

**Grow**

**Build**

**Change**



**GMB  
UNION**

# **GMB Congress 2019 Final Agenda**

9th to 13th June 2019  
Brighton





# **STANDING** **SHOULDER** **TO SHOULDER**

**to protect GMB members  
for over 30 years**

Pattinson Brewer – Trade Union lawyers since 1890

For further details contact Jamie Hanley

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**FINAL AGENDA**  
GMB CONGRESS 2019

**BRIGHTON**  
SUNDAY 9 JUNE – THURSDAY 13 JUNE





THE  
LEGAL  
500

BLACK  
CLIFFS  
FOR  
SOLICITORS

2019  
TIMES  
CRIMINAL FIRM OF  
THE YEAR

CRIMINAL  
AND  
REGULATORY  
SPECIALISTS  
HELPING GMB  
TO KEEP  
BRITAIN  
WORKING.

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## **1974 CONGRESS, BLACKPOOL**

### MOTION 257

#### PRE-CONGRESS DELEGATE MEETINGS

Congress agrees that in order to widen the area of debate, and to achieve a more democratic expression of Congress delegates, Pre-Congress meetings should determine their voting intentions, with regard to resolutions from within their own Region, and matters reflecting a point of principle. But should not determine an intractable attitude to resolutions from other Regions until the conclusion of the general debate.

**PERIVALE BRANCH**  
(London Region)

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## **GMB ZERO TOLERANCE STATEMENT**

In today's modern society all form of discrimination –including intimidation and behaviour patterns, words and or actions that harm or undermine a person's well-being or career is unacceptable.

GMB will not tolerate any form of discrimination and will have no place in its organisation for those who would seek to discriminate.

GMB also hold as core principles the right to equality, dignity, and fairness in industry and society as contained within the Rule book 'Our Purpose' states: 'We will aim to end exploitation, discrimination and injustice.'

GMB policies also state that our union will not tolerate any gestures, verbal or written or electronic communication or physical act that can reasonably be perceived as being discriminatory

Any persons within GMB who are subjected to such unwanted behaviour cannot function properly and are impeded from giving our membership the high quality of service that they deserve.

Harassment and discrimination, even in their most subtle forms, directly conflicts with the law and GMB policy and will not be tolerated at any level throughout the union. No employee or member of the GMB at any level should be fearful of reporting acts of discrimination.

GMB will treat all complaints of discriminatory behaviour seriously and will independently investigate them promptly, efficiently and in confidence.

GMB is furthermore committed to promoting respect and non-discrimination through on-going training, education and awareness raising programmes at all levels of the union lay and employee structures.

This statement applies to;

GMB members

GMB post holders

GMB employees - direct or indirect workers performing functions in relation to GMB

Adopted by GMB Congress 2014 as part of the GMB Women's Project CEC Special Report

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## CENTRAL EXECUTIVE COUNCIL AND NATIONAL OFFICE

### GENERAL SECRETARY AND TREASURER

ROACHE, TIM

### NATIONAL SECRETARIES

AZAM, REHANA  
BOWDEN, JUSTIN  
BRIMBLE, JUDE

### GENERAL MEMBER AUDITORS

GREGSON, PAUL (MI)  
HYMAN, CHARMAINE (SO)  
KEMPSON, DAVID (BI)

### CENTRAL EXECUTIVE COUNCIL LAY MEMBERS (41)

ABUBAKIR, KATHY (SO)  
Public Services

BLACKMAN, LIZ (MI)  
Public Services

CLARKE, MARGARET (BI)  
Commercial Services

CLEMENTS, DAVE (SO)  
Commercial Services

COLLINSON, NEIL (NO)  
Public Services

DALEY, ELAINE (BI)  
Commercial Services

DANIELS, KEN (SW)  
Public Services

DEAN, ANNE (SC)  
Public Services

DOWSON, RAYMOND (NO)  
Manufacturing

FARR, BRIAN (SW)  
Manufacturing

GAGLANI, SHAILESH (LO)  
Manufacturing

GIBBS, GORDON (BI)  
Public Services

GILLIGAN, DEAN (LO)  
Public Services

GREGG, MARGARET (NW)  
Commercial Services

GUNTER, COLIN (MI)  
Manufacturing

HOPE, DAVID (NO)  
Public Service

HUGHES, MARGARET (LO)  
Commercial Services

HUSBANDS, MICHAEL (LO)  
Commercial Services

HUTCHINSON, MARY (NO)  
Manufacturing

JACKSON, MARTIN (YO)  
Public Services

JONES, KEVIN (SW)  
Public Services

KANE, PETER (NO)  
Commercial Services

KERR, COLIN (LO)  
Commercial Services

MARNELL, EDDIE (NW)  
Manufacturing

MCDONNELL, JOHN (NW)  
Manufacturing

MCGIVERN, ANDY (NW)  
Manufacturing

MEYRICK, PETER (BI)  
Fine Manufacturing

MODLOCK, BILL (SO)  
Public Services

MURPHY, CATHY (SC)  
Commercial Services

NEWMAN, ANDY (SO)  
Commercial Services

PLANT, BARBARA (SO)  
Public Services

RICHARDSON, GORDON (BI)  
Manufacturing

ROBINSON, PENNY (LO)  
Public Services

SAGE, MALCOLM (MI)  
Commercial Services

SLATER, KATHLEEN (MI)  
Commercial Services

SMART, VIV (BI)  
Public Services

STRIBLEY, JAMES (YO)  
Commercial Services

SUTTON, CATHERINE (NW)  
Commercial Services

WELHAM, ROBERT (NW)  
Manufacturing

WHEATLEY, PAUL (MI)  
Manufacturing



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**CENTRAL EXECUTIVE COUNCIL OBSERVERS**

DOVEY, KAREN (BI)                      JUMMA, FARZANA (YO)  
GRAY, CHARLIE (NO)                    MORRIS, CLAIRE (LO)  
GILRAINE, ANGELA (BI)  
HUSON, LYNNE (BI)

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**NATIONAL OFFICE**

ANDREW, NELL	JOHNSON, LISA	RACKHAM, CATHERINE
BARNES, ANNA	JONES, ALEX	SHEARS, DAN
BARTLAM, WENDY	JULIUS, MONICA	SHORT, STEVE
BARTLETT, MELANIE	KEANE, PAULA	SLATER, JACK
BLAIR, HELEN	MANN, LYNSEY	SMITH, BARRY
DOW, GRAHAM	McGHEE, NICHOLAS	SMITH, KAREN
FOSTER, NEIL	NICHOLS, CHARLOTTE	SMITH, KERRY
GANNON, PAT	OWEN, SARAH	STAMMERS, JOHN
GILANI, SANGEETA	PANTON, KEVIN	TINNEY, LAUREN
GOLDING, EMMA	PARKER-DEAN, JON	TURNER, LAURENCE
HARRIS, SUE	PATON, AUDREY	WARNETT, TOM
HOLDEN, ROSS	PERRIN, HILARY	WYLIE, ALLAN

## BIRMINGHAM & WEST MIDLANDS REGION (BI)

### REGIONAL SECRETARY

MORGAN, JOE

### ELECTED ORGANISER

DOWNES, DECLAN

### REGIONAL STAFF

ATKISS, ADELLE  
CASWELL, KATE  
RIGBY, TOM  
WAY, CERYS

### SENIOR ORGANISER

RICHARDS, STUART

### LAY DELEGATES (32)

ADAMS, BRIAN

S74 Stoke/Shropshire Gas

DEFRIEZ, PAULA

A15 Asda

OSTERLOH, PAUL

B01 Birmingham Forward

BAILEY, JULIE

S64 Stafford/Stoke Municipal

DUDSON, ALAN

W18 Walsall Local Authority

OXFORD, KEITH

C91 Coventry No.3

BAKER, KEVIN

C15 General

EDWARDS, MERVYN

A15 Asda

PICKERILL, PAUL

N45 Newcastle & Chesterton

BARNETT, CHERYL

S64 Stafford/Stoke Municipal

HELWIG, VINCENT

B95 P H Jones

RATH, TIM

C80 Dudley

BENNETT, BRIAN

B43 Birmingham City General

INGLEY, JACKIE

T10 Tamworth

ROBERTSON, STEPHEN

B10 Banbury No.1

BURNETT-PITT, JACQUELINE

N99 Northampton Local  
Government

JAMES, DARREN

S85 Sandwell Community

RYMER, PAUL

C40 Care

CHURMS, IAN

N99 Northampton Local  
Government

JUSS, WARINDER

X13 Birmingham General

THOMAS, YVONNE

C40 Care

COOKE, BYRON

W50 Wellington

LAL, MADAN

W70 Willenhall

UMAR, IFTKAHAR

B01 Birmingham Forward

COOPER, MARTIN

R35 Rocester JCB General

LOWE, STEPHANIE

S64 Stafford/Stoke Municipal

WILKINSON, ADAM

B95 P H Jones

CORBETT, ANDREW

D40 Dudley Engineering

MCCREADY, LISA

S75 Stoke Unity

YATES, SHARON

S75 Stoke Unity

DEARLOVE, CHRISTINA

B10 Banbury No.1

NIXON, TONY

S60 Stafford Abrasive

## LONDON REGION (LO)

### REGIONAL SECRETARY

KENNY, WARREN

### ELECTED ORGANISERS

BHATTI, TAHIR  
HACKETT, SUSAN  
VAIDYA, HITEN

### REGIONAL STAFF

BARGER, CHRIS  
CLEMO, IDA  
GRAHAM, HENRY  
PRYLE, OLIVIA

### SENIOR ORGANISERS

WARR, TONY

### NON-ELECTED ORGANISERS

GARELICK, STEVE  
TAVOLARA, HILDA

### LAY DELEGATES (63)

AMADI, OBI  
GMB Unite

BELGRAVE, PAMELA  
Harrow Public Services

BLOCK, PAUL  
Energy Central

BOATSWAIN, ALTON  
GMB (London) Security

BONNER, PATRICK  
Islington Apex

BOUNDY, MILLIE  
British Airways LHR Terminals

BRUNNING, GORDON  
Securicor 1

BYRNE, DANNY  
City of London

CHANA, TARANJIT  
Ealing

CHOLERTON, TONY  
London Zoological

CLARKE, ANDREW  
Hounslow

CLARKE, NATHAN  
London Stores General

CHOONARA, ESME  
London Ambulance Health

COLE, TONY  
Waterworks 41

CONWAY, WILL  
House of Parliament

DURCAN, DANIEL  
Plaistow

FAITH, DANNY  
BA Hatton Cross

GADSDON, COLIN  
Hotels & Catering

GAYLE, LORNA  
Aviation Security

GOODSON, MARY  
Barnet Public Services

HAMBLIN, HEATHER  
East Dereham

HANLON, CATHY  
Plaistow

HOLLAND, CATHY  
Essex Public Services

HOOKWAY, RACHAEL  
Barking

HURLEY, SARAH  
Holborn

HUSSEIN, FEVZI  
GMB CWU Staff

IKANIK, STELLA  
Newham Apex

JONES, ANN  
Harrow PS

JONES, RICKY  
North West London

JONES, STEPHEN  
Redbridge

MAKWANA, PUSHPA  
Newham Apex

MALONE, MAUREEN  
Luton

ONYEMA, SAMUEL  
Westminster LGO Apex

OSEI, FRANK  
Camden Apex

OSWICK, WAYNE  
Stansted Airport

PIRES, ANTONIO  
Aviation Security

POLLARD, LIAM  
Whittington Services

REID, DAVID  
Huntingdon & Wisbech

REIS, WENDY  
Southend on Sea

RIGBY, DOUGLAS  
Braintree & Bocking

RONEY, CLIFF  
Thames General

SAGGERS, PAUL  
East of England Waterworkers

SHAH, NITINJUMAR  
Southall

SHAW, BRIAN  
GMB @ PCS

SIBBALD, VANESSA  
Holborn Apex

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## LONDON REGION (CONT)

