



The communications union

# VIRTUAL SPECIAL RULES REVISION CONFERENCE

SATURDAY 24<sup>TH</sup> APRIL 2021



**TABLE OF CONTENTS**

	<b>Page</b>
<b>Statement by Paddy Magill</b>	<b>2</b>
<b>Timetable/Programme of Business</b>	<b>3</b>
<b>Branch Voting Strengths</b>	<b>4</b>
<b>Standing Orders</b>	<b>9</b>
<b>Members of National Executive Council, Officers and Standing Orders Committee</b>	<b>14</b>
 <b>AGENDA</b>	 <b>MOTIONS</b>
<b>Section 1 - Rule 8.1.3</b>	<b>1-12 16</b>
 <b>Proposals Not Admitted to the Agenda</b>	 <b>13-14 20</b>

---

# STATEMENT

---

## STATEMENT

Colleagues,

24<sup>th</sup> April marks an important date in the history of the CWU as this is the first Virtual conference we have held, and on behalf of the General Standing Orders Committee a warm welcome to this Virtual Special Rules Revision Conference.

As this is the first time we have organised and held a virtual conference allowing Branches to make decisions via a virtual voting method, the committee as far as possible has attempted to try and keep to procedures everyone is familiar with, but also being mindful that we don't have a physical conference. We have made necessary changes and for that reason we would ask delegates read the standing orders with more attention than normal.

As this is the first virtual conference we have organised and held, the committee welcomes any feedback from Branches and Regions following the virtual conference.

As always, we wish all delegates a successful conference.

Yours sincerely

*P. Magill*

**Paddy Magill**  
**General Conference SOC Chair**

**TIMETABLE/PROGRAMME OF BUSINESS****Saturday 24<sup>th</sup> April 2021**

10.30	Conference Opens, Presidents Address			
10.40	Adoption of Rules Revision Conference Standing Orders Committee Report (including reference backs)			
10.50	Dave Ward, General Secretary's Address			
11.05	Rule Proposals	1	-	12
12.30	Lunch Break			
13.15	Rule Proposals Continued	1	-	12
14.50	Dave Ward, General Secretary's closing remarks			
14.55	Presidents closing remarks			
15.00	Conference Closes			

## BRANCH VOTING STRENGTHS

### MEMBERSHIP OF THE TELECOMS AND FINANCIAL SERVICES CONSTITUENCY

REF	BRANCH	
21/819	Central Counties and Thames Valley	2042
21/827	South East Anglia	1021
21/831	North Anglia	1657
22/032	Midland No.1	2834
22/601	Algas National	1591
22/803	Midlands Counties	2264
22/809	Coventry	637
23/404	South Yorkshire	916
23/669	Tyne and Wear Clerical	2563
23/808	North East	1795
23/817	Lincolnshire and South Yorks	1377
23/830	West Yorkshire	2077
24/024	Northern Ireland Telecoms	1831
25/274	Manchester Combined	1969
25/646	Mersey	1358
25/730	Bootle Financial Services	1709
25/732	Northern and National Financial Services	253
25/801	Isle of Man	143
25/821	Lancs and Cumbria Combined	2068
25/833	Preston, Brook and Bury	784
26/156	Glasgow and Motherwell	906
26/825	Edinburgh, Dundee and Borders	1689
26/829	Scotland No.1	2744
27/049	South East Central	1148
27/353	Portsmouth, West and Isle of Wight	653
27/805	Meridian	670
28/459	Somerset, Devon and Cornwall	2293
28/828	Great Western	2627
29/807	Mid Wales, The Marches and N.Staffs	1017
29/816	North Wales and Chester Combined	692
29/823	South Wales	2727
30/250	AIM Branch	34
30/252	Greater London Combined	3581
30/810	Capital	1598
30/811	London and West	1108
30/834	South London, Surrey and North Hampshire	2022

<b>MEMBERSHIP OF THE TELECOMS AND FINANCIAL SERVICES CONSTITUENCY</b>
---

45/001	Greater Mersey and South West Lancs	1017
99/002	UTAW *	212
	<b>TOTAL</b>	<b>57627</b>

- \* **Please note the UTAW Branch has been placed under this section solely for the purpose of recorded voting and for this virtual conference only and not for any other purpose within the CWU**

