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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** - Motions Not Admitted to the Agenda (Category X)

### OBITUARY LIST

64
GENERAL CONFERENCE

Sunday 19th – Tuesday 21st April 2020
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 18th April 2020.
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.

Colleagues will be aware that changes to Rule 10.1.1 created an “Equality Day” to take place on alternate years. Starting this year, the agenda has been arranged to discuss Equality motions and issues on Monday. Under Standing Order 2b we have made sure that should we complete the business of Sunday afternoon we will move to the business of Tuesday morning, thus safeguarding Monday as “Equality Day”.

As this is the first year of the 3-day General Conference we are mindful that we don’t set a precedent and we will review the outcome following conference.

As reported in LTB 701/19 there is due to be a Rules Revision Conference in 2020 therefore there is no rules session at this year’s General Conference.

As we have made minor changes to the Standing Orders, I would ask that you familiarise yourself with them. This is something we will continue to review on a yearly basis.

Within the timetable we have accommodated a session on Mental Health where conference will be updated on the work the union has undertaken since the carriage of Motion 61 at last year’s conference, as well as guest speakers and I am sure you will give them your attention.

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.

Joyce Stevenson
General Conference SOC Chair
TIMETABLE/PROGRAMME OF BUSINESS

Sunday 19th April 2020

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
09.30  Section 1D  Policy  Motions  1 - 6
10.50  Section 1C  Policy  Motions  7 - 17
13.00  Lunch
14.00  Accounts
14.15  Section 3  Finance  Motions  18 - 22
15.15  Mental Health Session
16.15  Guest Speaker
16.35  Section 1A  Policy  Motions  23 - 28
18.00  Conference Adjourns

Monday 20th April 2020 – Equality Day

09.00  Kate Hudson, Head of Equality, Education and Development
09.10  Potent Whisper, Spoken Word Artist
09.15  Guest Speaker, Leroy Rosenior MBE
09.45  Section 1B  Policy  Motions  29 - 36
11.45  Section 5B  Membership/Legal/Comms  Motions  37
12.00  Proportionality Panel Session
13.00  Lunch
14.00  Section 2B  Education and Training  Motions  38 - 39
14.30  Guest Speaker, Jo Grady, UCU General Secretary
14.45  Section 5C  Membership/Legal/Comms  Motions  40 - 41
15.15  Section 6  Equal Opps  Motions  42 - 43
15.45  Guest Speaker, Adam Pearson, Campaigner and TV Presenter
16.35  Equality Strands Panel Session
17.45  Potent Whisper, Spoken Word Artist
17.55  Dave Ward, General Secretary
18.00  Conference Adjourns
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# VOTING STRENGTHS

## MEMBERSHIP OF THE TELECOMS AND FINANCIAL SERVICES CONSTITUENCY

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## Voting Strengths

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<td>10/021</td>
<td>South and East Thames Amal</td>
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<td>22/238</td>
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<td>Glasgow and Motherwell</td>
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<td>26/157</td>
<td>Scotland MT</td>
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<td>27/805</td>
<td>Meridian</td>
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<td>Western MT</td>
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<td><strong>TOTAL</strong></td>
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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 10.6.2 and 10.6.3.

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>Category</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>Those motions which in the view of the SOC require a decision by Conference;</td>
</tr>
<tr>
<td>B</td>
<td>Motions whose general point is to reverse policy decided at the previous year’s Conference;</td>
</tr>
<tr>
<td>C</td>
<td>Those motions which in the view of the SOC seek only to confirm existing policy;</td>
</tr>
<tr>
<td>D</td>
<td>Those motions which in the opinion of the SOC could be dealt with in correspondence;</td>
</tr>
<tr>
<td>X</td>
<td>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>
</tr>
</tbody>
</table>

3. Motions compositied 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 Sub Committees
- Retired Members' 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, subject to the following exception: if the business of the Sunday afternoon session is completed, the Conference shall proceed to the Tuesday morning session, in line with Rule 10.1.1, ‘Equality Day’.

   If all the business of the final section is completed within the timetable, the Conference shall return to the earliest uncompleted business (motions) and move sequentially through the entire agenda.

   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 motions 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, 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 Sub-Committee must be moved by a delegate from the branch which moved the original motion at the Regional Health and Safety Sub-Committee in question.

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

(iv) Rule 7.1.11.1 & 7.1.11.2 will also apply.

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

COMPOSITE MOTIONS

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).

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.

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.

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.

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.

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.

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.

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 (subject to SO2b).

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
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.

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 (subject to SO2b). 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 6th April 2020. 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 generalmotions@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 6th April 2020. 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, 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 19th April 2020.

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 J Loftus
National Vice President K Rose

M Ali M Bastiani T Bouch E Brett
H Cooper T Cooper N Darbyshire S Edwards
L Elgar T Fussey D Glebocki S Halliwell
S Jones M Kavanagh B Lee C Maden
M Meade A Moosa J Samuels J Sharrocks
I Taylor D Tee J Upton K Walsh
M Walsh B Weatherall D Wilshire K Woolley

Officers

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

Standing Orders Committee

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

# Until July 2019
* Until December 2019
** From September 2019

Details correct as of February 2020
<table>
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<tr>
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1 CATEGORY A: This conference notes that mental health suicide is a national growing concern and there is a shortage of trained support in workplaces across the UK.

This conference also recognises that mental health affects people of all ages and it is the young workers of today that must take this debate forward with employers and future governments.

Currently there are no legal requirements to have designated mental health first aiders in the workplace.

This conference instructs the NEC to work with external contacts such as TUC, Labour Party and Mental Health Organisations to campaign for the Health and Safety Executive to undertake a review of the Health and Safety First Aid Regulations 1981 to evaluate whether there is a requirement to introduce a revised first aid training programme that incorporates mental health first aid training by training providers that meets the needs of modern day businesses.

Young Workers Conference

2 CATEGORY A: Increasing numbers in Mental Health related issues within workplaces is a growing concern for the Trade Union movement. The CWU mental health strategy is a welcome step in the right direction providing reps with training to support our members. However this is not enough if mental health issues affect workers and subject them to formal disciplinary procedures.

All too often adjustments requested under the Equality Act 2010 when conditions are long term or affect someone’s day to day activity very rarely equate to consideration being given or applied in outcomes of formal disciplinary cases.

This conference instructs the NEC to campaign with the TUC and all associated bodies to include specific details on how workers with mental health issues should be protected in the world of work and seek inclusion in future changes to Equality legislation.

Scotland Regional Committee

3 CATEGORY A: Conference notes that the recent general election highlighted both fears and fact regarding this conservative government’s position on the NHS, broken promises on new builds, misleading numbers on recruitment and blatant lies about real time funding.

The CWU also notes that the increase in outsourcing and privatisation of NHS services is also a threat to the services remaining Free as this Tory ideology grows at pace seeking the lowest bidder rather than reinvesting into the NHS.
The use of ‘NHS’ and the NHS logo is being abused by contractors and the public users are being duped into believing they are using an NHS facility or service when in reality their illness is being used for privatised profiteering taking money out of the NHS.

The letters NHS and the NHS logo are already protected by laws as registered trademarks and copyright protected by the Company, Limited Liability Partnership and Business Names (sensitive Words and Expressions) Regulations 2014.

Now more than ever we have to fight to keep our beloved NHS out of the hands of private companies, the CWU have always campaigned for a free national health service.

Conference instructs the NEC carryout the following.

1. To campaign with other like-minded NHS supporters to continue highlighting the broken promises and blatant lies of this government in its running of the NHS.
2. To continue our campaigns to end all outsourcing and privatisation and return the NHS to a fully public funded service free to use.
3. To campaign for the Department of Health to withdraw permission to use the NHS logo where consent has already been given and prohibit its use in any contract delivery where a mark is used in the course of trade including strapline, or as part of the name or logo of a particular initiative.

Greater Mersey and South West Lancs

4 **CATEGORY A:** Conference notes with concern on-going attempts by far-right groups such as Britain First, Football Lads Alliance, 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. It 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.

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 avoid the politicisation of support for armed forces support groups by the right is to actively express our view.

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

**Wessex South Central**
5 CATEGORY A: Conference agrees that with the aging population of the UK there is a demand for society to provide a National Care System that is publicly funded.

There is also a need for a National debate on how publicly provided Care Homes and Care Services are based on the highest level of training that will ensure there is a high standard of Care and Services across the Sector.

The NEC are instructed to work with the RMC to campaign along with the NPC to lobby the Government to publish a White Paper and provide an opportunity for the wider debate with the General Public to take place.

Retired Members Conference

6 CATEGORY A: Chemotherapy and radiotherapy are standard treatments for most cancer patients, and they can cause either temporary or lifelong side effects. Dental issues can be one such side effect.

If somebody is diagnosed with cancer, they are exempt from prescription charges for a set period (which can be renewed if side effects continue). However, for dental care, there is no financial help unless on certain benefits - and not everybody qualifies.

Many cancer patients, who have previously had little or no dental issues, experience loss or crumbling of teeth together with a whole host of other dental problems that occur during or after treatment for cancer. The cost of dental work can be overwhelming, even with care on the NHS.

Conference instructs the NEC to support campaigns asking the Government to introduce free dental care for cancer patients.

Tyne and Wear Clerical
This Conference agrees that it is essential that the Trade Union movement comes together now in a united and co-ordinated campaign to fight for the protection of the UK of GB and NI workers in a harsher and more pressurised working environment than experienced in living memory, and for the advancement of all worker’s rights.

The scale of challenges faced by workers and others in society of; automation, anti-Trade Union laws, Artificial Intelligence (AI) and machine learning, new technology, intensification of work, longer working lives in terms of occupational and state pension receipt age, low pay, insecure contracts, “false” self-employment, short-hours contracts, surveillance and monitoring of staff is unprecedented and must be met with a unified and synchronised response from Trade Unions.

It is clear workers face a major threat from a right wing conservative government, who now the United Kingdom is leaving the European Union, are prepared to cut workers’ rights and undermine Trade Union organising in order to achieve their ideological aims. It is essential that employment laws and safety regulations in the workplace continue to be covered by the UK rules and laws as they were under EU legislation at least.

The current Tory Government should not be allowed to pick and choose employment rules and laws based on the whim of their big business backers.

The CWU recognises workers cannot wait for political change and must mobilise CWU members in the workplace and engage and coordinate with other Unions to achieve strong legal rights for workers and unions.

This conference instructs the NEC to

- engage with the TUC to lobby Parliament to adopt all the EU laws and rules on workers’ rights and safety regulations in the workplace.

- in conjunction with other Unions, highlight employment issues in a major public campaign, to engage the public and try and force the government to adopt into UK law the levels of protection we have had whilst a member of the European Union.