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### LAY DELEGATES (CONT)

CULLUM, GORDON  
Cambridge 2

DARCI, JAISUCLAL  
Central Wembley

DOWNEY, GAVIN  
Barking

DUDLEY, KAREN  
Beds County

DUFFIELD, BRENDAN  
Barking & Dagenham LGO

HARRINGTON, PAUL  
Hounslow

KENT, DAVE  
Norwich General

LAKE, WAYNE  
Walthamstow 1

LAW, ALAN  
King's Lynn No 1

LEVY, DAVE  
London Central General

MARTIN, EVELYN  
Islington 1 & Haringey

ODJEAKU, ERIC  
Harrow General

SMITH, JAN  
East Dereham

STANSFIELD, LESLEY  
Hendon

THOMAS, VAUGHAN  
Norfolk Public Services

THOMAS, VIVIEN  
Norfolk Public Services

THOMPSON, ALLAN  
Milton Keynes City

TYLER, ALAN  
Islington 1 & Haringey

UNADKAT, VARSHA  
Central Wembley

WARR, NICOLA  
Bucks County

## MIDLAND & EAST COAST REGION (MI)

### REGIONAL SECRETARY

ALLEN, MARTIN

### REGIONAL FINANCE OFFICER

CASTLEDINE, DAVID

### REGIONAL STAFF

EVANS, CHERYL  
STOCKLEY, KAREN

### SENIOR ORGANISERS

DOBBS, LES  
TAYLOR, RICHARD  
WAUDBY, LESLEY

### ELECTED ORGANISERS

CLARKSON, SHAUNE  
REDGATE, SEAN  
WHYATT, COLIN

### REGIONAL PRESIDENT

SOPER, PHIL

### LAY DELEGATES (34)

ALEXANDER, STEPHEN  
Leicestershire 2000

ALLINSON, SHANE  
Hull Paint & Engineering

BAILEY, JOANNA  
Nottingham City

BUCKLEY, MATTHEW  
Lincoln Tec General & Apex

BURKETT, IAN  
GMB Energy & Utilities

CLARKE, IAN  
GMB Derby Rolls Royce

CLARKSON, CAROL  
Hull Retail & Distribution

DAVISON, ANTHONY  
Beverley

DE, DEBASHIS  
Hull No.1

DUDDING, KEVIN  
Hull No.1

ELLINGER, PETER  
Hull No 7

EVANS, JASON  
Leicester Water

GLOVER, PAUL  
Nottingham City

GOLDING, JIMMY  
Peterborough Food & Allied

GRANGER, JASON  
Leicester Water

HARRIS, PHILIP  
Nottingham Tec

HARRISON, MARY LOUISE  
Leicester Services

JOHNSON, HELEN  
Eurotec

KENNY, PAUL  
GMB Mid Lincs

LAMBERT, BRIAN  
Mansfield Central

LE BLANC, ALBERT  
Melton Mowbray CFTA

MORGAN, RICHARD  
Derby Tec

MORRELL, KAREN  
Grantham Community

PAVITT, CLARE  
Northants Community

ROBERTSON, CAROL  
Ashfield No.1

SHAW, JAYNE  
Staythorpe & Newark Tec & Gen

SHORT, MILES  
North Lincs Unitary

THORPE, SARA  
Matlock

TROOP, DANIEL  
Long Eaton

WASS, VICKY  
Bassetlaw & Worksop

WHILDING, ROB  
Buxton

WIDDISON, MICK  
Nottingham No.1 Apex

WOODWARD, ALAN  
East Midlands Police Staff

YEL, TONI  
Eurotec

## NORTHERN REGION (NO)

### REGIONAL SECRETARY

COATES, BILLY

### NON-ELECTED ORGANISERS

GATLISS, LAURA  
STOBART, ETAIN

### REGIONAL STAFF

JONES, DEBBIE

### SENIOR ORGANISERS

JUKES, CHRIS  
SMITH, COLIN

### LAY DELEGATES (34)

AVERY, GRAHAM

W22 – Sunderland City LA

BARWICK, JANICE

A61 – Asda Stores

BIRNIE, SUSAN

A61 – Asda Stores

BURLINSON, WENDY

N26 – Northern Elec Ind

CLEGG, DAVID

D43 – Durham County LA

CONWAY, CLAIRE

N26 – Northern Elec Ind

DAWSON, CRAIG

F29 – Nth Tyne Health & Social Care

DOWSON, ELLEN

A61 – Asda Stores

DRYSDALE, JULIE

N31 – Northern Utilities

EARL, THOMAS

C20 – Carlisle & Cumbria Local  
Authorities

EMMERSON, GEORGE

C52 – South East Northumberland  
General

GABBERT, TRACEY

B05 – Barrow 5

HENWOOD, COLIN

M45 – Middlesbrough 5

HOOD, ALAN

D30 – Durham General

HUNTER, THOMAS

S52 – South Shields 2

INGLIS, KIMBERLEY

W22 – Sunderland City LA

JONES, JAMES ALLAN

M45 – Middlesbrough 5

LANE, STUART

G50 – General Security

LEYLAND, DARREN

N26 – Northern Elec Ind

MILLAR, BARRY

B05 – Barrow 5

MITCHELL, JULIE

N39 – North West Durham AHA

MURRAY, GEORGE

T25 – Newcastle & North Tyne  
General

PARKES, ALAN

H22 – Hartlepool 2

RIDDLE, DAVID

W22 – Sunderland City LA

ROBBINS, BEN

N31 – Northern Utilities

ROBERTSON, DIANE

W70 – Sellafield Ind

ROBSON, MARTIN

H40 – Northumberland County LA

SAWDON, PETER

Z46 – Stockton 3 Eng

SERRECHIA, LINDA

D30 – Durham General

TIMBEY, LES

D43 – Durham County LA

TUBURU, BINA

G13 – Gateshead LA

WALKER, PETER

C17 – Metal Box Carlisle Ind

WARCUP, JOHN

A61 – Asda Stores

WEBSTER, DAVID

B05 – Barrow 5

## NORTH WEST & IRISH REGION (NW)

### REGIONAL SECRETARY

MCCARTHY, PAUL

### ELECTED ORGANISERS

BLIGHT, SANDRA  
SMITH, NEIL

### REGIONAL STAFF

DAVIES, JANET  
FARRINGTON, ROSS  
REED, DEBBIE

### SENIOR ORGANISERS

HOLDEN, NEIL

### NON-ELECTED ORGANISERS

EVANS, MICHAEL

### LAY DELEGATES (49)

ALI, KAMRAN  
RMB1

ASHWORTH, TRACEY  
Q20

BAILEY, NICOLA  
M15

BUCKLEY, STEVEN  
WCM1

BURNS, STEPHEN  
X02

CADMAN, THOMAS  
A62

CAMPBELL, ROBERT  
S70

CARTWRIGHT, GRAHAM  
P42

COOPER, ANDREW  
N45

DAVIES, JAYNE  
L25

DELAHUNTY, PATRICK  
P41

DENTON, MATTHEW  
V15

DOHERTY, KAY  
W80

EMERY, DIANE  
M45

FEARON, SAMANTHA  
A56

FIRTH, KEITH  
C51

FLANAGAN, KEVIN  
Q22

FLYNN, PAUL  
D58

GOULDING, BILLY  
R26

GRAY, DAVID  
F50

GREENWOOD, DARRAN  
M96

GUNN, ROBERT  
F72

HENRY, DOUGIE  
M35

HEWITT, MAXINE  
A62

HOLLOWAY, JEFF  
M01

IBBETSON, CATHERINE  
S05

KEIGHT, JEFFREY  
L50

KNOWLES, DAVID  
L34

LALKHAM, BERNIE  
J01

LINGHAM, TRACEY  
HC1

LLEWELLYN, LEESA  
N45

MACKLIN, PETER  
Q78

MAWDSLEY, VINCENT  
H05

MCCANN, ANDREW  
N30

MCGAFFIN, LYNETTE  
M53

MERCER, LINDA  
A08

MONTAGUE, DAVID  
L33

NASH, KERRY  
L20

PATRICK, TRACEY  
X07

PENDLEBURY, CHARLES  
TU3

PITCHFORD, JOHN  
B23

RAWSTHORNE, BARBARA  
Y03

RICHARDS, PAUL  
K28

SMITH, JOE  
W87

STODDART, ANN  
HC1

STODDART, BARBARA  
N32

TAYLOR, ALLISTER  
B91

WALL, LINDA  
X24

WILKINSON-MAYNARD, STELLA  
C56

## GMB SCOTLAND (SC)

### REGIONAL SECRETARY

SMITH, GARY

### NON-ELECTED ORGANISERS

NOLAN, HAZEL

### REGIONAL STAFF

FLYNN, JANICE  
WELSH, PETER

### LAY DELEGATES (37)

ALI, USMAN

Glasgow General Apex

ANDERSON, GORDON

Glasgow NE & SW Health Service

BLACK, JASON

Aberdeenshire PS

BOYD, MARGARET

Glasgow Nurses

BRANSCOMBE, FIONA

Glasgow NE & SW Health Service

CARR-POLLOCK, THOMAS

Bathgate

CARSON, BRENDA

Clyde Bonding

CHANNON, JOHN

SGN

DEBRUYN, ELIZABETH

Banbeath

DENNIS, TAM

Tollcross Biscuits

DOLAN, JOHN

Upper Clyde Eng Shipbuilding

DRYLIE, ANNETTE

Fife PS

DUFFY, PAT

North Lanarkshire 1

FINN, MARY ANNE

Glasgow NE & SW Health Service

GAULD, JULIE

Asda Retail

GRANGER, THOMAS

Clyde Bonding

GREENE, ALICE

Scottish Ambulance

MACKENZIE, RODERICK

Dumbarton 2

MARTIN, LIZ

Private Care

McCROSSAN, JIM

Dumfries & Galloway Council

MCHALE, JOANNA

Dumbarton PS

MCNEILL, FRAN

Glasgow 66 Engineering

MILLER, JAMES

North Ayrshire PS

MILLIKEN, JOHAN

Hunterston

MULLIGAN, MARY

Scottish Ambulance Service

NEEDHAM, MICHAEL

Scottish Gas Staff

PATERSON, RAYMOND

South Lanarkshire Public Services

PHILIP, ALISON

Dunbartonshire PS

REED, MORAG

Scottish Aviation

ROBERTSON, CHARLIE

Dundee & Angus College

ROSS, STUART

East Ayrshire Council

SMITH, GAVIN

Highlands & Islands

SMITH, RAYMOND

Falkirk PS

THOMPSON, ANDREW

Scottish Water

THOMSON, ANDREW

Securitas

TRAYNOR, STEVIE