## BRANCH VOTING STRENGTHS

### MEMBERSHIP OF THE POSTAL CONSTITUENCY

REF	BRANCH	GENERAL
01/001	Essex Amal	2614
01/002	Colchester and District Amal	646
01/003	Eastern No.3	1384
01/004	Eastern No.4	1213
01/005	Eastern No.5	1934
01/006	Eastern No.6	1311
01/008	Suffolk Amal	811
01/009	South Central Postal	2134
02/001	Birmingham District Amal	2814
02/002	South Midlands Postal	4786
02/003	Leicestershire	1319
02/005	Wolverhampton District Amal	2046
02/006	Derbyshire Amal	889
02/007	North Staffordshire Postal	1086
02/008	Nottingham District Amal	2349
03/001	Doncaster and District Amal	1444
03/002	South Yorkshire and District Amal	2694
03/003	Bradford and District Amal	1160
03/005	Leeds No.1 Amal	2969
03/006	York and District Amal	1029
03/007	Hull and East Ridings Amal	560
03/008	Newcastle Amal	2485
03/009	Darlington Amal	474
03/010	Cleveland Amal	860
03/011	Durham County	358
03/012	North East Coastal Amal	409
04/001	Northern Ireland Combined	1425
04/002	Northern Ireland East	435
04/003	Northern Ireland West	854
05/002	Isle of Man	175
05/003	Cheshire No.1 Amal	435
05/004	North West Central Amal	2182
05/006	Greater Manchester	2614
05/007	North West No.1	1427
05/010	East Lancs Amal	535
05/011	North Lancs and Cumbria	2979
05/012	Darwen Capita	513
05/013	Warrington Mail Centre	711
06/001	Glasgow and District Amal	3804

---

**BRANCH VOTING STRENGTHS**

---

<b>REF</b>	<b>BRANCH</b>	<b>GENERAL</b>
06/002	Scotland No.2	2880
06/003	Grampian/Shetland Amal	897
06/005	Scotland No.5	774
06/006	Clyde Valley Amal	455
06/007	Orkney	52
06/008	Highland Amal	523
07/002	Portsmouth and District Postal	1084
07/003	Southdowns, Weald and Rother	2290
07/004	Kent Invicta	2429
07/005	South East No.5	5749
08/001	Western Counties	2719
08/002	Plymouth/East Cornwall Amal	1486
08/003	Bournemouth and Dorset Amal	1310
08/004	Wessex South Central	1841
08/005	Bristol and District Amal	2705
08/006	Gloucestershire Amal	961
08/007	South West No.7	1400
08/009	Jersey	192
08/010	Guernsey	190
08/011	Worcester and Hereford Amal	769
08/012	Cornwall Amal	557
09/001	North Wales and Marches	1732
09/002	Shropshire and Mid Wales	906
09/003	South East Wales Amal	1713
09/004	South West Wales Amal	1269
09/005	Gwent Amal	800
10/002	Mount Pleasant International	1139
10/004	London Phoenix	596
10/009	Northern Home Counties Postal	1424
10/011	London Parcels & Station Amal	603
10/012	Northern/North West London	1770
10/013	East London Postal	1125
10/015	West London Postal	551
10/016	South East London Postal and Counter	1330
10/017	London South West	1286
10/018	Kingston Area	706
10/019	Romford Amal	1681
10/020	Harrow and District	1607
10/021	South and East Thames Amal	1290
10/022	Croydon and Sutton Amal	1251
10/023	South West Middlesex Amal	1261
21/006	South Central MT	124
21/819	Central Counties and Thames Valley	78
21/827	South East Anglia	21



---

## BRANCH VOTING STRENGTHS

---

REF	BRANCH	GENERAL
21/831	North Anglia	19
22/032	Midland No.1	75
22/239	Midlands MT	172
22/803	Midlands Counties	73
22/809	Coventry	30
23/404	South Yorkshire	65
23/808	North East	40
23/830	West Yorkshire	133
24/024	Northern Ireland Telecom	59
25/821	Lancs and Cumbria Combined	43
26/156	Glasgow and Motherwell	32
26/157	Scotland MT	119
26/825	Edinburgh, Dundee and Borders	33
27/805	Meridian	66
28/053	Western MT	112
28/459	Somerset, Devon and Cornwall	33
28/828	Great Western	98
29/807	Mid Wales, the Marches and North Staffs	9
29/823	South Wales	31
30/122	London Regional MT	143
30/252	Greater London Combined	2
30/255	London Postal Engineering	207
45/001	Greater Mersey and South West Lancs	1794
	<b>TOTAL</b>	<b>118781</b>