- campaign with and encourage other TUC affiliated unions and Trades Union Councils to speak with a single voice to repeal all anti-Trade Union laws, and have them replaced with strong workers’ rights, including the right to join, recruit to and be represented by a Trade Union without obstruction, the right to strike and picket at a place and time of their own choosing – including for solidarity with other workers and for social and political goals, the right of Trades Unions to approach workers in their workplaces without obstruction from anti-Union employers, the right for Unions to have direct access to workers in unorganised workplaces, the right for Unions to inspect workplaces, the right for workers to bargain collectively on an industry.

- work with other Unions and build on existing disputes in an attempt to deliver a “New Deal for Workers”.

7 CATEGORY A: If Carried 10, 11 and 17 Falls
- support a “National Day of Action” organised by the TUC with a range of options on actions that Unions, workplaces and individuals can engage with and support.

- engage, educate and embolden our local Representatives and members to strengthen the CWU voice in the workplace, to make workers “strike ready”, build local community unity and awareness, and ensure we campaign with one voice for a new deal for workers that gives everyone dignity, safety and fairness at work, whatever race, sex, religion or background.

**South London, Surrey and North Hampshire**

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**8 CATEGORY A:** This conference applauds the union’s steadfast support for the radical policies contained in Labour’s 2019 general election manifesto and their support for Jeremy Corbyn’s leadership. We utterly reject the arguments put forward by the press and his opponents that the election was lost because of the manifesto.

Conference further notes that Labour’s key policies such as nationalisation of privatised utilities and a decent minimum wage had a far greater public approval rate than Labour’s poll showing suggested and that they still polled more votes than at any election since 2001, with the exception of 2017. Conference therefore believe that radical policies can win an election and the CWU commits to ensuring that these policies will form the basis of Labour’s next election manifesto.

The NEC is instructed to ensure that they actively support the policies and work with other Unions, TUC and the Labour Party to include the policies in the Labour Party’s next election manifesto.

**Midland No.1**

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**9 CATEGORY A: COMPOSITE MOTION**

Conference notes the increasing need for all members of society to be connected to the internet in order to access basic government, health and essential services. Currently universal service regulates for an affordable, basic, capped adsl service be offered only to people who request it in writing. Considering over a billion pounds of public money has been gifted to private companies, and billions more will follow, conference believes it is time that significant improvements be made to the means tested social tariffs on offer.

The NEC is therefore instructed, to lobby the Labour Party, TUC, OFCOM, government and devolved governments to adopt a policy, to replace the current social tariff with one requiring connection to a high speed, next generation service (as and when available), where ordinary browsing is unlimited, at the same or lower cost than is currently offered and
ensure this service is available to order on operators’ websites and call centres in a similar manner to commercial services.

South Wales
Wales and Marches Regional Committee

10 CATEGORY A: If Carried 11 and 17 Falls

This Conference is concerned at the likelihood of further attacks on workers' rights now that the Tories have been able to form a majority government. The outlawing of the proposed Royal Mail industrial action in December 2019 shows their contempt for both workers' rights and democracy.

If workers' rights and living standards are not to be eroded further, a robust trade union response is necessary. We therefore instruct our representative on the TUC General Council to press for a bold and united trade union response to any further attacks on workers' rights, which includes support for any action a union takes in opposition to anti trade union laws and in defence of their members. We will also campaign for a national demonstration in defence of workers' rights to be held as soon as possible.

The NEC is instructed to ensure that they actively support the policy and work with other Unions, TUC and the Labour Party to protect and defend workers’ rights.

Midland No.1

11 CATEGORY A: COMPOSITE MOTION

We instruct the NEC to support the transport Unions in their fight against Tory plans to restrict their right to strike.

Anti union laws were introduced by the Thatcher and Major Conservative Governments, and kept by the Blair and Brown Labour Governments, and added to by the Coalition Government of David Cameron. Now Boris Johnson’s Government plans to further restrict trade union rights by banning effective strike action in rail and transport, with a new law requiring a minimum service during transport strikes.

We believe our entire labour movement must unite to oppose this latest attack. We need labour solidarity to defeat this latest attack. Such solidarity to be effective may include challenging unjust laws that restrict us from taking effective industrial action, as has been shown by our movement’s history.

We will ensure the Labour Party maintains its policy of opposition to anti Union laws. We call for CWU regions and branches to campaign on this in their areas with other Unions and local Labour Parties. We need the broadest possible alliance of trade unions, Labour Parties, and workers’ rights campaigns. We agree to affiliate to the Free Our
Unions campaign which calls for the repeal of all anti-union laws and replacing them with strong rights for workers and unions, including improved rights to strike and picket.

London Regional Committee
Greater London Combined

12 CATEGORY A: This Conference notes with disgust that the government funded, free over 75 TV Licence scheme is being replaced on 1 June 2020.

As a result, more than 3.7 million elderly households are set to have to pay £154 a year for a colour TV licence. Only those eligible for pension credit will still be entitled to a free licence.

Conference notes that the Labour Government introduced the policy of free TV licences for over 75s, in 1999.

Conference notes that the appalling decision to withdraw the free over 75 TV Licence scheme not only contradicts the Conservative manifesto promise of 2017, but also that it changes the balance between universal and targeted benefits and makes the BBC an agency for the means testing of elderly pensioners.

Conference believes that this decision could have a negative effect on the wellbeing of some of the most vulnerable people in our society.

Conference therefore instructs the NEC to fully support the campaign to properly fund the BBC, in order that it can reinstate unconditionally, free TV licences for over 75s.

Mersey

13 CATEGORY A: This Conference confirms that the General election result in December 2019 was a massive disappointment for the CWU, and many other organisations and individuals.

Conference acknowledges that many people who have voted Labour in the past, chose not to do so, on this occasion. Sadly, it appears that many CWU members also decided not to vote Labour at the General Election.

Conference accepts that there were many reasons for the failure to achieve a Labour Government. All these reasons must be considered, and learnt from, to enable the Party to move forward in a positive way.

The NEC are instructed to engage fully with the Labour Party, to ensure that a Labour Government is returned, at the first opportunity, and to use every opportunity to persuade all members to support the return of a Labour Government.
In the meantime, this Conference agrees to unite behind the new recently-elected Party leadership, in the challenging period ahead.

The CWU, together with other Trade Unions, must “step up” to the many challenges that the Party faces.

The NEC is therefore instructed to ensure that the CWU is at the forefront of the campaign to bring about a Labour Government, committed to protecting and promoting Trade Union and Employment rights, as well as ensuring social justice is introduced for all communities.

Finally, Conference wishes to place on record our sincere thanks to Jeremy Corbyn, for the strong leadership he has given to the Labour Party, and wishes him well for the future.

Mersey

\textbf{14 CATEGORY A:} This conference believes the election of the Boris Johnston led Tory government represents a renewed threat to the pay, jobs and working conditions of workers as well as trade union rights and will act on the interests of big business.

This conference notes that the government’s support for the high court decision to prevent strike action in Royal Mail despite the national CWU ballot result of 97% yes vote and 76% turnout. The Tory manifesto commitment to introduce no anti union legislation targets specific rail and transport unions but we believe would be extended to other sectors.

Therefore the CWU believes there needs to be an immediate meeting of the TIC and the unions to discuss and prepare the union movement for attacks by the Tory government. No union or unions must be allowed to fight alone. If any union is targeted by anti union laws all others must come to their aid supporting any action they deem necessary.

This conference calls on the NEC to call the TUC to organise a special conference open to workplaces and shop stewards on opposing anti union laws and to organise a Saturday London demonstration in 2020 on the demands of stop the Tory anti union laws, defend the transport unions and CWU for workers unity against the Tory

Scotland No.2

\textbf{15 CATEGORY A:} Conference recognise that a key lesson of the 2019 General Election is the wide gap between Labour’s policies and the understanding and support of the electorate. Labour Party branches and CLPs need to become more active as campaigning bodies and less like tick box canvassing groups, finding innovative ways to build bridges to the wider population.
We believe that Labour’s policies cannot be simply unveiled during an election but need to be developed in advance with the active participation of trade unions, relevant pressure groups, and local communities. And then be campaigned for over a sufficient period of time. To this end, we propose that Labour in cooperation with its affiliated trade unions:

Launch a drive in every CLP to directly contact individual members on the doorstep, by phone or online, in order to obtain the following information:

- Their particular political interests/priorities (eg. housing, transport, NHS, education, Environment) and if, and how, they would like to contribute in developing any appropriate campaigns.
- Employment ‘sector’ (eg. education, NHS, local government) disabled or retired and identify skills and qualifications etc.
- Union membership status.

This information to be used to:

- Help establish local and/or national sector-wide campaigns (eg. housing, social care, environment) together with relevant unions, trade councils, resident associations and existing campaigns etc. Such campaigns should seek to develop effective policies and build a mass movement in each sector.
- Actively encourage union recruitment and organising solidarity for union members in defence of their wages and conditions.

Conference instructs the NEC accordingly

London Postal Engineering

16 CATEGORY A: The NEC is instructed to work within the Labour Party to promote the credible case for public ownership and democratic control of the key utility of telecoms.

We welcome the commitment in the Labour Party Manifesto of 2019 to public ownership within the UK telecoms industry, specifically to establish British Broadband (ie British Digital Infrastructure and British Broadband Service).

We reject the current neo liberal model for the development of our industry which has failed to deliver comprehensive and effective access to telecoms technology for British citizens over the past few decades since privatisation.

We will also work with other Unions and campaigning organisations to; highlight the false belief in the virtues of ‘competition’ which is just an excuse to drive down pay and conditions for workers; the failure of the current telecoms regulatory model to deliver a decent quality of service to the customer; and the importance of universal access to digital technologies, including full fibre broadband, to enhance the economic development of the UK and create greater social equality.

Greater London Combined
17 CATEGORY C: This Conference instructs the NEC..........

This conference notes after the general election of 2019 the potential struggle the trade union movement faces under a tory government over the next 5 years.

Now more than ever to face that challenge, we need the whole of the trade union movement to work together through the TUC to coordinate a unified fight to counter any further Tory attacks on the movement and the working people of this country. Working alongside Labour politicians and other groups as well to further fight back against these attacks.

The NEC is instructed to use our influence within the TUC, the wider trade union movement, Labour party and the wider community to push for a strong coordinated movement to safeguard both the trade union movement, the workers we represent, the wider workforce and the working communities against what are potentially some of the most drastic attacks that both the union movement and workers have faced in a generation.

The NEC is instructed accordingly

South West Wales Amal
18 CATEGORY A: COMPOSITE MOTION

Conference notes the financial difficulty the CWU faces and the need for the “Re-Design”.

Conference also applauds the NEC/PEC on the success of the Four Pillars Campaign and the subsequent agreement in the postal constituency. Particularly the reduction in the working week to 35 hours without loss of pay. This has seen a direct pay increase for part time members for no extra work.