North Lanarkshire 1

WALKER, LINDA

Highland & Islands



## SOUTHERN REGION (SO)

### REGIONAL SECRETARY

MALONEY, PAUL

### ELECTED ORGANISERS

SMITH, CLIVE  
ALLISON, ASIA  
FEIGHAN, KATIE

### REGIONAL STAFF

GORDON, MICHELLE  
SHURGOLD, JULIE  
WIJE, ASHA

### SENIOR ORGANISERS

HARRITY, CHARLES

### NON-ELECTED ORGANISERS

WHITFIELD, ELIZABETH

### LAY DELEGATES (49)

ADJE, CHARLES  
X98 LFB

AHMAD, MARINA  
K19 SW London Gen

BAILEY, DAWN  
S71 East Berkshire

BARNES, CAROLYN  
E38 Environment Agency  
Manual & Craft

BARTLETT, DAVID  
W47 Wilkinsons

BROTHERS, EMILY  
K19 SW London Gen

BROWN, DAVINA  
L32 LB Sutton

CHAPMAN, STEPHEN  
H25 Ascot & Windsor Pk

CRUICKSHANK, OLIVER  
E41 East Sussex Gen

DALY, FRANCIS  
X98 LFB

DARA, ROHIT  
G38 Surrey

DAS, SHAMIK  
B59 Brussels

DAVIS, SONYA  
L26 LB Wandsworth

DENNIS, JAMIE  
D27 Dungeness Elec

DONNELLY, ROBERT  
D30 Dorset CC

DURRANT, ALAN  
P28 South Coast Water & Utilities

ENNIS, PATRICIA  
L09 LB Lambeth

FERNANDES, PAULO  
W15 Wiltshire & Swindon

GOWERS, BEVERLEY  
B50 Sussex

HECTOR, JEFF  
A10 ASDA Retail

HEGGIE, CAROLINE  
E23 East Kent

HIBBERD CHRIS  
W27 Weymouth

HUTCHINGS, STEPHEN  
A53 Didcot & Oxon

KASSAM, LEILA  
X96 S.London Universities

LEAK, DAVID  
Z39 N.Kent Eng.

MAHER, VICTORIA  
L26 LB Wandsworth

MASKELL, MARTIN  
Y20 Yodel

MAUGEY, LEON  
S15 Securicor APEX 5

MCMULLEN, DAVID  
R26 Reading

MINAL, JULIE  
X21 Portsmouth Gen

MORRISON, BEVERLEY  
W47 Wilkinsons

MOULD, SHANE  
W09 Warehouse ASDA Dartford

OAKES, STEVE  
L16 LB Greenwich

ODUMOSU, DOTUN  
C46 Cobbs Wood

PAYNE, AVA  
C60 Croydon

POWELL, TAMARA  
D11 Southern Healthcare

QUINN, KEVIN  
X96 S. London Universities

RAZA, SYED  
P29 South Coast Gas & Utilities

SONY, PAUL  
G36 Security

SPOONER, MARTIN  
Z42 Southampton No.1

STACK, PAUL  
L10 London Elec

STRELLEY, WESLEY  
B10 LB Richmond

THOMPSON, SHERINE  
M27 LB Merton

TUCKWELL, DAVID  
L25 LB Southwark

TURNER, KAREN  
X17 Medway Gen

UGEWOEME, VICTORIA  
S37 Southampton

WALFALL, VETA  
G50 St. Georges

WARNER, ANDRE  
T15 Thames Water

WILSON, AUDREY  
W32 Wimbledon

## GMB WALES & SOUTH WEST REGION (SW)

### REGIONAL SECRETARY

PHILLIPS, JOHN

### SENIOR ORGANISERS

BRADY, RUTH  
HAYWARD, ROWENA

### ELECTED ORGANISERS

ANDREWS, KELLY  
BECK, JEFF  
HUGHES, GREG  
MORGANS, GARETH

### REGIONAL STAFF

BARRETT, JUDE  
HOYLES, TOM  
PETTY, CERI  
WHYMAN, CAROLE

### LAY DELEGATES (46)

AVERY, SUSAN  
C03 County of Powys

BATEMAN, GEMMA  
B96 Bristol & Dist Water

BOHIN, PAUL  
B86 Bristol 6

BRADY, STEPHEN  
T56 Transco Gas

BRINKWORTH, GWYLAN  
S62 South Wales Police

BUTLER, MAXINE  
W66 Wrexham

CHAMBERLAIN, WILLIAM  
S72 South West Security

CHEDZEY, GEORGIA  
C48 Cardiff 1

CLARKE, LYNDON  
N31 Newport County

COLE, WENDY  
R45 Rhondda Cynon Taff

COLLYER, RICHARD  
W17 Welsh Ambulance

DAVIES, COLIN  
V09 Vale of Glamorgan

DAVIES, IAN  
J15 Jcb Wrexham

DAWKINS, REBECCA  
N31 Newport County

EVANS, GEORGE  
A55 Avon & Wessex Branch

FARLEY, PAUL  
W23 Western Power Dist

FELTON, MATTHEW  
M58 Merthyr Tydfil

FERGUSON, HOLLY  
B15 British Gas Energy

FUNNELL, NEIL  
C22 Caerphilly County

GILROY, KEVIN  
N15 Neath Port Talbot

HARRAP, ELIZABETH  
X12 Cardiff & District

HARRISON, SHARRON  
H15 Hengoed Engineering

HUMPHREYS, NICOLA  
W42 Gwynedd CC

HUNT, PAUL  
W71 Welsh Water

HUNT, ROGER  
C02 Glos Community

JALLOW, AMADOU  
N08 North Bristol Nhs

JENKINS, SHARON  
W21 Wilkinsons

JONES, CRAIG  
R45 Rhondda Cynon Taff

JONES, JULIET  
A03 Asda North Wales

JONES, MARTYN  
M53 Merthyr Bus

JONES, TERENCE  
A58 Asda Devon & Cornwall

LEE, EDWARD  
P19 Plymouth Health

MCGUIRE, PAUL  
W21 Wilkinsons

MCLEAN, JAKE  
Z27 Appledore Shipbuilders

MORRIS, ANNE  
W17 Welsh Ambulance

MURPHY, SHAUN  
Z14 Port Talbot Bms

PARKER DELAZ AJETE, LORRAINE  
P18 Plymouth & District

SMITH, JENNIFER  
M63 Mid Glamorgan C&T

THOMAS, PAUL  
P72 Porth 2

VALE, CARLY  
H15 Hengoed Engineering

VAUGHAN-GREEN, LISA  
W66 Wrexham

WARN, NIGEL  
D19 Devonport Dockyard

WEST, KIERAN  
A50 Asda Joint Branch

WILLIAMS, RHIANNON  
A50 Asda Joint Branch

WILSON, MICHAEL  
D15 Welsh Water

WORGAN, ELAINE  
C03 County Of Powys

## YORKSHIRE & NORTH DERBYSHIRE REGION (YO)

### REGIONAL SECRETARY

DERRICK, NEIL

### ELECTED ORGANISERS

BOOTH, STACEY

### REGIONAL STAFF

AWAIS, NAVEED  
FORD, MARIA  
JONES, CAROLINE  
ROACHE, MANDY

### SENIOR ORGANISERS

DAVIES, PETE

### NON-ELECTED ORGANISERS

DALTON, WILL  
O'MALLEY, JAKE

### LAY DELEGATES (42)

BAGNALL, PETER

L10 - Leeds School Support Staff

HUMPHREYS, THERESA

L30 - Leeds Local Govt Staff

POWELL, RON

A56 - Asda South

BRILLY, ALAN

Y10 - York General

HUNTER, MOIRA

A56- Asda South

PRESTON, DANIEL

D31 - Derbyshire County Council

BURLEY, AMANDA

L18 - Leeds Civic

JACKSON, SIMON

A55 - Asda Stores

RYAN, JOHN

P20 - Parkgate

BURTON-KEEBLE, ALEX

B15 - Barnsley Health Service

JARVIS, GRAHAM

B12 - Barnsley GMB

SHILLITO, DAVID

Q02 - Yorkshire Clothing & Textile

BUTLER, IAN

S37 - Sheffield Waste & Recycling

KEMP, IAN

P20 - Parkgate

SMITH, WARREN

L30 - Leeds Local Govt Staff

CARTER, SHELAGH

S38 - Sheffield Mcp & Light

KHAN, JAWAD

B05 - GMB Organising

STEER, PHILIP

L14 - West Yorkshire Manufacturing

GAVIN, CINDY

X20 - Leeds General

KITCHING, JOHN

B15 - Barnsley Health

STEVENSON, JOHN

S96 - Sheffield Local Govt Staff

GILL, COLIN

L65 - Leeds Works Department

KNOWLES, RITA

A56 - Asda South

SKYES, TONY

B30- Bradford Public Services

GILLOTT, DOMINIQUE

A56 - Asda South

LOCKWOOD, NEIL

R75 - Ripon & Thirsk General

TINDLE, CLAYTON

W57 - Wilko Hardware

GOLDING, BRIAN

Y22 - Rowntree & Associated

MILLARD, JONATHAN

P55 - Pontefract & Castleford General

WALKER, SUE

A55 - Asda Stores

HARDING, GINA

B05 - GMB Organising

MITCHELL, YVETTE

X20 - Leeds General

WARWICK, GARRY

S96 - Sheffield Local Govt Staff

HENSBY, KEVAN

S38 - Sheffield Mcp & Light

O'BRIEN, PAUL

D20 - Doncaster Central

WEAVER, CHRIS

A40 - Asda Distribution

HILL, PHILIP

L18 - Leeds Civic

PAVIS, JENNY

Y10 - York General

WYDELL, GLYN

K20 - Kirklees

HINSLIFFE, WILLIAM

Y27 - Yorkshire Copper Works

PINDER, CATHERINE

B05 - GMB Organising

YOUNG, SARAH

S35 - Sheffield Health

## CONGRESS LAY DELEGATES

### MALE / FEMALE BREAKDOWN

REGION	NOMINATED*		ELECTED AND APPOINTED**	
	M	F	M	F
BIRMINGHAM & WEST MIDLANDS	26	15	24	11
LONDON	61	34	41	22
MIDLAND & EAST COAST	29	17	26	12
NORTHERN	28	12	25	11
NORTH WEST & IRISH	40	28	30	19
GMB SCOTLAND	29	18	25	14
SOUTHERN	33	20	33	20
GMB WALES & SOUTH WEST	26	20	26	20
YORKSHIRE & NORTH DERBYSHIRE	38	14	29	13
<b>TOTALS</b>	<b>310</b>	<b>178</b>	<b>259</b>	<b>142</b>

\* As at 31 December 2018 rulebook deadline for nominations for election or appointment of delegates (rule 8.5)

