Violence leave, which is available in Australia.
- Develop support networks for victims and survivors of Domestic Abuse and Domestic Violence.

York and District Amal

90 CATEGORY X: That when a member of the CWU takes their occupational pension from their company of employment. They should have the opportunity to pay to the Union their membership contribution through their pension provider, rather than through their employer payroll system.

This payment arrangement will be reduced to the contribution of retired membership when the member formally retires from paid employment. The NEC is instructed to enter discussions with the relevant employer and pension providers to meet this objective.

Eastern No.5
91 CATEGORY X: This Conference believes that young people are worst hit when unemployment runs rampant. Vacant jobs remain concentrated in low skilled, low paying sectors and unpaid internships are becoming the single point of entry into many professions. Competition for decent apprenticeships and university places is intensified with supply lagging well behind demand. The Government’s sparse package of support for young workers is of insufficient scale to make a significant impact on endemic youth unemployment.

Conference worries that the Government’s enthusiasm for internships and work experience as potential solutions will irreparably damage young workers’ rights. Without guarantees of decent minimum standards, young workers in low and unpaid work will remain open to exploitation, while many internships leading to higher paid roles remain the reserve of those from wealthy backgrounds.

Conference believes that to combat this injustice, we must make our union attractive and inclusive for young people and develop future activists. It’s therefore essential that the CWU develops our younger members and empowers them with a voice within their own union. We must be champions for young people in the workplace in order to prove that becoming a trade union member is not some relic of a bygone industrial age, but the best way to guarantee decency, safety, security and dignity in work.

Conference instructs the NEC to start:

1. A campaign of lobbying Government to demand:
   a) Job creation targeted specifically at school, college and university leavers with the aim to provide sustainable pathways into employment,
   b) Fully paid internship and work experience initiatives that are rewarding and effective, High quality apprenticeships paid at or above the National Minimum Wage be made available to all young people.

As well as put in place:

1. Union rep “buddies” for young members, equipped to mentor and support young apprentices, work experience placements and other new entrants.

2. A back-to-basics review of the CWU organisation as it relates to young workers, and a recruitment campaign specifically targeting young workers.

South London, Surrey and North Hampshire

92 CATEGORY X: Conference notes that almost seven in 10 (69%) health and safety union representatives say stress is one of the main issues they have to deal with at work. However all CWU representatives deal with issues are themselves being put under stressful and sometimes emotional circumstances which cannot be simply turned off when they leave the workplace. Furthermore the use of social media and societal expectancy of immediate responses means that many representatives are “on duty” 24/7; reps deserve to be recognised for their excellent contribution but at the same time recognising that they are also entitled to a life of their own.
The Executive are instructed to prioritise its work on the “CWU Mental Health Strategy – A Way Forward” and the development of support for reps affected by the increasing stress of the job; including a working relationship with organisations to implement the UK National Work-Stress Network’s strategy document “TU Stewards - survival guide!”

North West Regional Health and Safety Forum

93 CATEGORY X: That the NEC recognises the important role played by the Health & Safety Department in supporting the industrial departments in the Health & Safety policies determined at the relevant industrial conferences and the setting of non-industrial Health and Safety policy at General conference.

In order to maintain or enhance the current industrial support provided by the Health & Safety Department the NEC is instructed that any new central services section of the Union must ensure a clearly defined and stand-alone role for Health & Safety in the national CWU structure. This role will engage as currently, with both industrial structures of the Union, with a continued national elected lead accountable to branches and regions for all Health & Safety matters.

North West Regional Health and Safety Forum

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The NEC is instructed accordingly.

Eastern Regional Health and Safety Forum

95 CATEGORY X: Dementia is now the number one cause of death in the UK and with the age of retirement continually being increased it is more and more likely to affect our members whilst they are of working age.

The H,S&E Dept should campaign to raise awareness amongst safety reps to assist in spotting the first signs of this condition to enable earliest possible detection and to enable people to be sign posted to any help that is available.

Eastern Regional Health and Safety Forum
OBITUARY LIST

During the year the National Executive Council has learned with regret of the death of a number of respected colleagues of the union. Among them were:

D HUNTER  ALGUS NATIONAL  P COLE  EASTERN NO.3
A MELVILLE  ALGUS NATIONAL  A LOW  EASTERN NO.3
D COTTON  BIRMINGHAM DISTRICT AMAL  L WADE  EASTERN NO.3
T GREENWOOD  BIRMINGHAM DISTRICT AMAL  L BUNDY  EASTERN NO.4
R HIGGINBOTHAM  BIRMINGHAM DISTRICT AMAL  E CROCKETT  EASTERN NO.4
W G HODGES  BIRMINGHAM DISTRICT AMAL  A RAHIM  EASTERN NO.4
I JASPER  BIRMINGHAM DISTRICT AMAL  M MIDDLETON  ESSEX AMAL
J P LAWLEY  BIRMINGHAM DISTRICT AMAL  M POTTINGER  ESSEX AMAL
G S PONI  BIRMINGHAM DISTRICT AMAL  B SAVAGE  ESSEX AMAL
N SMITH  BIRMINGHAM DISTRICT AMAL  W LOWE  FORMER NEC MEMBER
F SPARROW  BIRMINGHAM DISTRICT AMAL  A BREBBER  GRAMPIAN AND SHETLAND AMAL
W C THOMAS  BIRMINGHAM DISTRICT AMAL  N HUSBAND  GRAMPIAN AND SHETLAND AMAL
S D WATTS  BIRMINGHAM DISTRICT AMAL  J MALCOLM (SNR)  GRAMPIAN AND SHETLAND AMAL
R C BUDD  BOURNEMOUTH AND DORSET AMAL  G SEY  GRAMPIAN AND SHETLAND AMAL
R A KEMP  BOURNEMOUTH AND DORSET AMAL  P SMITH  GRAMPIAN AND SHETLAND AMAL
J STEELE  BOURNEMOUTH AND DORSET AMAL  N WALKER  GRAMPIAN AND SHETLAND AMAL
P M YOUNG  BOURNEMOUTH AND DORSET AMAL  A WEBSTER  GRAMPIAN AND SHETLAND AMAL
J A GROVES  BOURNEMOUTH AND DORSET AMAL  B BAGWELL  GREAT WESTERN
M CHARD  BRISTOL AND DISTRICT AMAL  B BARRETT  GREAT WESTERN
K COLES  BRISTOL AND DISTRICT AMAL  A BECKWITH  GREAT WESTERN
K HITCHINGS  BRISTOL AND DISTRICT AMAL  B CHALMERS  GREAT WESTERN
L JAGMOHAH  BRISTOL AND DISTRICT AMAL  U COLELLA  GREAT WESTERN
S KAUR  BRISTOL AND DISTRICT AMAL  S CUMMINGS  GREAT WESTERN
S KUCHANNY  BRISTOL AND DISTRICT AMAL  P FUSSELL  GREAT WESTERN
P TULK  BRISTOL AND DISTRICT AMAL  M GREGORY  GREAT WESTERN
G WATTS  BRISTOL AND DISTRICT AMAL  J HORDER  GREAT WESTERN
K BUSHELL  CAPITAL  J MONEY  GREAT WESTERN
R CABLE  CAPITAL  J PILLINGER  GREAT WESTERN
A FERNANDES  CAPITAL  S CHALLIS  greater london combined
F HOLMES  CAPITAL  D CLAYTON  greater london combined
W KEGH  CAPITAL  S DAS  greater london combined
D MANUEL  CAPITAL  G DELLOW  greater london combined
J MOURI  CAPITAL  B HARRIS  greater london combined
S NIMALAKUMARAN  CAPITAL  A HUGHES  greater london combined
N RICHARDSON  CAPITAL  A KANE  greater london combined
G SARTORI  CAPITAL  A KEEN  greater london combined
S SWAIN  CAPITAL  D MASON  greater london combined
D TAYLOR  CAPITAL  A PATEL  greater london combined
J THOROUGHGOOD  CAPITAL  J RORKE  greater london combined
J WELCH  CAPITAL  N SMITH  greater london combined
G WOODWARD  CAPITAL  T SMITH  greater london combined
C CARROLL  CENTRAL COUNTIES AND THAMES VALLEY  P BARRETT  greater mersey and sw lancs
T CORKETT  CENTRAL COUNTIES AND THAMES VALLEY  M BONESS  greater mersey and sw lancs
R J HOLT  CENTRAL COUNTIES AND THAMES VALLEY  M CUNLiffe  greater mersey and sw lancs
H LLOYD  CENTRAL COUNTIES AND THAMES VALLEY  M DOWNES  greater mersey and sw lancs
C MOORE  CENTRAL COUNTIES AND THAMES VALLEY  G FRANCIS  greater mersey and sw lancs
D NEWPORT  CENTRAL COUNTIES AND THAMES VALLEY  D GRACE  greater mersey and sw lancs
J RENNIE  CENTRAL COUNTIES AND THAMES VALLEY  R LUCAS  greater mersey and sw lancs
D SHEEHAN  CENTRAL COUNTIES AND THAMES VALLEY  F O'NEILL  greater mersey and sw lancs
R STANTON  CENTRAL COUNTIES AND THAMES VALLEY  M PRENDERGAST  greater mersey and sw lancs
A STEELE  CENTRAL COUNTIES AND THAMES VALLEY  P SHEARD  greater mersey and sw lancs
R WELCH  CENTRAL COUNTIES AND THAMES VALLEY  R SOUTHERN  greater mersey and sw lancs
G H WHITBY  CENTRAL COUNTIES AND THAMES VALLEY  P WINTERBURN  greater mersey and sw lancs
P J FARR  CORNWALL AMAL  E BART-PANGE  HARRROW AND DISTRICT AMAL