Taking into account the reduction in the hours a full-time member works and the direct pay increase to Postal members, Conference instructs the NEC to consider reviewing the hourly pay levels at which subscriptions are taken (i.e. Plans 1 to 7, up to 10hrs, 10-15hrs etc etc) for Postal Constituency Members only in order to reflect the reduction in the working week in the Postal constituency. This review must not impact on the TF&S members and their subscription rates where the costs of subscriptions are a barrier to recruitment and retention.

The NEC is instructed accordingly.

Wales and Marches Regional Committee
North Wales and Marches

19 CATEGORY A: Conference recognises the importance of encouraging CWU members to take up Retired Membership at the end of their career and the importance of maintaining a good level of retired membership within the CWU. For the majority of members, becoming a retired member means a reduction in the membership subscription, which is particularly important, as members will usually experience a drop in income on retiring.

However, there are some members within the CWU that pay a reduced membership rate, due to them either working part time or because they work for an employer which qualifies them for a reduced rate, in recognition of their low rates of pay. However, on retiring, these members can find themselves in a situation where, if they wish to remain a member, their fees would actually increase, despite their income reducing. This usually means that they do not take up Retired Membership and we lose a member for good.

Conference therefore instructs the NEC to ensure that no member wishing to become a Retired member would pay a higher rate than they did whilst employed, whilst recognising it is vital we keep our rates as low as possible to encourage people to join, and that any relevant necessary Rule changes should be submitted at the earliest opportunity.

North Anglia
20 CATEGORY A: Conference agrees that the CWU should further promote itself to the wider Trade Union movement and increase its participation in attending various Regional and National political and trade union events around the country.

Conference therefore instructs the NEC to identify and diary a list of annual events that the CWU will participate in.

Conference further instructs the NEC that in order to assist and maximise attendance at such events, to introduce an annual Branch levy from Branch accounts of £100 per Branch to assist with costs.

The money shall be pooled nationally and used to assist in sponsoring the various events.

North East Regional Committee

21 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 an allowance 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.

Gloucestershire Amal

22 CATEGORY A: Conference agrees representation needs to be made to Unity Bank to review and amend the current charges levied on Union Branches for banking cheques that they receive.

Conference instructs the NEC accordingly.

South East No.5
23 **CATEGORY A:** Conference instructs the National Executive to support the democratic right of the Scottish Government to hold an Independence Referendum as Conference notes it is the democratic right of the people of Scotland to determine their own future.

This right is enshrined in the Claim of Right and the Scottish Parliament has again backed the Section Thirty request for the Powers to hold such a Referendum to be devolved to the Scottish parliament. The Mandate for this request was reinforced in the Manifesto of the Scottish national Party who won 48 seats and 45% of the vote and it will be noted that the Conservative party stood on the opposite principle and lost Eight Scottish Seats.

The support of the National Executive would endorse the sovereign right’s of the Scottish Parliament and people and would stand against the anti-democratic stance of Conservative Party of Boris Johnson

*Highland Amal*

24 **CATEGORY A:** Conference instructs the National Executive that in the event of a second Scottish Independence Referendum that the CWU would remain neutral on the Independence Referendum choice and in the actual Campaign.

The CWU would support Scottish Branches to inform their members of the relevant information and individual Branches could democratically decide their own stance.

*Highland Amal*

25 **CATEGORY A:** Conference notes with concern that the House of Lords Committee on intergenerational fairness published a lengthy report in 2019 which called for, amongst other things, an end to the triple lock, (the mechanism that protects the state pension against the effects of inflation) free bus passes and the winter fuel payments which they argue should only be available five years after a person becomes eligible for the state pension.

Conference notes that three members of the committee who supported these recommendations are Labour Peers, Lord Chandos, Baroness Crawley and Lord Hillock.

Conference therefore instructs the NEC to seek a meeting with the appropriate Labour Party personnel to resolve this situation.

*Midland No.1*
26 CATEGORY A: Conference is deeply concerned by the Conservative Government's clear intention to legislate even more Anti Trade Union Laws with a larger majority in parliament within the next 5 years. Further cause for concern is the ever changing world of work that is seeing workers having to work harder, faster and longer for less. The TUC, STUC and ICTU will need to be stronger than ever to truly represent working people.

Conference therefore instructs the NEC to organise a National Branch Forum to evaluate the following:

- The CWU’s current role and relationship with the TUC. As well as the STUC and ICTU accordingly.
- Identify areas throughout the TUC, STUC and ICTU that are currently working well.
- Identify areas throughout the TUC, STUC and ICTU that need to be improved.

This list is not exhaustive.

Following the input from Branches at the National Branch Forum, the NEC is instructed to produce a report and implement recommendations on how the CWU can help to bring about the progressive positive change that's need at every level of the TUC, STUC and ICTU.

The NEC is instructed accordingly.

Meridian

27 CATEGORY A: Conference endorses the terms of LTB 702/19, which records decisions taken by the CWU delegation at the Labour Party Conference held in Brighton 2019.

National Executive Council

28 CATEGORY A: Conference endorses the terms of LTB 558/19, which records decisions taken by the CWU delegation at the TUC Congress held in Brighton 2019.

National Executive Council
29 CATEGORY A: Conference notes the EnAble Interim Fund in England ends in March. Scotland has The Access to Elected Office Fund Scotland which is not ending.

The EnAble interim fund replaced the Access to Elected Office fund which was frozen in 2015.

This fund helps people with a disability stand for elected office. There is £250,000 available for related expenses to help with their disability allowing them to stand for elected office.

When the fund ends there is no alternative in place just a hope that political parties will make their own plans.

This funding was put into place when lawyers for 3 politicians with a disability warned the government had breached the Equality Act by not opening back up the Access to Elected office fund.

This motion instructs the NEC to work with the Labour party, TUC and other likeminded organisations to lobby to keep the EnAble fund in place in England and look to expanding it to allow all jobs that are elected positions, Schools, national elections, local, council, unions etc. to have the opportunity to make a claim using The Access to Elected Office Fund Scotland 3 key points.

• The Fund should be opened well in advance of parties having their selection process, so that people with a disability receive the support they need to decrease barriers preventing them from seeking selection on a level playing field.
• The Fund should discuss common issues around reasonable adjustments by political parties and provide a steer on what is deemed reasonable, or otherwise, for differing scenarios.
• There should be discussion of the step’s parties can take to change their culture around party activities, to ensure people with a disability aren’t excluded.

The NEC are further instructed to work with the Labour Party in Scotland and STUC to see an expansion of The Access to Elected Office Fund Scotland to include all elected positions, keeping the 3 key points.

30 CATEGORY A: COMPOSITE MOTION

This conference recognises that balancing a work and family life is becoming harder and more challenging than ever. This is only exacerbated when the family is coping with extra pressure such as living with an autistic family member. Conference agrees that we should support actions to help improve the situation our members face. Conference further recognises that waiting times for testing and diagnosis of autism are in excessive of 2 years in some areas and regional variations mean support is inconsistent throughout the
country. Often women are still the main carer within families, especially in single parent families. The pressure that is put on their emotional wellbeing, their work commitments and the support they offer their families can be overwhelming, draining and very challenging.

Conference instructs the NEC to affiliate to the National Autistic Society and support the “Not Enough Campaign” to raise awareness of autism but also the understanding of autism within the CWU. The NEC should work with the CWU Equality Dept. to develop a reps support package to assist reps in dealing with autism and neurodiversity issues raised by members.

The NEC are further instructed to support the National Autistic Societies policies and campaigns to eradicate the postcode lottery for Autism testing in the UK.

Scotland No.1
Scotland Regional Equality Sub- Committee

31 CATEGORY A: Conference notes that the SEND community comprises parents, carers and education professionals. SEND stands for Special Educational Needs and Disabilities.

Conference further notes that the SEND community, which is an independent, grass roots community, is working for educational equality for all children and young people with SEND. The SEND Manifesto encapsulates what this means in practice - essentially fair and sufficient funding, accountability and transparency and inclusion.

The SEND community want children and families to be at the heart of the process (as per the 2014 Children & Families Act) and for the key principles of the SEND manifesto to be implemented.

We call on the NEC to support campaigns by the SEND community and to lobby the TUC to adopt the principles of the SEND manifesto, and to lobby the government accordingly.

The NEC is Instructed Accordingly

Bristol and District Amal

32 CATEGORY A: Conference notes the GRA reforms and the lack of progress designed to help Trans people to transition. The concept of seeing two psychologists, the continued lack of funding which sees delays of over 2 years are just some of the issues the Trans community are continuing to suffer. Therefore, Conference instructs the NEC to lobby the UK government and all
relevant bodies for immediate improvements as outlined in the CWU submission on the GRA reform consultation.

The NEC is instructed accordingly.

Eastern Regional Equality Committee

33 CATEGORY A: COMPOSITE MOTION

Hidden disabilities refer to disabilities which may not be visible at a glance, but can have a major impact on people’s lives. Conditions such as autism, chronic fatigue, epilepsy, diabetes, fibromyalgia are examples of this.

These disabilities can hinder a person’s efforts to go to work, school, socialise and more, although the disability creates a challenge for the person who has it, the reality of the disability can be difficult for others to acknowledge or understand. People may see someone with an invisible disability as being lazy, weak or antisocial. This can then lead to other issues such as bullying and harassment, which then can lead to depression.

Government statistics tell us that there are over 13 million people with disabilities living in the UK with an estimate of 4 million in the workplace. 96% of these disabilities are invisible, meaning you cannot see them and usually wouldn’t know about them unless told. In August 2019 the Government eligibility criteria in England was expanded for people with a hidden disability including autism to apply for a Blue Badge, in the first 3 months more than 12,000 have applied and been granted this.

More often than not we find out about members with hidden disabilities at the disciplinary stage either for poor attendance or poor performance. Using the Blue Badge as an example it shows how many were entitled and were missing out, how many of our members have lost their jobs, or have been given warnings when awareness around their disability could have seen adjustments made.

We call upon the NEC to work with the equality, education and development department & our Regional and National Equality Leads to highlight hidden disabilities in the workplace & to support national campaigns around this issue.

South East Anglia
North East Regional Committee
34 CATEGORY A: This conference congratulates this union on being one of the first trade unions to support the Jallianwala Bagh Massacre Campaign for a formal apology. The campaign so far has made a positive impact with over 30,000 signatures from all walks of society – including MPs, Trade Unions and Communities - and the Labour Party giving the campaign a commitment in their recent manifesto. However, with a new Conservative government, the Centenary campaign committee needs to re-double its efforts for an apology.

This Conference instructs the NEC to affiliate to the Jallianwala Bagh Campaign and also encourage branches and individual members to affiliate.

South East Wales Amal

35 CATEGORY A: Conference instructs the NEC to lead a campaign on the importance of giving blood and to lobby for and support existing campaigns for a change in the restrictions on MSM donating blood in the UK.