\*\* Following 28 February 2019 rulebook deadline for close of ballot for election of delegates, and appointments of delegates by Regional Committees (rules 8.5 and 8.6)

## DELEGATE EQUALITY MONITORING DATA

(Below data shows summary by Region of completed monitoring forms)

### BIRMINGHAM & WEST MIDLANDS REGION

#### Gender

19 Man, 8 Woman

#### Gender Identity match sex as registered at birth?

24 Yes, 3 Prefer not to say/did not answer

#### Sexual orientation?

2 Gay women/lesbian, 25 Heterosexual/straight

#### Disability or health condition that impacts your ability to do daily tasks?

4 Yes, 21 No, 2 Prefer not to say/did not answer

#### Age

1 (19-30), 4 (31-40), 5 (41-50), 2 (51-60), 1 (60-65), 4 (65+), 1 did not answer

#### Ethnic Group

20 White UK, 3 Black British/Caribbean, 2 Asian British/Indian, 1 Asian British/Pakistani, 1 Mixed White and Black Caribbean

### LONDON REGION

#### Gender

31 Man, 15 Woman, 1 Prefer not to say/did not answer

#### Gender Identity match sex as registered at birth?

46 Yes, 1 Prefer not to say/did not answer

#### Sexual orientation?

1 Asexual, 2 Bi/bisexual/Pansexual, 1 Gay man, 1 Gay woman, 36 Heterosexual/straight, 6 Prefer not to say/did not answer

#### Disability or health condition that impacts your ability to do daily tasks?

9 Yes, 35 No, 3 Prefer not to say/did not answer

#### Age

4 (19-30), 3 (31-40), 5 (41-50), 21 (51-60), 8 (60-65), 3 (65+)

#### Ethnic Group

28 White UK, 3 White Irish, 1 Other White, 6 Black British/Caribbean, 2 Black British/African, 2 Other Black, 4 Asian British/Indian

### MIDLAND & EAST COAST REGION

#### Gender

21 Man, 11 Woman

#### Gender Identity match sex as registered at birth?

31 Yes, 1 Prefer not to say/did not answer

#### Sexual orientation?

30 Heterosexual/straight, 2 Prefer not to say/did not answer

#### Disability or health condition that impacts your ability to do daily tasks?

5 Yes, 25 No, 2 Prefer not to say/did not answer

#### Age

2 (31-40), 7 (41-50), 13 (51-60), 5 (60-65), 4 (65+)

#### Ethnic Group

28 White UK, 2 Other White, 1 Black British/Caribbean, 1 Asian British/Indian

## NORTHERN REGION

### Gender

17 Man, 6 Woman

### Gender Identity match sex as registered at birth?

23 Yes

### Sexual orientation?

1 Gay man, 22 Heterosexual/straight

### Disability or health condition that impacts your ability to do daily tasks?

5 Yes, 17 No, 1 Prefer not to say/did not answer

### Age

2 (19-30), 2 (31-40), 1 (41-50), 9 (51-60), 1 (60-65), 8 (65+)

### Ethnic Group

23 White UK

## NORTH WEST & IRISH REGION

### Gender

23 Man, 14 Woman. 1 Prefer not to say/did not answer

### Gender Identity match sex as registered at birth?

35 Yes, 1 No, 2 Prefer not to say/did not answer

### Sexual orientation?

1 Asexual, 38 Heterosexual/straight, 2 Prefer not to say/did not answer

### Disability or health condition that impacts your ability to do daily tasks?

3 Yes, 35 No

### Age

8 (41-50), 8 (51-60), 10 (60-65), 8 (65+)

### Ethnic Group

35 White UK, 2 White Irish, 1 Asian British/Pakistani

## GMB SCOTLAND

### Gender

16 Man, 12 Woman

### Gender Identity match sex as registered at birth?

28 Yes

### Sexual orientation?

1 Gay man, 26 Heterosexual/straight, 1 Prefer not to say/did not answer

### Disability or health condition that impacts your ability to do daily tasks?

6 Yes, 21 No, 1 Prefer not to say/did not answer

### Age

2 (31-40), 6 (41-50), 7 (51-60), 5 (60-65), 3 (65+), 5 did not answer

### Ethnic Group

27 White UK, 1 Black British/African

## SOUTHERN REGION

### Gender

22 Man, 13 Woman

### Gender Identity match sex as registered at birth?

34 Yes, 1 Prefer not to say/did not answer

### Sexual orientation?

1 Bi/bisexual/Pansexual, 1 Gay man, 31 Heterosexual/straight, 2 Prefer not to say/did not answer

### Disability or health condition that impacts your ability to do daily tasks?

6 Yes, 27 no, 2 Prefer not to say/did not answer

### Age

2 (19-30), 7 (31-40), 7 (41-50), 10 (51-60), 7 (60-65), 1 (65+), 1 Prefer not to say/did not answer

### Ethnic Group

18 White UK, 2 White Irish, 1 Other White, 5 Black British/Caribbean, 3 Black British/African, 1 Asian British/Pakistani, 1 Asian British/Bangladeshi, 1 Other Asian, 1 Mixed White and black Caribbean, 1 Other ethnic mixed background. 1 Prefer not to say/did not answer

## GMB WALES & SOUTH WEST REGION

### Gender

20 Man, 12 Woman

### Gender Identity match sex as registered at birth?

31 Yes

### Sexual orientation?

1 Gay man, 30 Heterosexual/straight

### Disability or health condition that impacts your ability to do daily tasks?

7 Yes, 24 No, 1 Prefer not to say/did not answer

### Age

2 (19-30), 3 (31-40), 6 (41-50), 17 (51-60), 2 (60-65), 2 (65+)

### Ethnic Group

30 White UK, 1 Black British/African, 1 Prefer not to say/did not answer

## YORKSHIRE & NORTH DERBYSHIRE REGION

### Gender

13 Man, 7 Woman

### Gender Identity match sex as registered at birth?

20 Yes

### Sexual orientation?

1 Gay man, 1 Gay woman/lesbian, 16 Heterosexual/straight, 2 Prefer not to say/did not answer

### Disability or health condition that impacts your ability to do daily tasks?

2 Yes, 17 No, 1 Prefer not to say/did not answer

### Age

3 (19-30), 2 (31-40), 3 (41-50), 9 (51-60), 3 (60-65)

### Ethnic Group

15 White UK, 1 White Irish, 1 Other White, 1 Mixed White and Black Caribbean, 1 Mixed White and Asian, 1 Prefer not to say/did not answer

## GUIDELINES FOR CONGRESS BUSINESS

These guidelines provide a broad, but flexible, framework for dealing with Congress business and have been drawn up in accordance with the Rules of the Union. They are intended as guidelines for the President, Congress and the Standing Orders Committee itself.

### 1. CONGRESS

Congress is convened and delegates are elected subject to the provisions of the Union Rule Book. Congress shall conduct its business at the following times:

**Sunday 9 June – Wednesday 12 June**

9.30 am – 12.30 pm, 2.00 pm – 5.30 pm

**Thursday 13 June**

9.30 am – no later than 12.00 Noon

Changes in these times will be discussed between the President of Congress and the Standing Orders Committee.

### 2. STANDING ORDERS COMMITTEE

The Standing Orders Committee shall be appointed in accordance with Rule 9. The members of the Standing Orders Committee shall elect a chair from amongst their own number.

The Standing Orders Committee shall have power to recommend to Congress proposals on the conduct of Congress business as covered by these guidelines.

The Standing Orders Committee shall meet as and when may be necessary to arrange Congress business.

The Central Executive Council may appoint up to three Observers to advise Standing Orders Committee.

### 3. GENERAL MOTIONS AND RULE AMENDMENTS

Motions on general policy and to amend rules shall be placed on the agenda according to the provisions of the Rule Book.

It is the responsibility of the Standing Orders Committee at Congress to make recommendations to Congress for the handling of the agenda.

The Standing Orders Committee has three responsibilities in respect of Motions submitted to Congress:

- (1) The Committee shall determine whether or not each Motion is “in order” for debate at Congress i.e.
  - whether the Motion ought to be dealt with by a more appropriate body (for example a JIC or a Section or Delegate Conference);
  - whether, at a Congress which is not a Rules Revision Congress, the Motion conflicts with a rule, or is an explicit rule amendment or would require a consequential rule amendment to give effect to its provisions;
  - whether the Motion covers more than one subject;
  - whether, after consultation with the delegation, the provisions of the Motion are still relevant and appropriate to the present situation (i.e. whether the Motion has been “overtaken by events”);
  - whether the wording of the Motion is incomprehensible;
  - whether at a Rules Revision Congress, a rule amendment Motion would leave a rule deficient;
  - whether the Motion conflicts with a previous Congress resolution that it does not expressly seek to overturn.

If a Motion comes within any of these categories, it shall be ruled “out of order” by the Standing Orders Committee, and the Committee shall recommend to Congress accordingly.

- (2) The Committee shall make proposals to Regional delegations on the withdrawal of a Motion in favour of another Motion on the Congress agenda. In determining whether to recommend the withdrawal of a Motion, the Committee shall ensure that the principles and proposals incorporated in that Motion are fully covered by the Motion that will remain on the agenda.



A Regional delegation is entitled to reject the Committee's proposal to withdraw, and to allow its Motion to stand on the agenda.

If a Regional delegation agrees to the withdrawal of its Motion the Standing Orders Committee will, if it wishes, recommend the right to second the other Motion or the right to speak in support of it. The Standing Orders Committee will report the recommendation accordingly to Congress.

- (3) The Standing Orders Committee shall assist Regional delegations in the drafting of composite resolutions and shall make proposals and recommendations accordingly.

In determining proposals on composite resolutions, the Committee shall bear in mind the following points:

- that the principles and proposals of the Motions concerned are covered in the composite resolution
- that the wording of the composite resolution reflects the meaning of the original Motions.

The first Report of the Committee shall, as far as possible, report on agreed composite Motions, and/or indicate those Motions which are being considered for compositing and fix the time and place at which Regional delegations are required to meet the SOC either to discuss the compositing of Motions, or any other matters relating to Motions standing in the name of a Regional delegation.

In the event of a delegation failing to respond to an invitation to meet the SOC this shall be reported to Congress with the recommendation that the Motion shall fall.

If in the opinion of the SOC a Regional delegation has unreasonably declined to composite a Motion, this shall be reported to Congress with any recommendations that the Chair of SOC deems appropriate.

If it is proposed to composite Motions on which the CEC has adopted different attitudes, the CEC Observers shall consult with the General Secretary. The Standing Orders Committee and the Delegations involved in the proposed compositing shall be informed of the CEC attitude prior to the proposed composite being finalised.

If the Regional delegation agrees to a composite resolution, agreement will then be sought between the delegations concerned on which shall move and second the resolution and, where appropriate, which Regional delegation shall have the right to speak in support of it. The Standing Orders Committee will report the recommendation accordingly to Congress.

Priority in debate will be given to those delegates who assist in achieving a composite.