J E MILLS  CORNWALL AMAL  G BRATICK  HARRROW AND DISTRICT AMAL
J C ROWE  CORNWALL AMAL  D GREENIDGE  HARRROW AND DISTRICT AMAL
M DAINES  CROYDON AND SUTTON AMAL  V KHOKHANI  HARRROW AND DISTRICT AMAL
R MACDONALD  CROYDON AND SUTTON AMAL  A RAMTOHUL  HARRROW AND DISTRICT AMAL
K PATEL  CROYDON AND SUTTON AMAL  J S GRAHAM  LANCs AND CUMBRIA
R J TYRELL  CROYDON AND SUTTON AMAL  M J BANCROFT  LEICESTERSHIRE AMAL
P WRIGHT  CROYDON AND SUTTON AMAL  T CHAUNHAN  LEICESTERSHIRE AMAL
M CONNOR  DURHAM COUNTY AMAL  P COMERY  LEICESTERSHIRE AMAL
P LOCKERON  DURHAM COUNTY AMAL  P DOUTHWAITE  LEICESTERSHIRE AMAL
R A MACKINSON  DURHAM COUNTY AMAL  G FYSON  LEICESTERSHIRE AMAL
W STOKEL  DURHAM COUNTY AMAL  D HALL  LEICESTERSHIRE AMAL
J F EARLE  EAST MIDLANDS  C JOHNSTONE  LEICESTERSHIRE AMAL
C JOHNSON  EAST MIDLANDS  G SIMPSON  LEICESTERSHIRE AMAL
D LEE  EAST MIDLANDS  J M THOMAS  LEICESTERSHIRE AMAL
S ROSE  EAST MIDLANDS  E THOMSON  LEICESTERSHIRE AMAL
R H SIMPSON  EAST MIDLANDS  J BLUNDE  LEICESTERSHIRE AMAL
N SKATE  EAST MIDLANDS  P BURGESS  LEICESTERSHIRE AMAL
D M TURNER  EAST MIDLANDS  R LINDRIDGE  LEICESTERSHIRE AMAL
D WOOTTON  EAST MIDLANDS  M MANEK  LEICESTERSHIRE AMAL
M ALLWOOD  EASTERN NO.3  J ROLLINGS  LONDON AND WEST
S L BLYTH  EASTERN NO.3  J SAVIGEAR  LONDON AND WEST
M CHILDS  EASTERN NO.3  J THROP  LONDON AND WEST
I King  South East Wales Amal
G Thomas  South East Wales Amal
A Williams  South East Wales Amal
S Andrews  South London, Surrey and N.Hampshire
N Batchelor  South London, Surrey and N.Hampshire
M Clark  South London, Surrey and N.Hampshire
J Deverell  South London, Surrey and N.Hampshire
A Gailer  South London, Surrey and N.Hampshire
R Joy  South London, Surrey and N.Hampshire
G Lanham  South London, Surrey and N.Hampshire
L Mansfield  South London, Surrey and N.Hampshire
M Millard  South London, Surrey and N.Hampshire
I Mitson  South London, Surrey and N.Hampshire
R Stibbons  South London, Surrey and N.Hampshire
N Walker  South London, Surrey and N.Hampshire
M Wilby  South London, Surrey and N.Hampshire
M Bodfish  South Midlands Postal
I R Buswell  South Midlands Postal
D Chapman  South Midlands Postal
R Dew  South Midlands Postal
S Galley  South Midlands Postal
D Goodlad  South Midlands Postal
A J Harwood  South Midlands Postal
B Heslip  South Midlands Postal
T M Lugg  South Midlands Postal
S Madley  South Midlands Postal
A J Mead  South Midlands Postal
S Patel  South Midlands Postal
D Rooney  South Midlands Postal
P D Sullivan  South Midlands Postal
J Thompson  South Midlands Postal
P Parker  Suffolk Amal
R Witham  Suffolk Amal
C Baxter  Tyne and Wear Clerical
D Carr  Tyne and Wear Clerical
E Donnelly  Tyne and Wear Clerical
B Dunne  Tyne and Wear Clerical
M Sellers  Tyne and Wear Clerical
M Byrne  Wessex South Central
R Cope  Wessex South Central
R Crowther  Wessex South Central
F Patton  Wessex South Central
C Tang  Wessex South Central
J Dale  West London Postal
B Lester  West London Postal
C Anthony  West Yorkshire
A Butt  West Yorkshire
T Chambers  West Yorkshire
J W Curtis  West Yorkshire
A Davisworth  West Yorkshire
I Dowling  West Yorkshire
J Elliott  West Yorkshire
H Exley  West Yorkshire
T Fenton  West Yorkshire
M Halcrow  West Yorkshire
B Healy  West Yorkshire
W Jessup  West Yorkshire
M Lalic  West Yorkshire
C Newton  West Yorkshire
D Newton  West Yorkshire
D Nicholson  West Yorkshire
H Powell  West Yorkshire
A Rhodes  West Yorkshire
P Robertshaw  West Yorkshire
P Sharpe  West Yorkshire
B Shaw  West Yorkshire
T Smith  West Yorkshire
T Taylor  West Yorkshire
W Wood  West Yorkshire