Tyne and Wear Clerical

36 CATEGORY C: Conference notes that some Black and Ethnic Minority communities are fearful of the likely results of the election of Boris Johnson as Prime Minister. This is due to his use of racist and Islamophobic rhetoric, and association with figures of the far right.

Additionally there has been no suggestion that the ‘Hostile Environment’ policy which led to the Windrush scandal will be dropped, or even reformed.

Conference further notes that there have been more than 200 allegations of Islamophobic comments made by Conservative party members and councillors.

In this environment it is more important than ever for the CWU to maintain and strengthen our anti-racist principles.

We call on the NEC to continue to support anti-racist initiatives and challenge any attempts to divide our communities or oppress BAME people in the UK.

The NEC is Instructed Accordingly

Bristol and District Amal
37 CATEGORY A: Since last year’s conference where the Communications Department made a promise on a motion put forward by the Disability Advisory Committee to work to make this union’s communications more accessible to all. We have seen a massive backwards step, and with the massive industrial action build up many of our members were excluded from social media and live communications due to various reasons. Which in this day and age and with technology and support available shouldn’t be happening so we instruct the NEC to carry out the following –

- “Carry out an accessibility audit on all communications and produce a written report to Branches within 6 months outlining areas for improvements and growth. Look to invest/train in new areas of making our communication accessible to all.”
- “Working with the Education department to develop a training program so Regions and Branches may access the skills needed to ensure local communications is accessible.”
- “See external support to grow networks to ensure we become the front runners in accessible communications, thus leading the way for the Trade Union and Labour movement to follow suit”.

The NEC is instructed accordingly

South West Regional Equality Committee
38 CATEGORY A: COMPOSITE MOTION

Conference agrees that the CWU is committed to Equality for all our members and the fair and equal course was brought into educate all reps on Equality issues and what is acceptable behaviour and conduct of reps.

The one day Fair and Equal (formerly the Equality & Diversity) course is, as we know, mandatory for all reps, however over the passage of time policies, regulations and Law will naturally change as our nation continually evolves and develops into a more inclusive society.

In line with the policy, conference instructs the NEC to work with the Equality and Learning Departments to make the following changes to the fair and equal courses to make it more accessible and relevant.

- Make it a one-day class room based course.
- Make it un-accredited so that it can be delivered by ULRs and Area reps etc.
- Minimum course numbers lowered to 6 so it is easier to arrange in Branch course locally.
- Bring in a refresher course to be completed every 5 years by all reps.

This to be in place by General Conference 2021

The NEC is instructed accordingly.

South West Regional Committee
Somerset, Devon and Cornwall

39 CATEGORY A: Conference recognises that members with ADHD are becoming more common in the workplace with diagnosis, often coming later in life. ADHD is not a mental health problem as such but can be linked with other difficulties.

Conference instructs the NEC to support reps and Officers to better understand and provide support for our members needs in the workplace.

Bootle Financial Services
40 CATEGORY A: COMPOSITE MOTION

This motion applauds the great work done by the CWU in raising the issues around the Windrush generation. However there are concerns regarding the sharing of information the department has supplied to members.

The NEC is instructed to provide information on a number of issues:

1. How many members have contacted the helpline
2. What help and support was given to the member
3. If any member has received compensation
4. If any members have been refused help

The NEC to recommit to the carriage of the 2018 emergency motions on Windrush as per LTB 251/18

A full report to be published no later than 30th September 2020

London South West Postal
London Regional Equality Committee

41 CATEGORY A: Conference recognises the commitments made in 2018 by the SDGS to offer assistance to members and relatives members caught up in the Windrush scandal created by the Tories.

Whilst this is a welcome and laudable position adopted by the union, we are as yet to know how many people, if any, sought and or received assistance from the CWU.

Conference further recognises that the associated compensation scheme for those affected by the scandal, received its second reading in February.

Upon the implementation of an agreed compensation scheme the NEC are instructed to give further publicity to the offer of assistance including assistance with applying for compensation, up to and including providing legal assistance.

The NEC are also instructed to ensure that

1. That a designated person and department are identified as the point of contact
2. That appropriate resources of the legal department are made available where deemed necessary.
3. That a report outlining the assistance given and taken up is subject to a report in time for conference 2021

The NEC is instructed accordingly.

Greater Manchester Amal
42 **CATEGORY A:** Conference notes the success of the Trans Awareness Workshop, which was piloted in York last year. Conference understands that this has recently been updated by the Equality, Education & Development department. It also accepts the underutilisation of this course and the fact that there is still much to do in terms of promoting a positive platform for Trans rights.

Therefore Conference instructs the NEC, in the conjunction with the Equality, Education & Development department to roll out this much needed education workshop across all regions no later than the end of 2021.

The NEC is instructed accordingly.

*South Central Postal*

43 **CATEGORY A:** The CWU Northwest Region is committed to working as One Union to improve awareness and knowledge of equality within our structure and across our membership. Resources and information are an essential part of understanding equality law, which issues are current, which are historical and how they are being researched and perceived by Trade Unions, the Labour movement, academics and society.

CWU Redesign is working to increase education and development for all Reps and Officers and we believe that it is essential that the CWU provide electronic equality resources.

We therefore instruct the NEC to prioritise the creation of a new electronic equality library that will be accessible to activists and members via the national CWU website. This to be completed and available by no later than April 2021.

*North West Regional Equality Committee*
44 CATEGORY A: Conference agrees that the Labour Party’s continued use of various ‘Gig Economy’ Postal Providers represents an affront to the CWU Membership.

Conference instructs the NEC to explore all options, not excluding the withholding of finances, in order to bring this matter to a conclusion acceptable to the membership.

North West Central Amal

45 CATEGORY A: Following the disastrous 2019 General Election defeat for Labour, there can be no doubt that many CWU members have turned away from the Labour Party, with large groups of members voting for the Johnson government.

This Branch noted that the elected NEC took the decision to affiliate to Momentum which was established as a political force in the Labour Movement and was going to unseat prominent conservative MPs.

The fact of the matter is that Momentum cannot be called a political force and did not unseat prominent conservative MPs. In fact, in the North of England and Midlands, contributed to unseating a large number of Labour MPs in the Labour heartlands.

This Branch believes most strongly that CWU members would not now support the Union’s affiliate to Momentum given the opportunity.

Conference therefore instructs the NEC to immediately disaffiliate the CWU from Momentum.

Lancs and Cumbria

46 CATEGORY A: This Conference agrees that following the post Corbyn leadership era in the Labour Party, the Union should consider its political position for the future. These considerations should include the relationship with MPs, Councillors, our policy on the UK voting system/s and the UK political structure’s; however this list is not exhaustive. Therefore to start this processes a Special Conference / Forum or meeting (whichever is appropriate) of all Branches will be called within the next 6 months to discuss all options available.

The delegation to be no more than 3 per Branch.

Prior to this event being held this matter will be discussed at the Regional Committees

The NEC is instructed accordingly.

Greater Manchester Amal
47 CATEGORY A: This Conference

- Notes that July 11th 2020 is the twenty-fifth anniversary of the Srebrenica genocide in Bosnia and Herzegovina, which saw over 100,000 killed in the Bosnian conflict (80,000 of them Bosnian Muslims), more than 10,000 in the city itself and 8,000 men and boys slaughtered over the course of three days in July 1995 in and around Srebrenica.
- Notes that Remembering Srebrenica is a United Kingdom charitable initiative that promotes Srebrenica Memorial Day on 11 July, runs a “Lessons from Srebrenica” educational visits programme and leads year-round public awareness campaigns and activities to teach the consequences of hatred and the importance of building stronger cohesive communities.
- Notes that in 2009 the European Parliament passed a resolution that 11 July should be recognised as the day of commemoration of the Srebrenica genocide all over the EU; and in 2015 urged the development of educational and cultural programmes that promote an understanding of the causes of such atrocities and raise awareness about the need to nurture peace and to promote human rights and interreligious tolerance. All UK political parties have supported the work of Remembering Srebrenica in this regard.
- Applauds the work of those involved in the pursuit of justice for the victims and their surviving relatives, including the International Commission of Missing People (ICMP) and the Mothers of Srebrenica, whose courage and humility in the face of unthinkable horror is an inspiration to us all.
- Commends the work of the charity, Remembering Srebrenica, in raising awareness of this tragic and preventable genocide and working in communities across Britain to help them learn the lessons of Srebrenica.

Conference resolves to:

- Offer support to Remembering Srebrenica delegates who visited Bosnia on the ‘Lessons from Srebrenica’ education programme and have been working tirelessly in the community to raise awareness of the genocide and learn the lessons of Srebrenica.
- Support Srebrenica memorial events in July each year as part of the UK-wide Remembering Srebrenica Memorial Week.
- Support the work of Remembering Srebrenica to learn the lessons from Srebrenica to tackle hatred and intolerance to help build a better, safer and more cohesive society for everyone.
- Support the work of schools and education providers to bring the lessons of Srebrenica to young people across the UK.
- Instruct the NEC to highlight all the issues raised by this vital subject, whilst instructing them to give as much support as possible to Remembering Srebrenica, across all communities.

Mersey
48 **CATEGORY A:** Conference instruct the NEC to lobby for a change in legislation around reporting sexual harassment that takes place at work.

Today, an individual has to submit a claim to their employer and if that doesn’t succeed, then they have to be prepared to enter an Early Conciliation claim to ACAS, all within 12 weeks from the incident happening. This has to be executed if they wish to take the matter ultimately to an employment tribunal.

Conference believes that the time is now right to bring about change, by extending time limits to a minimum of 26-week period from the incident.

Lobbying for change will mean the NEC is instructed to pursue this aim, with full enthusiasm, via the TUC, the Labour Party, and any other appropriate campaign groups and organisations.

The NEC is instructed accordingly.

**Eastern Regional Committee**

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49 **CATEGORY A: COMPOSITE MOTION**

Conference notes that the printed press and much of the television media is dominated by a few large corporations and billionaires and is not sympathetic to trade union values.

Conference notes the devastating effect of negative press and social media adverts on Labour’s fortunes in the last General Election.

Conference also 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.

In this context it is vital the Trade Union movement works to build news sources that counter misinformation and support trade union values and policies.

Therefore conference resolves to strengthen the voice of the CWU and the wider trade union movement by supporting alternative media. One such initiative is The Media Fund, which supports pro union 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**

**South West Regional Committee**

Bristol and District Amal
50 CATEGORY A: On Monday, November 25th 2019, at the UK Fibre Connectivity Forum, one of the presentations was from Phil Laws, Senior Openreach manager with responsibility for ensuring that all elements of the Openreach and BT Customer Base are represented during the coming years.

In this presentation, Phil outlined the programme to migrate customers off the PSTN. With the aim that by the end of December 2025, Openreach will have switched off System X and AXE10, meaning that after that date, no analogue voice service will exist after 2025.

No compensation is planned, no alternative solutions will be offered free of charge.