## VIRTUAL SPECIAL RULES REVISION CONFERENCE 2021 STANDING ORDERS

1. The sessions of the Virtual Special Rules Revision Conference shall commence in accordance with the timetable.

### 2. TIMETABLE

- a
  - (i) President's Address
  - (ii) General Secretary's Address
  - (iii) Adoption of Virtual Special Rules Revision Conference Standing Orders Committee Report (including appeals/reference backs)
  - (iv) Sections of Virtual Special Rules Revision Conference Business
- b Conference is divided into two-hour sessions.
- c A proposal 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 proposals for the variation of the timetable to compensate for time lost by this procedure shall be admissible.**

### 3. PROCEDURE IN DEBATE

- a Every member of the Conference must remain in mute, except the one who may be addressing the Conference and, should the Chairperson intervene, no-one else shall continue speaking nor shall anyone else speak until call on to do so by the Chairperson.

### SPEAKERS

- b A delegate when addressing the Conference 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) Proposals 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 proposal.

### COMPOSITE PROPOSALS

- (ii) Proposals standing in the name of a Regional Committee must be moved by a delegate from that body.
  - (iii) Proposals 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.
  - (v) Proposals may be deemed moved formally under SOC8a.
- f A proposal may be seconded formally or by a speaker making a seconding speech.
- g All sponsors of a composite proposal will be responsible for agreeing the allocation of moving and seconding speakers from amongst those named within the composite proposal, notwithstanding the terms of SO3e(i) and (ii).

---

## STANDING ORDERS

---

- h The mover of a proposal 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 special permission of Conference to speak for a longer period, if agreed, it shall not exceed a further 2 minutes.**
- i The moving speaker shall have the right of reply to the debate only if there has been opposition and shall not introduce any fresh matter but shall be limited to answering the debate.
- j The NEC shall be allowed one speaker (including officers and any NEC appointed representatives) 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 only to one speaker in each debate.
- k The NEC (including all Officers and any NEC appointed representatives) shall in addition to moving and exercising the right of reply be allowed a maximum of one speaker (which may be the seconder) in a debate on proposals standing in the name of the NEC (SO3i applies to the NEC).
- l No proposal shall be spoken upon except by the mover, until it has been seconded. The mover of a proposal who opts not to make a moving speech shall lose the right of addressing Conference (except where SO8a applies) but shall still have the right of reply (SO3i) applies. The seconder of a proposal who opts not to make a seconding speech shall not lose the right of addressing Conference.

### ENDING DEBATE

- m Any delegate who has not spoken on the proposal before Conference may move "That the proposal be now put" on the seconding of which the Chairperson shall immediately and without discussion put this proposal to the vote. In the event of it being carried by a simple majority of Conference, Conference shall proceed to vote on the question itself, subject to SO3j and the right of reply as stated in SO3i being exercised.
- n Any delegate who has not spoken on the proposal before Conference may move "That Conference proceeds to next business" on the seconding of which the Chairperson shall immediately and without discussion put this proposal to the vote. In the event of it being carried Conference shall at once proceed to the next item on its agenda.

### WITHDRAWAL

- o Any proposal or composite proposal may be withdrawn from the Agenda prior to Midnight 21<sup>st</sup> April 2021 to the Standing Orders Committee via [conference@cwu.org](mailto:conference@cwu.org). Following that time, sponsor(s) can only withdraw a proposal or composite when it is called before conference.

### POINT OF ORDER

- p **POINT OF ORDER**  
Any person wishing to question the proceedings of Conference may raise 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 proposal.
  - (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).
  - (vi) That technical difficulties (as detailed in SO8) are impacting on the functioning of Conference
- q 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 proposal shall be carried by a simple majority.
- r The Standing Orders Committee shall have the right to enter debate on all matters affecting the decisions and role of the Committee.
- s 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. If such a request is supported by a simple majority of the Conference, it will be granted.

#### **4. VOTING PROCEDURE**

- a Voting at the Virtual Special Rules Revision Conference electronically as detailed in the relevant LTB published separately.  
Decisions on rule proposals shall be by majority in both constituencies subject to rule 6.6.5  
Decisions on conference proceedings shall be by a simple majority.  
Because of the nature of the virtual voting system, up to 5 minutes will be allowed on each vote (subject to SO8)
- b A proposal to amend the Rules must receive a majority, of the votes cast, in support, including a majority within each of the following:
- (i) The Postal Constituency;
  - (ii) The Telecoms & Financial Services Constituency;

To be deemed carried, and shall then become operative immediately following the close of conference.