#### 4. EMERGENCY MOTIONS

Any Delegate wishing to submit an Emergency Motion shall in the first instance seek the agreement of his/her Regional delegation that the Motion is an Emergency Motion. It shall then be referred to the Standing Orders Committee, which shall decide whether the Motion is an Emergency Motion after taking account of the following points:

- whether the Motion involves a serious situation needing quick action
- whether the Motion relates to events that have occurred after the closing date for motions as prescribed in the Rule Book
- whether the Motion relates to a decision already taken by the Congress which is in session and would consequently amend or rescind the decision.

Emergency Motions can be composited.

#### 5. WITHDRAWAL OF MOTIONS

If a Regional delegation wishes to withdraw a Motion in the name of a branch of the Region, or in the name of the Regional Committee, the Regional Secretary shall notify the Standing Orders Committee.

#### 6. MATTERS OF URGENCY

Any delegate wishing to bring before Congress "a matter of urgency" not on the agenda shall in the first instance seek the agreement of his/her Regional delegation that the matter is one of urgency. It shall then be referred to the Standing Orders Committee, which shall recommend whether or not the matter is one of urgency, after taking account of the following points:

- whether the matter needs immediate decision and is a matter which is not (whether by Motion or otherwise) already on the agenda
- whether the matter could have been dealt with adequately in an ordinary Motion placed on the Congress agenda, or by an Emergency Motion.

The Standing Orders Committee shall inform the President of Congress and Congress of its recommendation. The President shall then put the Motion that the matter be taken as a matter of urgency, and it is then the responsibility of Congress to decide whether the matter be so brought forward.

## 7. CENTRAL EXECUTIVE COUNCIL

The Central Executive Council has the right within rule to submit Motions to Congress. The Central Executive Council will notify Regional delegations of these Motions prior to their pre-Congress meetings.

The Central Executive Council shall have the right to submit Motions as “a matter of emergency” to Congress. The Central Executive Council should notify the Standing Orders Committee of their intention to do so.

Subject to the provisions of Rule 8, the Central Executive Council members should only speak at Congress where they are representing Central Executive Council policy. Where a Central Executive Council member is asked by his/her Regional delegation to speak to the Regional delegation’s policy, he/she shall only do so provided the delegation’s policy is not in contravention with Central Executive Council policy.

## 8. DEBATING PROCEDURE

The Procedure for debating Congress Motions shall normally be at the discretion of the President who will indicate to Congress wherever appropriate, the procedure or procedures he/she intends to adopt.

In determining the procedure for debating Motions, the President shall have regard to the following points:

- no resolution of the Congress in session can be amended, rescinded or negated by a subsequent Motion, at that Congress;

- precedence in debates shall be given to a Motion of the Central Executive Council;
- rule amendments take precedence in debate over general Motions;
- personal attacks on colleagues should not take place.

The Standing Orders Committee shall advise the President what Motions will fall if another motion or a Special Report is carried.

## 9. TIME LIMITS FOR SPEAKERS

The times for speakers will be recommended by the Standing Orders Committee, taking account of the amount of business on the agenda.

It may be necessary, in order that the business of Congress is properly completed, that time for speakers be curtailed. The Standing Orders Committee shall recommend revised times for speakers to Congress. If, in the interests of saving Congress time, a Motion that the Central Executive Council is accepting without qualification is formally moved and seconded, there shall be no CEC speaker on the Motion.

## 10. VOTING

It shall be within the discretion of the President to determine the manner of voting, whether it be by a show of hands, a tellers vote or a card vote.

Only Delegates seated in the Congress Hall should vote. If, in exceptional circumstances, the President instructs that the doors to the Hall be closed, he/she should give prior warning to Delegates.

**Show of Hands:** The President shall call for those in favour to show, and shall then call for those against.

**Teller Vote:** The tellers elected for each Region shall, when the President of Congress instructs, count the hands raised In Favour. They will report this total to the General Member Auditors. The tellers then shall likewise count the hands raised Against, and similarly report the total to the General Member Auditors. The General Member Auditors shall report the result to the President.

**Card Vote:** A book of voting cards will be issued to each delegate. Each book will contain numbered cards marked “For”, and cards marked “Against”. The number on each card is to identify the number of the vote, and cannot be used to identify the individual voting. The appropriate voting card will be selected and used by the delegate to vote either “For” or “Against”. The card must not be marked in any way, but placed in the ballot box provided by the teller.

When the President has decided that a card vote is necessary:

- (a) tellers will provide a ballot box for each regional delegation;
- (a) the President will announce the number of the card to be used – for example: ‘Card Vote number 1’;
- (a) delegates will choose the appropriate numbered card, marked either “For” or “Against” from their book of voting cards and place it into the ballot box provided;
- (a) once the President has announced ‘Card Vote completed’ tellers will take the ballot boxes to the General Member Auditors;
- (a) the General Member Auditors will count the votes, and notify the President of the result

**President:** The President of Congress shall have no vote. If there is a tied vote, then the motion shall fall.

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## 11. VOTING FOR PRESIDENT AND VICE-PRESIDENT

The President and Vice-President of the Union shall be elected by Congress, in accordance with the provisions of Rule 12 and 13. Ballot papers bearing the names of the candidates will be issued at Congress.

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## 12. LITERATURE

No literature or leaflets – other than official GMB literature – may be distributed inside the Congress Building without the prior permission of the Standing Orders Committee.

Literature, wherever distributed, which is intended to influence the voting intentions of delegates to Congress, should be brought to the attention of the Standing Orders Committee.

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## 13. PREVIOUS CONGRESS DECISIONS

The following Motions, carried at previous Congresses, relate to the conduct of Congress.

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### 1974 CONGRESS, BLACKPOOL, MOTION 257 PRE-CONGRESS DELEGATE MEETINGS

Congress agrees that in order to widen the area of debate, and to achieve a more democratic expression of Congress delegates, Pre-Congress meetings should determine their voting intentions, with regard to resolutions from within their own Region, and matters reflecting a point of principle. But should not determine an intractable attitude to resolutions from other Regions until the conclusion of the general debate.

#### PERIVALE BRANCH (London Region)

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### 1985 CONGRESS, BLACKPOOL, SPECIAL MOTION CORE RULE 34

Congress re-affirms the powers of the Central Executive Council as provided for within Rule to revise Officials’ salaries and matters related to conditions of service.

#### CENTRAL EXECUTIVE COUNCIL

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### 1993 CONGRESS, PORTSMOUTH, MOTION 144 CONGRESS DOCUMENTS

Congress agrees that at future Congresses, all documents provided by the Central Executive Council and any Motions with several components, shall be voted on by paragraph or section, where that year’s Congress decides by a majority vote to do so. Congress can thus reject parts of documents and Motions without rejecting all that is presented.

#### MELTON GENERAL BRANCH (Midland & East Coast Region)

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### 1999 CONGRESS, BLACKPOOL, MOTION 9 CONGRESS DEMOCRACY

Congress has previously resolved that Pre-Congress meetings should not determine an intractable attitude to resolutions from other regions until the conclusion of the general debate (1974 Congress).

Congress now demands the end of the practice of regions mandating delegates on any motions other than those of their own region, unless a

major matter of principle is involved.

### **NORTH WEST LONDON BRANCH** (London Region)

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#### **2003 CONGRESS, BLACKPOOL, MOTION 11** **UNION DEMOCRACY**

Congress calls for delegates to have democratic freedom.

It would be of assistance to have voting procedures explained at start of Congress.

At last Congress many delegates supported motions but voted against because they were instructed to oppose. New delegates were not aware they could have free votes.

### **THAMES VALLEY BRANCH** (London Region)

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#### **2017 CONGRESS, PLYMOUTH. MOTION 1** **CONGRESS PROCEDURES**

This Congress calls on the Standing Orders Committee and Central Executive Council to ensure that delegates are provided with a written copy of the CEC's stance in response to their motions(s) ahead of any Pre-Congress delegate's meetings as to better facilitate and inform lay members during Congress each year.

### **LOWESTOFT BRANCH** (London Region)

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#### **2017 CONGRESS, PLYMOUTH, MOTION 2** **SAVE MORE TIME FOR CONGRESS DELEGATES TO SPEAK**

This Congress is concerned at the extended period over which the business of annual Congress is conducted, and agrees the crucial importance of lay delegates having a full opportunity of contributing to the development of GMB policy.

We call upon Congress, therefore, to ensure that the time of this event is used as optimally as possible and, whilst accepting that paid officials and guest speakers have a role to play at Congress itself, to limit the amount of time set aside for their respective contributions.

### **TORBAY AND SOUTH DEVON BRANCH** (Wales & South West Region)

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#### **2018 CONGRESS, BRIGHTON, MOTION 8** **SPEAKERS ON MOTIONS**

This Conference urges that, in the interest of the smooth running of Congress, and to maximise the time allocated for open and meaningful debate, any motion that remains unopposed should have its speakers limited to the mover and the seconder.

### **Q78 BRANCH** (North West & Irish Region)

## STANDING ORDERS COMMITTEE REPORT No.1

The business of Congress will be conducted in accordance with the Agenda, the Programme and the Guidelines for Congress Business, subject to changes at the President's discretion.

### Times for Congress

The Standing Orders Committee wishes to draw the attention of Delegates to the starting times of the morning and afternoon sessions set out in the Congress programme as follows:

Sunday 9 June – Wednesday 12 June  
9.30 am – 12.30 pm, 2.00 pm – 5.30 pm

Thursday 13 June  
9.30 am – 12.00 pm

The Standing Orders Committee recommends that the President be authorised to close each session when appropriate, without further reference to the Standing Orders Committee or to Congress.

### Times for Speakers

The Standing Orders Committee recommends the following Time Limits for Speakers.

### General Motions and Rule Amendments:

Movers up to	4 Minutes
Seconders up to	2 Minutes
Other Speakers up to	2 Minutes

### Officers' Reports:

General Secretary up to	10 Minutes
Movers of Section Reports up to	5 Minutes
Questions up to	1 Minute

Officers' and Section Reports, and questions to them, should relate only to matters of general policy, and not to details of negotiations.

### Special Reports and CEC Statements:

Mover up to	6 Minutes
Seconder up to	3 Minutes
Other Speakers up to	3 Minutes

It would help the business of Congress enormously if, wherever possible, motions could be formally seconded, and if replies to questions and debates were kept to a minimum.

The Standing Orders Committee draws Delegates' attention to the rostrum and asks speakers to be ready by the rostrum when it is their turn to speak. Chairs will be provided at the front of the hall for speakers awaiting their turn.

### Questions on Balance Sheet and Auditors' Report

Questions on the Balance Sheet and Auditors' Report must be submitted in writing to the Congress platform no later than 5.30 pm on Monday 10 June 2019.

### Motions Out of Order

The Standing Orders Committee has ruled that the following Motions and Rule Amendments are Out of Order for the reasons specified:

#### Motion 4 Section Conferences

The Motion calls for Section Conferences to be part of Congress so that they are not stand alone. The Motion is in conflict with Rule A3 2 which provides that Section Conferences will be held every year at a time and location approved by the Central Executive Council. Rule A3 2 was amended to this effect by CEC RA 14 carried by Congress 2018.