It is a fact of life that many pensioners do not use Broadband or any other computer services, therefore, those with only a landline connection to the outside world will be completely isolated and this will, possibly, include a significant number of CWU Retired Members from both Royal Mail, BT and other businesses where we have members.

To his credit Phil Laws has raised this issue with OFCOM, who were unaware that the NPC is a National focus group for pensioners. They are now and he’s also alerted Jonathan Safir at NPC about this issue and is keen to put them and any other groups representing Pensioners, in the picture on the implications contained in this switch off.

Copies of the slides used in this presentation can be found at - ukfcf.org.uk - Look for the UK Fibre Community Seminar 25th November 2019 and click on Phil Laws' Presentation

As you will see from the slides, there is already a trial run planned for Salisbury and Mildenhall as the initial stages in the near future.

This project by Openreach is now escalating and in order to give as much publicity as possible to this issue, Openreach held another public Briefing regarding their Plans to turn off PSTN on 27th January 2020, at BT Tower, London.

In view of the serious implications for some pensioners, arising from this project we call upon the NEC and RMC to liase with other interested pensioner organisations to seek assurances from Openreach that they will take every precaution to ensure that no vulnerable person is left totally without any communication links to the outside world as a result of these proposed closures.

Midland Regional Committee

51 CATEGORY A: Conference instructs the NEC to work and campaign with all interested parties to Ban Fracking in the UK.

York and District Amal
52 CATEGORY A: This conference instructs the NEC to bestow National Honorary Membership upon:

- **Beryl Shepherd** – Former President & Former T&FSE Chair
- **Trish Lavelle** - Former Head of Training & Education
- **John East** – Former Assistant T&FSE Secretary and Head of Organising
- **Eddie Beese** – Former National Executive member & Former T&FSE member
- **Huw Davies** – Former National Executive member and PEC member

National Executive Council

53 CATEGORY A: **COMPOSITE MOTION**

The NEC is instructed to pursue and fully work with the RMC in the achievement of the following policy and should be submitted to the next Rules Revision Conference or rule Session of Annual Conference.

That the NEC is required to bring forward to the next Rules Revision Conference or Rule Session of Annual Conference, such changes to Rule as would clarify the entitlements of Retired Members, Category 5 members and members within non-recognised sectors, with regard to eligibility of each group to stand and/or vote for positions at National, Regional and Branch level in relation to both industrial and Non-industrial positions.

Retired Members Conference
North West Regional Committee

54 CATEGORY A: Conference agrees we are a diverse trade union that holds equality at the highest level.

Conference also agrees that we want as many reps as possible to have the experience of attending a Conference of the Union. Unfortunately, this year Ramadan falls towards the backend of Conference which may have had an impact on some reps being able to attend.

Conference therefore agrees that when HQ is considering dates for future Annual Conferences full account is given to all religious festivals and holidays.

Conference instructs the NEC that before agreeing dates for conference they take into account the above along with other holidays e.g. Easter and children's holidays etc. The NEC is instructed to liaise with the Equality Department and Bame Nec Member before setting dates for future Conferences.

Birmingham and District Amal
55 CATEGORY A: Conference feels that the current voting procedures at CWU conferences have possible Equality Act implications by forcing members to stand up when calling for a card vote. Conference therefore instructs the NEC to produce a rule change that removes the need to stand up when calling for a card vote at conferences.

Gloucestershire Amal

56 CATEGORY A: Conference instructs the NEC to carry out a full review of the Voting procedures in CWU National Internal Position Elections and report a report back to Branches. We are all aware that the voting turnout for these elections are very poor. The CWU must do everything it can to promote member participation in these elections so the people elected fully reflect the make-up and demographics of our Union. Furthermore, this review should look at the possibility of introducing the following.

- Electronic Voting
- Every member to have a CWU email address
- Text Voting

This list is not exhaustive.

York and District Amal

57 CATEGORY A: This conference instructs the National Executive to change the layout of future conferences because the existing arrangement of seating is out-dated. In future National Executive members should be interspersed amongst the delegates. This removes the Elite and Proletariat setting and coupled to a single tier horseshoe or amphitheatre layout will promote equality of status and give the National Executive members the opportunity to engage fully with members in a spirit of collective democracy.

Great Western

58 CATEGORY A: Conference notes that the current question for gender on Union ‘sign-up’ forms is not inclusive of a potential member’s gender identity and in line with the protected characteristics of the Equality Act and the Gender Recognition Act 2004. However, regardless of whether a person has a Gender Recognition Certificate or not they should not be excluded from fair treatment when becoming a member and should be able to select their gender.

N.B Gender identity is different from both sex and gender. Sex is the biological label assigned to individuals from birth and gender (specifically the use of the terms male and female) are a set of expectations governed by society through characteristics, thoughts and behaviours. Gender identity refers to an individual’s internal sense of gender, which can be either man, woman, non-binary or other.
Therefore, to remain inclusive and to continue to support equal opportunities conference instructs the National Executive that the wording on all sign up forms is simply altered from the current question of: Gender: M [ ] F[ ] To the following: Gender: Man[ ] Woman[ ] Non-Binary[ ] Other[ ] Prefer not to say [ ]

Great Western
59 **CATEGORY A:** Conference notes the carriage of motion 57 at the Special Conference on Redesign and the subsequent LTB 022/20 Redesign Asset Review. LTB 022/20 included a report on Branches of an asset review however the asset review did not include any report on Unionline. Conference therefore instructs the NEC to publish a full review of Unionline by 31st May 2020.

The review to include;

Funding of Unionline

Financial risk to CWU because of underwriting Members legal costs

Cost of Management services

Clear transparent reporting of Unionline income to the CWU

The list is not exhaustive.

London Regional Committee

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60 **CATEGORY A: COMPOSITE MOTION**

This conference recognises that members who are diagnosed with a terminal illness are often left dealing with not only the illness itself, but also many concerns about finances. This is an issue not just for them but also those they will be leaving behind.

Conference agrees that receiving financial advice in these circumstances should not be an additional cost that a member should be dealing with. Conference therefore instructs the NEC to work with Unionline and the Legal Services Department to introduce a financial advice service, free to members who are diagnosed/affected by terminal illness and need this support.

South Central Postal Eastern Regional Committee

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61 **CATEGORY A:** Conference agrees that branches have not seen any change to the provisions provided by Unionline in line with the carriage of Motion 42 at General Conference 2019.

Conference therefore instructs NEC to work with the Legal Services Department and Unionline to meet the objectives of Motion 42 as set out below.

"Motion 42 - 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.

South Central Postal
62 CATEGORY A: COMPOSITE MOTION

Conference notes that some recent elections have resulted in a dip in the numbers of women and people from other minority groups being nominated, supported and consequently elected into positions within our union. The national executive is therefore instructed to carry out a full investigation to identify which branches did not support, nominate or advocate any female and/or any minority candidate.

The main purpose of the investigation shall be to identify the barriers in supporting, nominating or advocating any female and/or any minority candidates and that prevents the Union being fully representative of its members.

There may be various reasons for the existence of barriers, this may be due to a lack of interest from within the branch membership, a misunderstanding from branch officers on the CWU’s aims on proportionally, or other reasons. The NEC in conjunction with the Regions will meet with those branches and work with them to help bring people through in their own branches by drawing up local campaigns and if necessary, discuss why any CWU elected body should reflect the members it represents. The NEC are to make sure someone continues working with the branches to make sure as much as possible is done to bring people forward.

Greater Mersey and South West Lancs
Kent Invicta

63 CATEGORY A: COMPOSITE MOTION

The National Executive Council is instructed to formulate, publish and circulate to Branches and members a set of guidelines and standards in relation to campaign material which is designed to be used for any and all CWU elections, members should also be made aware of these guidelines and standards. The guidelines and standards should cover such things as leaflets, email and all social media usage and content. The guidelines and standards should reflect CWU policies and principles. Nonadherence to the guidelines and standards may be dealt with by the CWU complaints procedure.

Kent Invicta
Greater Mersey and South West Lancs

64 CATEGORY A: Conference agrees that every effort should be made to ensure our members are retained as retired members on leaving employment

Conference believes that the CWU should better utilise our membership records, and the voice to encourage this. It believes that where the CWU know that a member is about to leave employment, or recently has left employment, that either a direct letter is sent inviting the member to become a retired member, or an insert is put in their next copy of the Voice.
Additionally this could advise newly stopped members of portability membership in the event they are not yet ready to become retired members.

The NEC is instructed accordingly.  

**Plymouth and East Cornwall**

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**65 CATEGORY A:** Conference welcomes the Policy set from Motion 38 at Conference 2019, with the aim to encourage more women at grass root levels.

However, conference notes concern over the CWU NEC Elections with particular reference to proportionality within our union.

It is very concerning that no females were elected to the NEC from the Postal Constituency, and branches are known to put out recommendations for all “male slates” to the membership.

Conference agrees that this practice cannot be allowed to go unaddressed and could deter women from involvement at grass root level. Proportionality has been painfully slow over recent years and now is taking a backward step. In measuring branches success as part of the redesign process this has to be debated to move to our aims of a more inclusive union.

Conference instructs the NEC to commence a review ASAP. This should include reports back from regions and branches with relevant data on activism to form a report for Conference 2021 to ensure Proportionality is monitored within the CWU.

**Portsmouth and District Amal**

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**66 CATEGORY A:** This Conference believes that at a time when government is seeking to Fracture, Weaken and Destabilise the cohesiveness of the Unions and society at large, it is more crucial than ever to champion the rights of those members whose rights are being impacted by the prejudices and ignorance of others.

Dispensing with the individual equality streams on both regional and national platforms in favour of ‘lumping them together’ under the heading of “Equality” could be seen as a failure to recognise and acknowledge the specific individual challenges and obstacles that are faced on a daily basis by members within these areas and could inadvertently result in discriminating against those very sections of our membership we are seeking to champion, requiring each section to compete for a voice and being denied the opportunity to exchange and compare valuable localised experiences within their specific areas.

Consequently this conference instructs the NEC to monitor the new structure and report back to ensure members are not now at a disadvantage when it comes to identifying and mobilising against any concerning trends at the earliest possible opportunity.

**Great Western**
67 CATEGORY A: CWU Conference applauds the appointment of Ray Ellis to give the National union a renewed focus on both organising and recruitment.

Conference believes that for this new focus to be successful it is important that we have the widest possible engagement with views and opinions throughout the union.

Therefore conference instructs the NEC to put in place a robust and comprehensive process to seek the views of, and directly engage with, Branches, Regions, Industrial Organising Committees, in order to have a new strategy with the widest possible by in throughout the union.

The NEC is instructed accordingly.

Plymouth and East Cornwall

68 CATEGORY B: If Carried 69 and 70 Falls

Conference as the sovereign body of the CWU, instructs the NEC that it cannot attempt to or sell 150 The Broadway, Alvescot Lodge and The Elstead Hotel, without the majority consent of CWU Branches.