#### **5. 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) proposals not admitted to the agenda
  - (ii) inclusion/exclusion of proposals in a composite
  - (iii) the priority/placement given to a proposal
  - (iv) timetable/programme of business
  - (v) the Standing Orders for Conference
  - (vi) the consequential rulings on proposals

must reach the Standing Orders Committee at CWU Headquarters by midnight **Wednesday 21<sup>st</sup> April 2021** by email to [conferences@cwu.org](mailto:conferences@cwu.org) Such written notice must advise of the intention to

---

# STANDING ORDERS

---

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 or Regional Committees wishing to continue their appeal/reference back must seek to do so by addressing conference at the commencement of business on **Saturday 24<sup>th</sup> April 2021**.

All parties advised by the SOC that their appeal/reference back has not been accepted will be highlighted to the Chair allowing them to address conference when called to do so by the chairperson of conference during the adoption of the Rules Revision Conference Standing Orders Committee report (subject to the timetable).

- 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 speak, 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.

## **6. 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 proposal is on the platform 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.

## **7. NEC ACCEPTANCE (Rule Amendment Proposals)**

- a The NEC will indicate, in an SOC document published prior to Conference, the proposals (excluding their own) which they are prepared to accept. When the SOC report is adopted, those proposals will be deemed to be carried subject to Standing Order 7d 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 by email to [conferences@cwu.org](mailto:conferences@cwu.org) no later than midnight Wednesday 21<sup>st</sup> April 2021. The Branch(s) registering opposition to NEC acceptance shall be published in the relevant supplementary report.

- c Challenges to NEC positions of “accept” referred to in subsequent supplementary SOC reports will be dealt with in accordance with Standing Order 5b.
- d The acceptance of proposals under the terms of this Standing Order shall not take priority over consequential rulings.
- e However, notwithstanding the provisions of 7a–d, all sponsors of proposals do not have the facility to register opposition to acceptance of proposals standing in their own name.

### **8. TECHNICAL DIFFICULTIES**

- a Where a Branch/Regional Committee or individual delegate are unable to access the online platform or are unable to be heard it shall be deemed that their proposal has been formally moved or seconded, if a Branch/Regional Committee is then able to log on prior to the conclusion of the debate, they retain the right to contribute to that debate, including the Right of Reply (SO3i)
- b If there is a major fault to the online platform the President shall have the right to suspend or adjourn proceedings and extend the timetable if required.
- c Where Branches experience difficulties but are still able to use the separate online voting system those votes shall still remain valid.

### **9. PROHIBITIONS**

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

Inappropriate behaviour or breach of this prohibition can result in removal from the conference platform.

---

# NATIONAL EXECUTIVE COUNCIL AND OFFICERS

---

## NATIONAL EXECUTIVE AND OFFICERS

<b>General Secretary</b>	D Ward	
<b>Senior Deputy General Secretary</b>	A Kearns	
<b>Deputy General Secretaries</b>	A Kerr	T Pullinger

### National Executive Council

<b>National President</b>	K Rose
<b>National Vice President</b>	J Loftus

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 *
A Eldred	R Ellis	A Furey	K Hudson
D Joyce	D Jukes	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 2020

# Deceased November 2020

*Details correct as of March 2021*

**AGENDA**

**PROPOSALS**

Section 1    Rule 8.1.3

1-12



---

# **SECTION 1 : PROPOSALS**

## **Saturday (10.30 – 15.00)**

---

# **1**

**If Carried 3, 4, 5, 6, 7, 8, 9, 10 and 12 Fall**

**Delete rule 8.1.3 in its entirety and insert:**

3. The NEC shall comprise 34 members:

- a) President and Vice President, but their inclusion shall not increase the numbers from their originating Constituencies.
- b) 11 lay members elected biennially by and from the Postal Constituency and 1 of whom shall be the Vice Chair. All of whom shall automatically be members of the Postal Industrial Executive. At least 2 lay members must be women. At least 1 lay member must be BAME
- c) 2 lay members elected biennially by and from the Postal Constituency. At least 1 lay member must be a woman. Lay Members holding these 2 positions will not be eligible to hold a position on the Postal Industrial Executive.
- d) 8 lay members elected biennially from the Telecom and Financial Services Constituency and 1 of whom shall be the Vice Chair. All of whom shall automatically be members of the Telecoms and Financial Services Industrial Executive. At least 2 lay members must be women. At least 1 lay member must be BAME
- e) 2 lay members elected biennially by and from the Telecom and Financial Services Constituency. At least 1 lay member must be a woman. Lay members holding these 2 positions will not be eligible to hold a position on the Telecoms and Financial Services Industrial Executive.
- f) 2 lay Young Workers members elected biennially who must be 29 or under at the time of the election. 1 of whom will be elected by and from the Postal Constituency and 1 of whom shall be elected by and from the Telecoms and Financial Services Constituency.
- g) 1 lay Retired Member elected biennially by all members of the retired sector.