#### Motion 6 Substitutes for Congress

The Motion calls for branches to be able to nominate a substitute for election to Congress delegates in the event that the elected delegate is unable to attend to represent the branch. This is in conflict with Rule 8.5 that if an elected delegate is unable to attend the next highest loser in the election fills the vacancy.

#### Motion 15 Full Democracy

The Motion calls for the length of Congress not to be shortened and that if there are any changes to the dates of Congress then all members need to be communicated and consulted on. This is in conflict with Rule 8.2 which provides that the Ordinary Congress will be held every year on dates decided by the Central Executive Council.

**Motion 36 Retired Members Seat on the CEC**

The Motion calls for a place on the CEC for a Retired Members Seat with full voting rights. This would require amendment to Rules 11 and 20 and so is out of order for debate.

**RA 444**

The Rule Amendment proposes to add an additional category of “retired members” to those who are delegates to Congress under Rule 8. This would create a conflict with Rule 18 which provides that Congress delegates must pay full contributions, and under Rule 47a retired life members are able to stop paying contributions in specified circumstances.

**RA 476**

The Rule Amendment proposes a new Clause 7 to Rule 45. The Rule Amendment would leave Rule 45 deficient as it currently only contains Clauses 1 – 4 and would leave it deficient with no Clauses 5 or 6.

**RA 489, RA 490, RA 491**

These three Rule Amendments all propose a new Rule for a consultation to take place in order to bring forward a Rule Change to 2021 Congress on a new Young Members structure. The wording of the Amendments is not appropriate for a Rule Book. RA 490 would leave the Rule Book deficient in that it proposes to amend the Rule Book by inserting Rule 67 and Rule 66 when Rule 66 already exists (Rule 66 deals with Transfers of engagements). RA 491 proposes to amend the Rule Book by inserting Rule 67 (New Rule) and if adopted this is what would be inserted in the Rule Book.

**Motions in line with Existing Policy**

In accordance with recommendation 14 of the “Framework for the Future of GMB: Moving Forward” CEC Special Report endorsed by Congress 2007, the CEC has advised the Standing Orders Committee about those Motions which are in line with existing GMB policy. The CEC Report on “Existing Policy Motions” printed in the Final Agenda explains when and how existing policy was established in each case. The Standing Orders Committee has accepted the advice and is therefore recommending to Congress that the following Motions be put to Congress for endorsement without the need for debate:

**Motion**

<b>No:</b>	<b>Title</b>
94	Political Education For Lay Members
137	Mandatory Training On Domestic Abuse
139	Force Employers To Address Mental Health In The Workplace
149	Defibrillator In The Workplace
155	Protecting Our Coastline From Erosion From 1960’s Landfill Sites
156	Further Removal Of Plastic Waste
159	Pension Age
160	Early Retirement Entitlement
176	Extending Employment Rights For Unfair Dismissal From Day One of Employment
177	Redundancy Rights From Day One
186	Trackers and Other Surveillance Equipment In The Workplace
193	Pregnancy Discrimination
212	Retail Workers Losing Out To Profit Again
226	Outsourcing of Local Government Contracts
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242	Multi-Tier Employment In The NHS
247	Suitable Manning Levels In Care Homes
250	Renew the Fight Against Academies And Free Schools
258	Stop Corporations Using Tax Tricks
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267	Safeguard For Employees Holding Shares In Previously Nationalised Companies
269	Failing Academies
271	Academies
286	Protecting Worker’s Rights After Brexit
295	Renationalisation Of Services
300	Local Government Employees Standing For Election For Councillor
307	Asylum Seekers Right To Work
312	Support For Show Racism the Red Card
315	Banking And The Poor
338	A Form Of Legal Aid To Be Fully Restored So Everyone Has Access To Justice
343	Third Party Harassment In the Security Industry
351	NHS Prescription Charges
352	Free Prescriptions
353	Free Hospital Parking For Patients, Visitors, And NHS Staff Members
354	NHS Parking Charges

355	Hospital Car Parking Fees
359	GP Appointments
362	Bowel Cancer Screening
367	Care Homes
375	Fee School Breakfasts
395	Housing For The Homeless
399	Help Prevent Rogue Landlords
407	Rail Travel
413	Welfare Reform
414	Universal Credit
424	International Solidarity

### Composite Motions

Agreement has been reached on the 20 Composite Motions printed in the Final Agenda.

Congress 2018 carried Motion 8 Speakers On Motions:

“This Conference urges that, in the interests of the smooth running of Congress, and to maximise the time allocated for open and meaningful debate, any motion that remains unopposed should have its speakers limited to the mover and the seconder”

This will apply to Stand Alone motions and Composite Motions where up to two Regions are involved.

There are two agreed Composite Motions where there are more than two Regions involved. The two Composites are:

Composite 7 Menopause Policies, involving London, GMB Scotland, and Southern.

Composite 17 The Gas Industry, involving London, Northern, and Southern

The SOC recognises that in agreeing Composites Regions will have given up the ability to move and second their motion as a Stand-Alone motion. In the past the Regions involved in the Composites which are not moving or seconding the Composite would have still had the ability to speak to the Composite and been allocated “Priority in debate”.

In the interests of fairness, and having regard to Motion 8 carried at Congress 2018, the SOC recommends that each of the Regions involved in each of the two agreed Composites as above should still have the opportunity to speak to the Composite motion if they so wish. This is even if there is no opposition to the moving and seconding speeches.

### Mobile Phones

If mobile phones are brought into the Congress Hall, they must be switched off at all times when Congress is in session.

### Film Cameras

The Standing Orders Committee has given permission for film cameras to be used in the Conference Hall. The Committee has been assured that filming will be carried out with no interference to Delegates.

### DVDs, Videos etc

Requests to play DVDs, videos, etc should be submitted to the Standing Orders Committee for approval prior to being shown at Congress.

### Bucket Collections

Requests for permission to hold Bucket Collections should be submitted in writing to the Committee by 11 am on the first morning session of Congress. (It is a term of Exhibitors’ agreements with GMB that they will not request permission to hold a collection.) Requests must be submitted in writing by the Regional Secretary, and must have the support of the Regional Delegation. Priority will be given to requests for bucket collections which concern trade union or related issues. Where permission is granted, those requesting the collection must organise, count and bank the collection, if necessary liaising with the Congress office for support from Congress Stewards. They must then notify the Congress office of the amount collected, so that the President can inform Congress.

In the normal course of events the total number of bucket collections to be authorised by the SOC will be limited to a maximum of 3, except in exceptional and unforeseen circumstances at the discretion of the President. The SOC will limit consideration of requests for bucket collections to a maximum of 1 per Region, except in exceptional and unforeseen circumstances.

By agreement reached at Congress 96, Regional Committees will each contribute a further sum to the national Congress gift. So permission will not be granted for a collection to augment the Congress gift

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## **STANDING ORDERS COMMITTEE MEMBERS**

Darren James (BI)  
Karen Dudley (LO)  
Helen Johnson (MI) – Chair  
George Murray (NO)  
Keith Firth (NW)  
Mary Finn (SC)  
Charles Adje (SO)  
Craig Jones (SW)  
Colin Gill (YO)

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## **CENTRAL EXECUTIVE COUNCIL OBSERVERS to the STANDING ORDERS COMMITTEE**

Liz Blackman (MI)  
Colin Kerr (LO)  
Andy McGivern (NW)



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## KEY

-  Motions and Rule Amendments marked with an  have been ruled as 'Out of Order' by the Standing Orders Committee and are listed in Standing Orders Committee Report No.1
-  Motions marked with  are in line with Existing Policy. They are reported in Standing Orders Committee Report No 1 and the policy positions are listed at the end of the Final Agenda.
-  Motions marked with a  followed by a number are part of a Composite Motion which are listed at the end of the Final Agenda.

# UNION ORGANISATION CONGRESS

## 1. TIMING OF CONGRESS

This Congress will always remain the body of the GMB with supreme authority.

We need to ensure that the content of motions are always relevant to building and growing our union and the social welfare of our members.

We also need to ensure that the duration of Congress is not such so that it makes it difficult for working people to attend, particularly those who may have other caring responsibilities, for whom a week away from home is out of the question.

Congress therefore reaffirms that, as in rule, the CEC remains the body that sets the duration of Congress each year, taking the needs of all members into account.

### L25 BRANCH

North West & Irish Region

## 4. SECTION CONFERENCES X

This Congress notes the Section conferences have been part of Congress. The section conferences are important as they allow the industrial aspect of the union to debate issues affecting them in a focused and structured manner.

Congress notes that Congress 2018 agreed a yearly section conference and the CEC have agreed for Section conferences to stand alone and be held away from Congress starting this year.

We understand that this is costing in total an additional £350,000 alone for separate section conferences.

Section conferences must stay part of Congress. Not only does it not make financial sense but its democracy all at one conference.

We call upon Congress to not allow section conferences to be stand alone. They are part of Congress.

### EALING GMB BRANCH

London Region

## 6. SUBSTITUTES FOR CONGRESS X

This Congress calls upon the CEC to allow for delegates that have been elected by their branch to have a substitute delegate if the elected delegate is unable to attend Congress to represent the branch.

And for those delegates who have been elected regionally and are unable to attend then the second highest vote should then have the opportunity to attend.

### CAMBRIDGE 2 BRANCH

London Region

## 8. EMPOWERING VISITORS TO BECOME CONGRESS DELEGATES OF THE FUTURE

This Congress recognises the importance of ensuring our Congress is more representative of our membership.

Congress calls upon GMB to examine the barriers that prevent women from attending Congress including the ability to secure paid time off work, the lack of knowledge that childcare is provided for delegates and lack of public speaking experience.

Congress calls on GMB to evaluate visitors participation particularly looking at how many visitors return to Congress as delegates and how visitors participation could be improved to be more inclusive and offer training/mentoring opportunities to those who are keen to attend Congress in the future,

### BARNET PUBLIC SERVICES BRANCH

London Region

## 11. TRANSPARENCY IN THE FINAL AGENDA

This Congress calls for full transparency so that all delegates are aware of who their CEC and SOC members are.

We appreciate that delegations are told this at their regional delegation meeting but they will be unaware of names in other regions. Although Congress is shown a slide of SOC members this isn't recorded in the verbatim report.

We ask that National Office amend the Final Agenda to:

- Add a regional identifier on the pages showing the List of Central Executive Council Lay Members and CEC Observers
- Include a list of SOC members and their regions either as part of SOC No 1 or by adding an identifier such as “SOC” against the appropriate delegate in each of the Regional Representation Statements. The SOC list also needs to include the CEC Observers and their region.

### **BARKING & DAGENHAM LGO BRANCH**

London Region

## **12. BANNER CEREMONY AT CONGRESS**

This Congress notes a full banner ceremony should take place at the inception of Congress.

This is an opportunity for the Union to come together with their banners from all regions. The banners not only are a display of the solidarity and collective spirit of the union but they have woven in them the rich history of the union’s ancestors and Industrial past. There is even a book on GMB banners.

As trade unionists our banners speak about our pride and solidarity and honour the industrial part of us as well as our history.

ALL regions should parade and display their banners at every Congress.

We call on Congress to ensure that there is a national and regional banner ceremony at each Congress where all regions should take part in the banner ceremony at the start of each Congress.