The NEC is instructed accordingly.

Meridian

69 CATEGORY B: If Carried 70 Falls

Conference instructs the NEC to not sell the Alvescot Training Centre unless it gets approval from branches at either General Conference or a Special Conference.

Gloucestershire Amal

70 CATEGORY C: We dispute the advertising of CWU owned property without consultation with branches. Motion 57 was passed at Redesign Conference and instructs the NEC to refrain from disposing of any major asset until a report, showing the savings and projected future costs of education, has been published to branches. The issue of LTB 22/2020, after the event, does little to inform branches of the costs and future plans, but more importantly goes against conference policy as the sovereign body of this union.

The NEC is instructed to refrain from any further action on the major assets until branches have been informed.

South East Regional Equality Committee
71 CATEGORY A: Conference welcomed previous CWU Employment Law seminars enabling branch officials to support members with case management orders, pre hearings and schedules of loss, and advising on relevant Employment Law updates.

Employment Tribunal work has escalated in the Postal Constituency during the last 12 months with the Average holiday pay claims. This highlighted the need for branches to have up to date skills to support members to submit employment tribunals.

To expand on previous support conference instructs the NEC to work closely with the Legal Services and Education department to develop the appropriate training package, to assist branches advising members on the Early Conciliation, tribunals applications and tribunal process.

Portsmouth and District Amal

72 CATEGORY A: Conference notes the excellent work carried out so far under the CWU Mental Health Strategy (CWU MHS), as required by Motion 69 carried at General Conference 2018.

However, conference instructs the NEC, to now work towards introducing mandatory Mental Health training for all CWU workplace representatives.

Nottingham and District Amal

73 CATEGORY A: Conference notes that the CWU need a strong voice at all levels of political life. Therefore, the NEC is instructed to carry out a review of our present training arrangements to see whether they meet the needs of the CWU, its activists in relation to Support and education. This review will make recommendations on how we improve our present system and be presented to Political officers and Branches at a national event to be held no later than January 2021.

York and District Amal

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

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

The current CWU course is unfortunately not fit for purpose as the crucial part of the role using the “SAGE” system is not included in the course.
Conference therefore instructs the NEC to provide an appropriate training package for both branches and the new regional structure.

Portsmouth and District Amal

75 CATEGORY A: At our recent General Conference of 2019, Conference voiced its concerns regarding our members’ wellbeing, especially their mental health wellbeing.

Therefore, Conference instructs the NEC in collaboration with the Education Department, to get all regions to set up regular wellbeing sessions, whether this be through various forms of exercise, educational events, the list is not exhaustive. This will be a positive way forward for all of us to reach out and help our members with their overall wellbeing.

Young Workers Conference

76 CATEGORY A: This Conference agrees that we have a good training/education programme however we need to look to the future and ensure more representatives have the ability to access training and it is provided in such a way that it takes into account that our representatives are volunteers.

A review should take place of the training education the union provides. This to include;

. The period of time for a CWU Course to be set up.
. The amount of pre course work expected.
. The courses available.

This list is not exhaustive and the views of Branches and Regions to be considered however the review to be completed within three months or before the next prospectus is advertised.

The NEC is instructed accordingly.

Greater Manchester Amal
77 CATEGORY A: Conference is alarmed at the increasing rates of child poverty throughout the UK, estimated at around a quarter of a million, creating high levels of inequality.

Continual barriers of low income, real term cuts to tax credits and benefits, and the harsh implementation of austerity measures for several years has resulted in families being faced with the dilemma of whether they should heat their homes, pay their rent or put food on the table.

Reports carried out have shown gender, disability and ethnicity can create barriers to employability and we cannot ignore these are linked to child poverty.

Conference notes the highest percentage of children living in poverty are in “working” families and we believe radical and decisive change is required along with considerable investment if the Government are to reach the target set as contained in the Child Poverty Act (2017).

The continued growth of foodbanks is a scourge on our society with reports of child hunger on the increase.

Politicians quoting statistics with fine intentions are not enough and this Conference believes there is a need for urgent action to be taken to support the many excluded from the Labour market to secure a decent income, to restore dignity and respect to families, while improving the prospects of thousands of children across the country.

Conference instructs the NEC to campaign with other Affiliates to seek to influence public opinion by highlighting the importance of eradicating child poverty and to campaign with Affiliates to remove any existing barriers to securing employment with decent terms and conditions applicable to all.

Scotland Regional Committee

78 CATEGORY A: Conference notes the recent announcement by Andrea Leadsom, Business Secretary, that parents who suffer the devastating loss of a child will be entitled to 2 weeks statutory leave.

The Parental Bereavement Leave and Pay Regulations (commonly known as Jack’s Law) will give a statutory right to a minimum of 2 weeks leave for all employed parents who lose a child under the age of 18 or suffer a stillbirth from 24 weeks of pregnancy, irrespective of how long they have worked for an employer. Furthermore, parents with at least 26 weeks service and earnings over the lower earnings limit (currently £118 per week) will be entitled to Statutory Parental Bereavement Pay (SPBP) at the rate of £148.68 or 90% of average weekly earnings where this is lower.

Conference welcomes this move but is concerned that for many people the SPBP rate will represent a significant drop in earnings.
Conference therefore instructs the National Executive to campaign to seek to achieve, full pay for all employees whilst on Parental Bereavement Leave.

Wessex South Central

79 CATEGORY A: Conference instructs the NEC to support the campaign by George Clarke Architect, to restore the level of Social Housing in the UK by 100,000 homes per year over the next 20 years. This is to increase the availability of proper family homes for people to live in.

North Wales and Marches

80 CATEGORY A: Conference notes with deep concern, the rising costs often faced by parents and young people in particular to own the latest digital gaming content. With new video games costing anywhere between £40 to £90 per game, the use of in game and in app microtransactions can often triple the cost of a game or app.

Things get worse when some of the in game and in app microtransactions are “mystery packs”, which means people don’t know exactly what they have purchased and “mystery packs” often have low percentages of unlocking the best content.

This all combines in parents and young people in particular being financially exploited and put under pressure.

Conference therefore instructs the NEC to work with The National Young Workers Committee and lobby cross party for changes to UK legislation that secures the following:

- For video games and apps to display clearly on every page where purchases can be made, the total amount of money spent on an account since the accounts creation.

- Ban the use of mystery / loot packs in games and apps in the UK.

- Ban pay to progress games and apps.

This list is not exhaustive.

The NEC is instructed accordingly.

Meridian
81 CATEGORY X: Conference recognises that members in a stage of remission are susceptible to increased illness and fatigue and as such often struggle under performance management.

Conference instructs the NEC to raise awareness of the issue surrounding remission and promote the cancer charter for guidance in the workplace.

Bootle Financial Services

82 CATEGORY X: Conference acknowledges the positive work being done in the CWU as more and more Disability Officer & LGB&T Officer positions are being created and filled in CWU Branches. We have, however, seen evidence that many Disability Officer and LGB&T Officer positions feel isolated, or they do not feel sufficiently empowered from an IR perspective to fulfil their roles, leading to the likelihood of some subsequently feeling disillusioned and in need of support.

This Conference calls on the NEC to give a commitment to all Disability and LGB&T Officers to empower them with the necessary IR knowledge, so that they can play a fuller role in CWU Branches. The Disability Champion Programme and IDAHO Weekend are good educational tools to help establish these officers in their positions. However, the next step should be to seek to get a degree of recognition from the employers where we are established as a trade union. This motion is designed to maximise empowerment and engagement of the Disability and LGB&T roles under the redesign project.

South East Wales Amal

83 CATEGORY X: Conference notes that since the Equality magazines have been withdrawn as well as the safeguards that were given, there is a danger the equality agenda will be down-graded.

When the EMAC was founded with Pav Alam editing its 2-page newsletter, we were well aware then of the power of having a dedicated publication with direct outreach to BAME staff. Since then the publication evolved into the very successful DRUM and finally the WORD, which was a pan-equality publication. The WORD publication has, similar to its predecessors, been instrumental engaging with under-represented groups and its value to the CWU is immeasurable in this respect.

Conference recognises the current discussions on the Redesign should look at reintroducing the magazine in the “WORD” format. Whilst acknowledging there was some informal consultation on the matter and the final decision was a matter for the NEC, Conference strongly urges that the WORD be re-introduced and responsibility passed over to the Equality & Education Development Officer.

South East Wales Amal
84 CATEGORY X: With the rapid decline in the numbers of retired members currently in situ, within the union. This conference acknowledges the need for Branches to encourage members, reaching retirement age or taking EVR, to continue their membership of the union.

This conference instructs the NEC to set in place a system whereby Branch Secretaries, are notified in advance of members leaving the industries who can be contacted with a view of continuing as a member of this union prior to the date of their departure.

London Phoenix

85 CATEGORY X: Conference notes with concern the increased number of official vehicle rollaway incidents in both BT & Royal mail group. Conference recognises the impact these events can have on our members health and employment prospects and notes that technology known as the Handbrake Anti-Rollaway Safety Warning Device system (O ring) now exists to help prevent vehicles rolling away.

The NEC is therefore instructed to establish retro fitting of the Handbrake Anti-Rollaway Safety Warning Device (O ring) on all vehicles used by our members, where vehicles do not already have this system installed by the factory, as the recognised standard.

This standard be advised to the Industrial Executives for them to deal as appropriate.

Wales and Marches Regional Health and Safety Sub Committee

86 CATEGORY X: Conference notes that in the Queen’s Speech (19 December 2019) employment law protection under the new Conservative government need to be more substantial than proposed. The Employment Bill concerns workers’ rights and the promotion of fairness in the workplace and the creation of a single enforcement body to protect workers. Whilst the Bill claims to maintain health and safety standards and protect those in bothy low-paid work and the gig economy, it does not consider occupational health where we have had many motions to CWU conferences on stress and mental ill health. The Building Safety Bill will put in place a new regulatory regime for building safety and construction products and the Fire Safety Bill will implement the relevant recommendations of the Grenfell Tower Public Inquiry Phase 1 Report.

The Institution of Occupational Safety and Health (IOSH) say that good work is good for workers, for businesses and the economy and we need the protection of workers’ rights and future-proofing the UK’s world-leading health and safety system. Other partner includes the British Safety Council, the Chartered Institute of Environmental Health and the Royal Society for the Prevention of Accidents all of whom are discussing ways of working together to make the case for maintaining and enhancing workers’ protections.
The CWU will not accept any erosion of health and safety standards in the UK will align with others within the H and S community to building a safer, healthier, more sustainable future for all. We must not merely maintain standards but drive continual improvement in them and will work to influence with all relevant bodies, locally, regionally and nationally.

North West Regional Health and Safety Forum

87 CATEGORY X: The NEC is instructed to work with the H & S and Equality Departments to formulate and design a workplace questionnaire for working members of staff across all functions that are over the age of 60. This would be delivered in a similar way to the night workers questionnaire.