The Retired Members NEC representative shall not be entitled to vote on issues that are Financial, Rule, Constitutional or issues that could be considered to have an industrial context except where they apply only to Retired Members.

- h) 8 lay Equality members elected biennially, 1 lay member from each of the Postal and TFS constituencies for each of the following equality strands.

Women  
LGBT+  
BAME  
Disability

**National Executive Council**

---

**2 Amend Rule 8.1.3**

Insert on point b after "11 lay members elected biennially by and from the Postal Constituency" which must include 1 member from each devolved nation.

Insert on point d after "8 lay members elected biennially by and from the Telecoms Constituency" which must include 1 member from each devolved nation.

**Scotland Region**

---

**3 COMPOSITE PROPOSAL**

**If Carried 4 and 6 Fall**

**Amend Rule 8.1.3. (b)**

**..2nd Line after "Vice Chair " insert "and a minimum of 3 of whom shall be women**

Greater Mersey and South West Lancs Amal  
Kent Invicta Amal

---

**4 Amend Rule 8.1.3. [b]**

2nd Line after " Vice Chair " insert "and 3 of whom shall be women"

**South East Wales Amal**

---

**5 Amend Rule 8.1.3 (b):**

Add new sentence at end of rule 8.1.3 (b)

At least 1 lay member must be BAME

**National Executive Council**

---

**6 Amend Rule 8.1.3 (b):**

Add new sentence at end of rule 8.1.3. (b)

At least 2 lay members must be women.

**National Executive Council**

---

**7 Delete rule 8.1.3 (c) in its entirety and insert:**

c) 2 lay members elected biennially by and from the Postal Constituency. At least 1 lay member must be a woman. Lay members holding these 2

---

## **SECTION 1 : PROPOSALS**

### **Saturday (10.30 – 15.00)**

---

positions will not be eligible to hold a position on the Postal Executive.

**National Executive Council**

---

#### **8 Delete rule 8.1.3 (e) in its entirety and insert:**

- e) 2 lay members elected biennially by and from the Telecom and Financial Services Constituency. At least 1 lay member must be a woman. Lay members holding these 2 positions will not be eligible to hold a position on the Telecoms and Financial Services Executive.

**National Executive Council**

---

#### **9 Amend Rule 8.1.3 (d):**

Add new sentence at end of rule 8.1.3 (d)

At least 2 lay members must be women.

**National Executive Council**

---

#### **10 Amend Rule 8.1.3 (d):**

Add new sentence at end of rule 8.1.3 (d)

At least 1 lay member must be BAME

**National Executive Council**

---

#### **11 Amend Rule 8.1.3 (g):**

Add at end:

Retired Members Responsibilities

1. The NEC Retired Member shall in conjunction with and under the authority of the General Secretary and the NEC actively promote the recruitment of Retired Members within Branches
2. Shall provide a report to Branches prior to Annual Conference containing details of Retired Membership numbers increase or decrease during the prior financial period, together with a brief summation of national recruitment activity carried out within that period.

**North West Central Amal**

---

**12 Amend Rule 8.1.3:**

In first sentence delete 30 and insert 34 and

Delete 8.1.3 (h) in its entirety and insert:

- h) 8 lay Equality members elected biennially, 1 lay member from each of the Postal and TFS constituencies for each of the following equality strands.

Women  
LGBT+  
BAME  
Disability

**National Executive Council**

---

### **13** Amend Rule 8.1.3:

That two (2) Lay members shall be elected to the NEC biannually from our Health & Safety Representatives in the field.

**York and District Amal**

---

### **14** Amend Rule 8.1.3

Delete 8.1.3 (h) in its entirety and insert:

- h) 8 lay Equality members elected biennially, 1 lay member from each of the Postal and TFS constituencies for each of the following equality strands.

- Women
- LGBT+
- BAME
- Disability

**Essex Amal**

---