### **EALING GMB BRANCH**

London Region

## **13. NEW WAYS OF VOTING**

This Congress recognises that the backbone of GMB Congress is the motion. It’s really why we are here. Each year we listen to hundreds of motions, sometimes we debate them and finally we vote. And we vote in the same way trade unionists have voted for years with a show of hands. It makes a great picture, hundreds of people agreeing with each other.

But sometimes we don’t agree and then we rely on someone from the platform to decide what has and has not passed. How accurate is the

human eye in these conditions? Last year much of the room was more than sure that at least one motion which was passed should not have done. The floor had an opinion, the gallery had an opinion and so did the platform and the first two seemed to be at odds with the third one

We call on Congress and GMB as a democratic union of the 21st century to implement a form of digital voting.

All the acrimony could have been avoided with a simple remote control voting mechanism. In moments we would have had an instant and accurate result.

We are supposed to be democratic but we are also supposed to have opinions and not be sheep. If we are all sheep then there would be no point in voting at all.

Electronic voting is quick, reliable and provides statistics. It’s the way for a union in the 21st century to go

### **BARKING & DAGENHAM LGO BRANCH**

London Region

## **14. SAFETY AT CONGRESS**

This Congress is aware that In the wake of the #metoo campaign, and numerous revelations of endemic cultures of sexual harassment in various industries and sectors, we must make sure our union events are welcoming to all.

Congress is a vital part of our union. It’s where we make our policy, but also where we come together across all sorts of work and backgrounds and celebrate what is great about the GMB and the solidarity of the trade union movement.

To make sure this is the experience that everyone gets at Congress, this motion calls for steps to be taken to ensure that everyone feels safe from any form of harassment, and has someone to contact if they feel uncomfortable or if they need advice about any incident that they may have experienced or witnessed. While the union must be sure that if there are any serious incidents they are appropriately dealt with, we believe that having nominated individuals specifically available to confidentially discuss any uncomfortable situations or incidents, people are more likely to discuss and potentially report harassment or incidents.

This motion calls upon GMB to agree to nominate, train and support staff and lay individuals to be available at Congress for delegates, visitors and staff to talk to in confidence around any potential or actual harassment or inappropriate behaviour.

#### **NORTH WEST LONDON BRANCH**

London Region

### **15. FULL DEMOCRACY**

This Congress notes that due to exceptional circumstances Congress 2017 was cut short due to the General Election. We are pleased to see the re-instatement of a full five day Congress in 2019 which has always worked well.

Whilst the CEC continue to have the power to agree Congress dates, we need assurances that shorter Congresses are not the norm.

Congress is an important showcase for GMB and an opportunity for members to fully take part in the democracy of the Union and agree, change or question the Union's policies and the future strategy.

We note that in 2018, following a London Region emergency motion being submitted to the SOC, a delegate survey and regional review was undertaken. London Region provided the SOC with a detailed report outlining our views and concerns as did other regions.

We call upon Congress to:

1. Provide the Region with a full report of the outcome of the review following the submission of the questionnaire/survey.
2. Ensure that all 5 days of future Congress are in GMB diaries.
3. Provide an explanation why the comprehensive outcome of the review of Congress 18 has not been produced.
4. Confirm that Congress in the future will not be shortened.
5. Ensure that if there are any changes to the dates of Congress then ALL members need to be communicated and consulted on.

#### **EALING GMB BRANCH**

London Region

## **UNION ORGANISATION GENERAL**

### **16. UNDERSTANDING THE RULEBOOK**

This Congress understands the work that went into creating a "Plain English" GMB Rulebook and we welcome the opportunity for members to be able to make changes to this every other year.

However, not all branches fully understand the terminology and consequential rules that can exist in the Rulebook and so submitting rule amendment motions is a complicated process.

We feel that this is further complicated by the Rule Amendment template sent to Branches in October, with no guidance.

We feel that it would be simpler if branches could submit the exact wording of how they want any amended Rule/clause to read and then add in some narrative as to reasons for the rule change and leave the exact instructions i.e. "insert", "delete" etc to experts. If the amended rule is agreed then National Office could work with the branch to ensure that the plain English element is maintained.

#### **BEDS COUNTY BRANCH**

London Region

### **19. COMPLAINTS AGAINST MEMBERS**

This Congress asks the CEC to update and promulgate improved Guidance to Regions on Rulebook Disciplinary & Grievance Procedures, including how best to investigate complaints to ensure that we are compliant with best practice and in order to ensure that the Union is able to deal with disciplinary issues or complaints against and between members quickly and fairly; and to also ensure that our procedures are up to date in the social media age when complaints may arise from online conduct or where comment online about a disciplinary process might be damaging to fair process or to the Union's reputation.

#### **FIFE PUBLIC SERVICES BRANCH**

GMB Scotland

## 20. GMB MEMBERSHIP & IT SYSTEMS

This Congress recognises the need for a Union fit for the 21st Century and that we need to ensure that this applies to our information systems.

We note that in today's world of work many workers have more than one job and from speaking with GMB staff, there does not seem to be an easy way to record this on our membership system as it currently operates.

We understand that there have been a number of previous consultations with stakeholders regarding IT and the membership system functionality and that the current system broadly meets our needs but requires some amendments.

We call for a further consultation exercise to be considered for any possible future amendment(s) to the current membership system and any online support services.

We also call for amendments to the current membership system to allow the Union to enter information where more than one job can be entered as this will enable us to better organise and represent our members.

As we move more of our support services online, including branch accounting, new websites and membership online surveys, we must always ensure that these systems are rigorously tested, quality proofed and led by our IT staff at the National Administration Unit (NAU) and that regions and branches are kept informed of changes before being introduced and made live.

### BEDS COUNTY BRANCH

London Region

## 23. GMB CHRISTMAS COVER

This Congress believes that there should be a skeleton staff in each region (maybe one Organiser, one Secretary) to provide a service where required for our members, the majority of which work over the Christmas period.

Two weeks is a long time in employment and with no regional cover and Unionline also in shutdown. Our branch feels that there should be some cover to support both our members and branches.

### WILKO HARDWARE BRANCH

Yorkshire & North Derbyshire Region

## 25. RECOGNISE OUR SHOP STEWARDS DAY

This Congress instructs the CEC to set up in each Region of our Union a 'Recognise Shop Stewards Day' event, to which each Region will have autonomy on how its run and the criteria of how Awards are given out to Shop Stewards for outstanding work on behalf of the Union in the workplace; recruitment, activities, campaigns, and above and beyond support to members.

### BASSETLAW & WORKSOP BRANCH

Midland & East Coast Region

## 26. WOMEN CHAINMAKERS FESTIVAL

This Congress to recognise and support the Chainmakers Festival as a 'national event' that encourages all regions to visit and support the event. We are aware of other events, such as Tolpuddle Martyrs and Durham Miners Gala where national involvement and funding is made available. As the Chainmakers Festival is the only women's festival that recognises the importance of women's contribution to the movement in Europe we believe it should have the same national recognition.

### C40 CARE BRANCH

Birmingham & West Midlands Region

# UNION ORGANISATION RECRUITMENT & ORGANISATION

## 27. TABLET PCs

This conference supports the furtherance and growth of our union by centrally purchasing and providing every branch with a tablet computer with keyboard and mobile data connectivity for the purposes of recruitment.

Recruitment is the primary factor in the survival of the trades union movement in Britain. We as trade unionists must embrace modern technology to assist us in recruiting new members to our movement. It is the view of the D30 Branch that recruitment using the postal methods of the last century, inhibit our ability to grow as it allows the potential for delay in the decision of a potential new member.

### D30 DORSET CC BRANCH

Southern Region

## 28. RECRUITMENT OF YOUNG MEMBERS

This Congress agrees that there is an urgent need to attract young members into the union. Therefore we instruct the CEC to formulate a strategy to recruit young members and devise a relevant benefits package to assist in this.

### ESSEX PUBLIC SERVICES BRANCH

London Region

## 31. MEMBERSHIP RETENTION AND ENGAGEMENT

This Congress agrees that our Union should be constantly reviewing the services and support we provide to members from day one of joining and the ongoing need for GMB to apply a consistent message to all new members. It is vitally important that when members join our Union, they receive the very best of service and their experience with GMB is both supportive and engaging.

Equally important is understanding the reasons and rationale for members leaving and cancelling their membership. Whilst it is widely accepted there are circumstances which may remain outside of our control, it is also widely accepted that members are less likely to leave the GMB if they are engaged with at the onset of their membership commencing and furthermore, they are encouraged to actively participate in the governance and democracy of our Union.

Congress therefore agrees we should develop a cohesive and consistent approach to both new membership engagement and lapsed member retention which will be applied across all Unions. In addition, as a minimum, we will seek to ensure the following requirements.

- Introductory welcome email from Regional Secretary as soon as membership details have been added to our records.
- Consistent strategy for the introduction of all members to Workplace Reps and their Branch structure.
- New membership online survey tool to be developed and sent with introductory letter/ email.
- Notification of leavers by workplace and branch to be communicated securely to each relevant branch

- Branch membership and retention toolkit to be designed and agreed by Branch Working Party.
- Work undertaken to identify leavers much earlier than the current notification from NAU.
- Regular text/communications to all members who identify as having invalid addresses on our records.
- Whenever possible, engaging workplace reps to assist in retention of members in their workplace.
- GMB National Working Party to gather all regional practices and form a national strategy of successful initiatives.

### ISLINGTON 1 & HARINGEY BRANCH

London Region

## UNION ORGANISATION REPRESENTATION & ACCOUNTABILITY

### 33. ELECTRONIC NOMINATIONS

This Congress resolves to allow all nominations to be accepted electronically, along with existing procedures and truly move our union into the 21st Century.

We agree that in some circumstance electronic nominations are accepted, however some regions still fall short of embracing technology and the reduction of our carbon footprint.

For example, Congress nominations can be completed in full, signed appropriately, scanned and forwarded to the relevant department for acceptance by submission date.

This has not always happened and has put some branches that wish to move forward at a disadvantage. With the delay in post, post going missing and paperwork being misplaced, having electronic copies ensures that this does not happen and gives a secure paper trail.

There is no disparity between one type of nomination to another, they all are equally important and are part of our democracy and this should be the same for submitting nominations. It is essential that procedural processes be standardised across our union.

The transition to receiving electronic nominations will not cause any detriment to the way procedures are completed and will not hinder or delay in anyway.

We ask Congress to support this motion.

### LEEDS GENERAL BRANCH

Yorkshire & North Derbyshire Region

## 36. RETIRED MEMBERS SEAT ON THE CEC

This Congress notes that current CEC members are up for re-election this year. We would like Congress to agree that there should be a place on the CEC for a Retired Members Seat with full voting rights.

Although Retired Members is not a recognised GMB equality strand, there should be allowances made as "age" is a protected characteristic under the Equality Act and GMB should show that they have a good reason for discriminating on the basis of age.

The only consideration to "age" on the CEC is by having a Young Members Seat. We agree that both age bands should be considered.