Over the next decade, the changing age profile of the workforce will be the most significant development in the UK labour market, as a third of workers will be over 50 by 2020.

Given that Employers will be expected to respond to this demographic shift by making work more attractive and feasible and also given that the European agency for safety and health at work have identified the ‘ageing workforce’ as an emerging risk, it is hoped that a questionnaire may be the Launchpad for identifying people who may qualify for protection under the Equality act and be entitled to reasonable adjustments thus enabling individuals to stay in work longer once over the age of 60 years.

North West Regional Health and Safety Forum

88 CATEGORY X: The NEC is instructed to work with companies where we represent members and with environmental agencies to facilitate the use of tyres that are no longer safe to use on vehicles be recycled to help for example make road surfaces, playgrounds or similar such projects”

The NEC is instructed accordingly.

South West Regional Health and Safety Sub Committee

89 CATEGORY X: Skin cancer continues to have the largest new diagnoses of any cancer in the UK. To encourage members to use products that protects them and their families from the largest cause of skin cancer the sun. The NEC is instructed to approach companies that make sun protection products such as, sun block, sun lotion, and similar sun protection products, to negotiate a discount on such items for members as part of the benefits package the CWU offers members."

The NEC is instructed accordingly.

South West Regional Health and Safety Sub Committee
90 CATEGORY X:  With Dementia now the number 1 cause of natural death in the country the NEC are instructed to work with and support organisations such as MIND, Mental Health Awareness and the Samaritans (this list is not exhaustive) and to encourage the business where we have members to increase awareness along with campaigning for early testing that allows the best medical care to be given at the earliest stages of these illnesses”

The NEC is instructed accordingly.

South West Regional Health and Safety Sub Committee

91 CATEGORY X: Conference notes the lack of Young Workers represented in the union structure especially at national leave.

We applaud the creation of the national young workers seat on the NEC and the T&FS, however this does not go far enough, and the P.E.C. has yet to create a full voting seat for the Young Workers.

Therefore we instruct the NYWC to lobby the NEC for a rule change to create a full PEC role for a member under thirty.

Midland Regional Committee

92 CATEGORY X: Conference believes that Rule 10.3 contains restrictions in representation at General Conference which if not discriminatory against our Retired Membership clearly sends the wrong message to those members.

The exclusion of retired members when calculating the branch delegation gives the impression their views on largely non-industrial issues have no place in the policy and aspirations of the Union therefore creating a two tied membership. Branches who also spend time and effort in nurturing this important sector of the union are also left feeling penalised when it comes down to their ability to represent these members at General Conference.

This conference therefore instructs the Executive in the removal of the words “excluding Retired Members” from the line “representation shall, be based on the count of branch membership excluding Retired Members conducted as close to conference as possible”. This is to be completed at the close of the count of branch membership excluding Retired Members conducted as close to conference as possible”. This is to be completed at the close of conference.

Lancs and Cumbria

93 CATEGORY X: This conference fully supports the right of the Scottish people to self determination. Boris Johnston's insistence that his government will not, in any circumstances, allow for a second independence referendum is unacceptable.
We defend the democratic right to hold a send referendum on the basis that there is a majority support at Holyrood and in society for such a referendum to take place.

We resolve to campaign for and encourage the building of a mass trade union led working class campaign for democratic rights in Scotland, including Indyref 2. This without preemptioning a discussion amongst our members what our position would be in such a referendum i.e. for or against independence.

To this end we engage with trade unions and others in Scotland who are seeking to build such a campaign.

While fighting for democratic rights and self determination we continue to oppose all cuts and attacks on our members and the wider working class by cut making politicians where Tory, SNP or Labour.

We stand for the election of government at Holyrood and Westminster committed to socialist policies to end austerity once and for all. Scotland No.2

94 CATEGORY X: This Conference believes Labour Councils should reject the spending and savings proposals forced on them in 2020/21 by continued reductions in Tory government funding, and not to pass them on to local people in job cuts, reductions in service levels or increases in charges for services.

Many Councils propose to increase Council Tax by 4%, above the current average rise in UK earnings and much more of an increase than many lower paid workers receive. This strategy should also be rejected.

By 2020, local authorities will have faced a reduction to core funding from the Government of nearly £16 billion over the preceding decade. This means that councils will have lost over 60p out of every £1 the Government had provided to spend on local services ten years ago. The cumulative effect of those years of government-imposed austerity can be seen all around us, not least in the number of desperate people sleeping in shop doorways in every town and city centre.

For local authorities to provide services at the level of access and quality as they were in 2009/10 would now require bridging a funding gap of £25.4 billion by 2024/25! That cannot be achieved through creative accounting or other marginal solutions.

There is only one solution. National government must restore funding to local authorities to enable them to meet the needs of local communities. People using a day centre for dementia at the weekend, those relying on adult social care services, families saying goodbye to loved ones, or those walking down dark streets where the street lights have been turned off, none of these caused the banking crash of a dozen years ago, and shouldn’t, year after year, be being asked to shoulder more austerity.

This conference calls on the Labour Party nationally to urgently call a conference of Labour local authorities, and trade unions. Such a conference should discuss what funds would be necessary to restore essential local services and then decide a strategy for a campaign to force the Conservative government to
properly fund local services. If the previous Prime Minister can find £1 billion for the DUP, and the current Prime Minister can find £2 billion as a ‘sweetener’ for restoration of devolved government at Stormont, then finance is clearly available. With a sufficiently determined campaign more money could be won for local authorities.

In the immediate future council reserves and borrowing powers should be used to buy a year of no cuts whilst a strategy is discussed between councils, the trade unions, and the wider communities, to win the restoration of the millions of pounds stolen from working people.

Coventry

95 CATEGORY X: The level of vermin infestation in workplaces our members across the country are forced to work in has reached unacceptable levels.

The NEC is instructed to work with the appropriate senior safety management in the businesses that the CWU represent in order to achieve the swiftest possible resolution to this highly important Health and Safety issue as a matter of urgency.

A Report should be made to branches on progress as soon as is possible.

London Postal Engineering

96 CATEGORY X: Conference instructs the equality department to in create a review of equality proportionality within Royal mail, BT and Openreach to give an overview in the opportunities for Bame and minorities in these industries.

Coventry
OBSITUARY 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:

A LAKHLANI ALGUS NATIONAL E R MCRAE CROYDON AND SUTTON AMAL
A DEAN BIRMINGHAM AND DISTRICT AMAL K PATEL CROYDON AND SUTTON AMAL
R C ECKLEY BIRMINGHAM AND DISTRICT AMAL H E REED CROYDON AND SUTTON AMAL
J ELWELL BIRMINGHAM AND DISTRICT AMAL R ROWE CROYDON AND SUTTON AMAL
A RYANS BIRMINGHAM AND DISTRICT AMAL B ARNOLD DERBYSHIRE AMAL
J C FOSTER BIRMINGHAM AND DISTRICT AMAL D BALL DERBYSHIRE AMAL
C HEARD BIRMINGHAM AND DISTRICT AMAL W BIRKETT DERBYSHIRE AMAL
R HISTON BIRMINGHAM AND DISTRICT AMAL A KIRK DERBYSHIRE AMAL
D JOHNSON BIRMINGHAM AND DISTRICT AMAL P RACCLIFFE DERBYSHIRE AMAL
L O JONES BIRMINGHAM AND DISTRICT AMAL J WILSON DERBYSHIRE AMAL
M ROSS BIRMINGHAM AND DISTRICT AMAL T WHITE EAST LONDON POSTAL
N S J SALDANA BIRMINGHAM AND DISTRICT AMAL R J BARNARD EAST MIDLANDS
G TAYLOR BIRMINGHAM AND DISTRICT AMAL D BEDFORD EAST MIDLANDS
A R TOMKINSON BIRMINGHAM AND DISTRICT AMAL K R DOXEH EAST MIDLANDS
N WHITEHOUSE BIRMINGHAM AND DISTRICT AMAL S F FARENDEEN EAST MIDLANDS
S A BUTT BOURNEMOUTH AND DORSET AMAL S L GARRETT EAST MIDLANDS
A M CALDWELL BOURNEMOUTH AND DORSET AMAL J PERSAUD EAST MIDLANDS
W G CHRISTOPHER BOURNEMOUTH AND DORSET AMAL J GRIFFIN EASTERN NO.4
A COSTELLO BOURNEMOUTH AND DORSET AMAL A HAJDU EASTERN NO.4
M P LEVY BOURNEMOUTH AND DORSET AMAL S LAMBERT EASTERN NO.4
D J MEACH BOURNEMOUTH AND DORSET AMAL M LANGLEY EASTERN NO.4
M WATSON BOURNEMOUTH AND DORSET AMAL W MCCREADIE EASTERN NO.4
C F WHITE BOURNEMOUTH AND DORSET AMAL P SAVAGE EASTERN NO.4
P ARMSTRONG BRISTOL AND DISTRICT AMAL S T WOOTON EASTERN NO.4
M CHAIRMAN BRISTOL AND DISTRICT AMAL M ALLEN EASTERN NO.5
D CREEDY BRISTOL AND DISTRICT AMAL J BARBER EASTERN NO.5
F DURBIN BRISTOL AND DISTRICT AMAL L BRANIGAN EASTERN NO.5
K FINCKEN BRISTOL AND DISTRICT AMAL J BROWN EASTERN NO.5
S KAUR BRISTOL AND DISTRICT AMAL P BRUCE EASTERN NO.5
M LEWIS BRISTOL AND DISTRICT AMAL R COOKMAN EASTERN NO.5
K WEBBER BRISTOL AND DISTRICT AMAL T CUTHBERT EASTERN NO.5
R BRUNTON CAPITAL P FORD EASTERN NO.5
L J CARTER CAPITAL N FRICKER EASTERN NO.5
E DAVIES CAPITAL P FRISKEY EASTERN NO.5
S FOSTER CAPITAL C GARHLA EASTERN NO.5
P GARDINER CAPITAL M MORRISON EASTERN NO.5
M GREAVES CAPITAL K NICHOLLS EASTERN NO.5
R GREEN CAPITAL B Overton EASTERN NO.5
S MOED-MOINI CAPITAL G PAYNE EASTERN NO.5
W MURPHY CAPITAL E A PLAYFORD EASTERN NO.5
J RUSSELL CAPITAL R C RAMSUNE EASTERN NO.5
K SEYMOUR-SMITH CAPITAL N RIEINEMANN EASTERN NO.5
P THORNE CAPITAL E J ROBINSON EASTERN NO.5
A WEBB CAPITAL J ROSE EASTERN NO.5
P WSEB CAPITAL M SHILL EASTERN NO.5
D A BROOKS CENTRAL COUNTIES AND THAMES VALLEY E M SIMMON EASTERN NO.5
A CALDWELL CENTRAL COUNTIES AND THAMES VALLEY P G TINKLER EASTERN NO.5
C CARROLL CENTRAL COUNTIES AND THAMES VALLEY A WHITE EASTERN NO.5
E COURT CENTRAL COUNTIES AND THAMES VALLEY L WILES EASTERN NO.5
J C GILDER CENTRAL COUNTIES AND THAMES VALLEY R WYMEN EASTERN NO.5
J HAILES CENTRAL COUNTIES AND THAMES VALLEY D AXTON EDINBURGH, DUNDEE AND BORDERS
D HAWTHIN CENTRAL COUNTIES AND THAMES VALLEY J BROGAN EDINBURGH, DUNDEE AND BORDERS
J HAWTHIN CENTRAL COUNTIES AND THAMES VALLEY A ELRICK EDINBURGH, DUNDEE AND BORDERS
F J HOBSON CENTRAL COUNTIES AND THAMES VALLEY R GALL EDINBURGH, DUNDEE AND BORDERS
R J HOLT CENTRAL COUNTIES AND THAMES VALLEY F IRVINE EDINBURGH, DUNDEE AND BORDERS
K INGRAM CENTRAL COUNTIES AND THAMES VALLEY M STREETS EDINBURGH, DUNDEE AND BORDERS
B LEWIS CENTRAL COUNTIES AND THAMES VALLEY D THOMSON EDINBURGH, DUNDEE AND BORDERS
N MANSFELD CENTRAL COUNTIES AND THAMES VALLEY R A LLOYD FORMER NEC MEMBER
B MARNO CENTRAL COUNTIES AND THAMES VALLEY K BUTLER GREATER LONDON COMBINED
D RAWLINGS CENTRAL COUNTIES AND THAMES VALLEY M CHELLIN GREATER LONDON COMBINED
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R C BAKER CORNWALL AMAL J REYNOLDS GREATER LONDON COMBINED
H COLT CORNWALL AMAL N SMITH GREATER LONDON COMBINED
R SALTERN CORNWALL AMAL K TRESADEN GREATER LONDON COMBINED
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K M FAUVRELLE CRODYDON AND SUTTON AMAL E CARLSON GREATER LONDON AND SW LANCS
A E FELSTEAD CRODYDON AND SUTTON AMAL E A CARR GREATER LONDON AND SW LANCS
A GUJADHUR CRODYDON AND SUTTON AMAL CARROLL GREATER LONDON AND SW LANCS
R C LEGGO CRODYDON AND SUTTON AMAL J F CORCORAN GREATER LONDON AND SW LANCS
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OBITUARY LIST

M TRATT  SOMERSET, DEVON AND CORNWALL  D H MEREDITH  WESTERN COUNTIES
J ALLMAN  SOUTH CENTRAL POSTAL  F J NEWTON  WESTERN COUNTIES
L BURKETT  SOUTH CENTRAL POSTAL  J A NOBLE  WESTERN COUNTIES
F DAVIDSON  SOUTH CENTRAL POSTAL  B C PALMER  WESTERN COUNTIES
J D’COSTA  SOUTH CENTRAL POSTAL  P J SMITH  WESTERN COUNTIES
M DOHERTY  SOUTH CENTRAL POSTAL  C SOPER  WESTERN COUNTIES
M EWERS  SOUTH CENTRAL POSTAL  J STONE  WESTERN COUNTIES
J FALLON  SOUTH CENTRAL POSTAL  M TAYLOR  WESTERN COUNTIES
M HOPCRAFT  SOUTH CENTRAL POSTAL  K VENNER  WESTERN COUNTIES
J MATHIAS  SOUTH CENTRAL POSTAL  P YOUNG  WESTERN COUNTIES
D TAYLOR  SOUTH EAST CENTRAL  H BENNETT  SOUTH EAST NO.5
P WIJAYENDRAN  SOUTH EAST CENTRAL  L BATCHELOR  SOUTH EAST NO.5
C GOLDSMITH  SOUTH EAST CENTRAL  H BENNETT  SOUTH EAST NO.5
N JENKINS  SOUTH EAST CENTRAL  L BATCHELOR  SOUTH EAST NO.5
V KELLY  SOUTH EAST CENTRAL  H BENNETT  SOUTH EAST NO.5
A AWAIS  SOUTH EAST NO.5  H BENNETT  SOUTH EAST NO.5
L DELOS-REYES  SOUTH EAST NO.5  H BENNETT  SOUTH EAST NO.5
B DERHAM  SOUTH EAST NO.5  H BENNETT  SOUTH EAST NO.5
J EDEKEMI  SOUTH EAST NO.5  H BENNETT  SOUTH EAST NO.5
E ESTEBAN  SOUTH EAST NO.5  H BENNETT  SOUTH EAST NO.5
P EVANS  SOUTH EAST NO.5  H BENNETT  SOUTH EAST NO.5
J FLIGHT  SOUTH EAST NO.5  H BENNETT  SOUTH EAST NO.5
R FRENCH  SOUTH EAST NO.5  H BENNETT  SOUTH EAST NO.5
G HARDY  SOUTH EAST NO.5  H BENNETT  SOUTH EAST NO.5
G HOTHI  SOUTH EAST NO.5  H BENNETT  SOUTH EAST NO.5
R HUGHES  SOUTH EAST NO.5  H BENNETT  SOUTH EAST NO.5
M JOHNS  SOUTH EAST NO.5  H BENNETT  SOUTH EAST NO.5
N KEEL  SOUTH EAST NO.5  H BENNETT  SOUTH EAST NO.5
J KROLL  SOUTH EAST NO.5  H BENNETT  SOUTH EAST NO.5
R MIDDLETON  SOUTH EAST NO.5  H BENNETT  SOUTH EAST NO.5
P MILES  SOUTH EAST NO.5  H BENNETT  SOUTH EAST NO.5
B MUTANGANA  SOUTH EAST NO.5  H BENNETT  SOUTH EAST NO.5
S NORRIS  SOUTH EAST NO.5  H BENNETT  SOUTH EAST NO.5
L RAMSDEN  SOUTH EAST NO.5  H BENNETT  SOUTH EAST NO.5
D TAYLOR  SOUTH EAST NO.5  H BENNETT  SOUTH EAST NO.5
H TAYLOR  SOUTH EAST NO.5  H BENNETT  SOUTH EAST NO.5
W THORNE  SOUTH EAST NO.5  H BENNETT  SOUTH EAST NO.5
R TILBURY  SOUTH EAST NO.5  H BENNETT  SOUTH EAST NO.5
J WEBB  SOUTH EAST NO.5  H BENNETT  SOUTH EAST NO.5
P CAREW  SOUTH EAST WALES AMAL  R SUMMERHILL  SOUTH EAST WALES AMAL
P HARWOOD  SOUTH EAST WALES AMAL  Y M ALLEN  SOUTH MIDLANDS POSTAL
R JONES  SOUTH EAST WALES AMAL  A S BASI  SOUTH MIDLANDS POSTAL
R SUMMERHILL  SOUTH EAST WALES AMAL  W J R BUCHANAN  SOUTH MIDLANDS POSTAL
Y M ALLEN  SOUTH MIDLANDS POSTAL  M GONCALVES  SOUTH MIDLANDS POSTAL
A S BASI  SOUTH MIDLANDS POSTAL  T P GRIFFIN  SOUTH MIDLANDS POSTAL
W J R BUCHANAN  SOUTH MIDLANDS POSTAL  R MADRONAL  SOUTH MIDLANDS POSTAL
Y M ALLEN  SOUTH MIDLANDS POSTAL  P M C MCCRISTAL  SOUTH MIDLANDS POSTAL
A S BASI  SOUTH MIDLANDS POSTAL  G D MCELAN  SOUTH MIDLANDS POSTAL
W J R BUCHANAN  SOUTH MIDLANDS POSTAL  G D MCELAN  SOUTH MIDLANDS POSTAL
Y M ALLEN  SOUTH MIDLANDS POSTAL  N J MUNNS  SOUTH MIDLANDS POSTAL
A S BASI  SOUTH MIDLANDS POSTAL  N J MUNNS  SOUTH MIDLANDS POSTAL
W J R BUCHANAN  SOUTH MIDLANDS POSTAL  N J MUNNS  SOUTH MIDLANDS POSTAL
N J MUNNS  SOUTH MIDLANDS POSTAL  S RICHARDSON  SOUTH MIDLANDS POSTAL
J RILEY  SOUTH MIDLANDS POSTAL  S RICHARDSON  SOUTH MIDLANDS POSTAL
R SABINO  SOUTH MIDLANDS POSTAL  S RICHARDSON  SOUTH MIDLANDS POSTAL
K MATTHEWS  SUFFOLK AMAL  S RICHARDSON  SOUTH MIDLANDS POSTAL
A WOLTON  SUFFOLK AMAL  S RICHARDSON  SOUTH MIDLANDS POSTAL
C BAXTER  TYNE AND WEAR CLERICAL  S RICHARDSON  SOUTH MIDLANDS POSTAL
P ALLEN  WARRINGTON MAIL CENTRE  S RICHARDSON  SOUTH MIDLANDS POSTAL
M PROVAN  WESSEX SOUTH CENTRAL  S RICHARDSON  SOUTH MIDLANDS POSTAL
N BROWN  WEST YORKSHIRE  S RICHARDSON  SOUTH MIDLANDS POSTAL
R CATHAY  WEST YORKSHIRE  S RICHARDSON  SOUTH MIDLANDS POSTAL
J HICKEY  WEST YORKSHIRE  S RICHARDSON  SOUTH MIDLANDS POSTAL
R KENDAL  WEST YORKSHIRE  S RICHARDSON  SOUTH MIDLANDS POSTAL
J PANNELL  WEST YORKSHIRE  S RICHARDSON  SOUTH MIDLANDS POSTAL
B WILLIAMS  WEST YORKSHIRE  S RICHARDSON  SOUTH MIDLANDS POSTAL
D BUNCE  WESTERN COUNTIES  S RICHARDSON  SOUTH MIDLANDS POSTAL
J DART  WESTERN COUNTIES  S RICHARDSON  SOUTH MIDLANDS POSTAL
J S FAUX  WESTERN COUNTIES  S RICHARDSON  SOUTH MIDLANDS POSTAL
J HARKER  WESTERN COUNTIES  S RICHARDSON  SOUTH MIDLANDS POSTAL
L S HARRIS  WESTERN COUNTIES  S RICHARDSON  SOUTH MIDLANDS POSTAL
L A C HOPPER  WESTERN COUNTIES  S RICHARDSON  SOUTH MIDLANDS POSTAL
R JENKINS  WESTERN COUNTIES  S RICHARDSON  SOUTH MIDLANDS POSTAL
B JONES  WESTERN COUNTIES  S RICHARDSON  SOUTH MIDLANDS POSTAL
R JONES  WESTERN COUNTIES  S RICHARDSON  SOUTH MIDLANDS POSTAL