We understand that GMB represents working people but retired members have worked and many do. They have a useful role in this organisation with their vast experience and ability to mobilise and assist in campaigns and member servicing and support. Please don't discriminate against them.

### EAST DEREHAM BRANCH

London Region

## 44. BILINGUAL OFFICERS AND REPS

This Congress, as a result of the chaos that is Brexit and the fear and uncertainty it has caused for all we have a duty as Trade Unionists to protect those most at risk from whoever seeks to use this instability as a means of exploiting workers.

B05 and M35 have been in partnership for over a year to co-ordinate the linguistic expertise and the resources of each branch to recruit in workplaces where there are predominantly non-English speaking workers.

M35 have produced translated material and B05 have paid accompanying rep expenses for any member where language is a barrier

to recruitment and accessing their rights. This is being utilised in companies that employ predominantly Eastern European workers.

Furthermore a B05 member who is multilingual has undergone initial interview and has been accepted for accompanying rep training. He will be deployed in companies that are predominantly Urdu and Punjabi speaking.

In workplaces where English is not the first language there is genuine lack of understanding of what a trade union is and what it has to offer. There is also little understanding of workers' legal rights.

Migrant and non-English speaking workers are a significant number in the workplace and every effort needs to be made to capture this area of the workforce. They are employed in predominantly low paid and precarious work and as such are subservient to bosses who may and will exploit.

B05 through a member query to the branch secretary asked a bi-lingual member to visit as language was a barrier to understanding the problem. This visit identified serious issues with process and procedure and also highlighted practices which required police intervention. Possible trafficking was identified and is being followed up by a senior officer.

Evidence suggests that there is a very real need for every region to have the resource of multi-lingual officers or members to assist where language is a barrier to understanding workers' rights and as such recruitment.

If the cost of employing such officers is prohibitive then an enhanced rate should be established for multi-lingual members to assist in workplaces which have a non-English speaking workforce for the benefit of all members regardless of which branch they are in.

Congress it is critical that all branches work together in the battle for workers' rights and share best practice to ensure efficient and effective use of our resources.

Congress this significant group of workers is under-represented and the GMB should continue to lead the way in promoting the work they do for our country and give them the representation they deserve.

### GMB ORGANISING BRANCH

Yorkshire & North Derbyshire Region

#### 49. GMB ACTIVISTS EMAIL ADDRESS FOR ALL WORKPLACE ORGANISERS C1

This Congress proposes to call upon the GMB to give all workplace organisers a secure GMB mailbox for communication to and from members in the workplace.

**ISLINGTON APEX BRANCH**  
London Region

#### 50. GDPR AND GMB C1

This Congress understands the need for GDPR to update the old Data Protection Act to conform with new technologies.

However, GMB guidelines say that reps shouldn't use work email systems to communicate with members. Whilst we appreciate that Branch Secretaries need a secure GMB email address, we call on GMB to look into providing ALL reps with a similar system so that they can be identified with GMB.

All reps communicate with members through email, social media and work digital communication platforms. We need to make it easy for workplace organisers to communicate and organise members whilst respecting their privacy.

**HOLBORN BRANCH**  
London Region

#### 51. SUPPORT FOR ESOL WORKERS

This Congress is disappointed that despite calls for more support for workers who do not speak English, or where English is a foreign language, very little is available.

There are many workers who need representation, legal assistance and general knowledge of their rights and resources in other languages which have not been made available to branches or reps.

We need to encourage and support and reach out to all workers and language shouldn't be a barrier.

We understand that in terms of their support line, UNIONLINE tries to find another UNIONLINE member to assist, but this is not always available and with the introduction of GDPR we need to be cautious of having members speak on behalf of other members where legal cases are involved.

We should adapt our union to meet the needs of the labour market.

We call on regions to survey and monitor the need for language support and pool our resources to provide a service for all workers.

**CENTRAL WEMBLEY BRANCH**  
London Region

## UNION ORGANISATION FINANCES & CONTRIBUTIONS

#### 53. GMB FIGHTING FUND

This Congress asks the CEC to consider options for establishing a GMB fighting fund with a view to improving the support available to members taking part in industrial action which has been authorised by the CEC or by Regions.

GMB members should never be disadvantaged versus the members of other unions during a strike and it is important that GMB maintains sufficient resources to ensure that hardship amongst our members on strike can be alleviated.

**FIFE PUBLIC SERVICES BRANCH**  
GMB Scotland

#### 59. REVISED PAYMENT FOR ACCOMPANYING REPS C2

This Congress requests that in order to retain and encourage Accompanying Representatives that a new method of funding needs to be found to be sure members can be paid promptly for the valuable assistance they provide.

**ISLINGTON 1 & HARINGEY BRANCH**  
London Region

#### 60. ACCOMPANYING REPS C2

This Congress agrees that every GMB region should operate a pool of Accompanying Reps and that all Accompanying Reps expenses should be paid by the region and these fees would be deducted from the relevant branch's quarter.

Therefore avoiding the burden on branch administration and preventing the union from any potential Inland Revenue issues.

**STANSTED AIRPORT BRANCH**  
London Region



## 69. UNION SUBSCRIPTIONS

This Congress requests the GMB to prepare a report on the feasibility of a new subscriptions system that is linked to the salary of employees and members.

Members have raised concern that the current system with a 2-tier flat rate is detrimental to lower paid, part-time and insecure workers. Equally, members who are earning well above average income are paying the same as a full time worker on a minimum wage. This does not appear to be equitable and therefore a system linked to the pay-bands of members would be more appropriate.

At present members working less than 21 hours a week are required to pay the full part-time rate (grade 2) even though they may be on a minimum hours or insecure contract. We fully recognise that any proposals arising from a report would require a Rule change but feel that a careful study of the different options with a clear presentation to a future Congress would be more beneficial than a sudden change and a short debate at a future Congress.

As Congress 2020 will be a Rules Revision Congress, this would give the Union plenty of opportunity to prepare and research such a report in consultation with Branches and members over the next year. It will also allow more time for the Union to reach a consensus as to the most appropriate way forward and to then bring forth the necessary Rule Amendments that would be required.

### Q22 BRANCH

North West & Irish Region

## 70. CONTRIBUTIONS

This Congress asks that a sliding scale for contributions be introduced. We cannot accept that those members on minimum wage should be paying the same as members who earn over £40,000. This is wrong and needs to be addressed.

We understand that the CEC carried out a review of contributions in 2018 but all members should be able to see a full report of what options were looked at and full reasons why these were rejected as there was little information in the 2018 CEC Finance Report.

As an organisation which purports to seek fairness in society the current system of contributions is wholly unjust and in conflict with what our values are.

As an organisation we should put our principles first before anything else or we would be open to attack and accused as hypocritical.

A sliding scale is a more practical approach to recruiting new members and retaining members in the GMB. There are 1.9million workers on the minimum wage in the UK, including many young workers who need the support of GMB and are more inclined to join a trade union if the price was right. By alienating them we will not see real growth in GMB membership.

A sliding scale may mean more administration in contributions and a reduction in income but this would be transitory and will not continue when GMB becomes more affordable to all workers. If other unions can operate a sliding scale then so can GMB.

To continue with antiquated systems and attitudes that do not address the modern world of work is equivalent to managing decline.

The Branch is unable to submit a rule amendment as we would not be able to determine what the contribution rates would be on all levels of the scale.

We ask Congress to support a GMB with a future and ask that the sliding scale contribution structure be fully costed and reported on to all.

### CENTRAL WEMBLEY BRANCH

London Region

## 77. UNPAID VOLUNTEER WORKERS – SPECIAL MEMBERSHIP RATE

This Congress is concerned that there is a growing number of unpaid volunteer workers in the workplace for various reasons! Some for genuine concern or personal interest in what they are doing, others as a result of having to gain 'work experience' or demonstrate that they undertook some sort of work to qualify for Job Seekers Allowance.

Although we believe in a fair days pay for work we cannot ignore the fact that many workplaces are supported by unpaid volunteers, therefore we should be looking to recruit these people into the GMB with an incentive contribution rate until such time that they start earning.

We call upon the CEC to do a feasibility study into this special contribution rate and report back its findings at Congress 2020

**RHONDDA CYNON TAFF R45 BRANCH**  
Wales & South West Region

### 78. UNPAID VOLUNTEER WORK EXPERIENCE NEW CONTRIBUTION RATE

This Congress is concerned that there is a growing number of unpaid volunteer workers in the workplace for various reasons! Some for genuine concern or personal interest in what they are doing, others as a result of having to gain 'work experience' or demonstrate that they undertook some sort of work to qualify for Job Seekers Allowance.

Although we believe in a fair days pay for work we cannot ignore the fact that many workplaces are supported by unpaid volunteers, therefore we should be looking to recruit these people into the GMB with an incentive contribution rate until such time that they start earning.

We call for a new contribution rate to be created in line with the unemployed rate. A Rule change has been submitted.

**RHONDDA CYNON TAFF R45 BRANCH**  
Wales & South West Region

### 83. COMMUNICATION TO MEMBERS

This Congress recognises that the Union needs to annually review the contribution levels however we need to ensure that this is communicated to all members.

Members who pay for their union contributions by check-off were not informed of the 2018 increase whereas members who pay direct debit were, thus giving the check-off members a lesser service than other members paying the same. This is unfair and creates divisions in our Union which needs to be addressed.

**CENTRAL WEMBLEY BRANCH**  
London Region

## UNION ORGANISATION UNION BENEFITS & SERVICES

### 84. UNIONLINE C3

This Congress welcomes the change in policies to use the Branch Secretary and involve the Branch with accident claim forms, as it was before UnionLine was set up. The Branch can monitor the members' claims from the start until the claim is settled.

**Z39 NORTH KENT ENGINEERING BRANCH**  
Southern Region

### 85. UNIONLINE C3

This Congress should continue to promote the fantastic work UNIONLINE has done for our members.

We need to ensure that UNIONLINE, our law firm owned by the Union for all members continues in the spirit it was designed for.

We call on UNIONLINE to:

- Produce short online video clips which will remove the stigma that legal services are hard to use and will assist our members better understand their services.
- Produce more materials whether it be videos or leaflets in accessible format to assist members whose first language might not be English. This will include third party authority to enable someone to speak on another member's behalf or providing translation services.

**HOLBORN BRANCH**  
London Region

### 86. UNIONLINE SERVICE CHANGES C4

This Congress agrees that the service UNIONLINE provides to our members is second to none and stands head and shoulders above any legal service offered by any other Union. Congress also agrees that in order to retain this position the delivery of our UNIONLINE services needs to be reviewed on an on-going basis.

Congress also acknowledges the authority of Regional Secretaries, as authorised by the CEC, in providing legal assistance to our members.

Congress is also aware that there are variations between regions as to the processes for the provision of these services.

However, where a review is undertaken or changes are sought in relation to service delivery and, or, provision then Regions will have the final say.

### **BARKING BRANCH**

London Region

#### **87. UNIONLINE** C4

This Congress fully supports UNIONLINE, our very own Union owned law firm which we are proud of as offering legal services for union members and their families, the first call for the legal needs of our members.

Congress is therefore concerned that not all GMB union members may have direct access to UNIONLINE in line with Rule 26.2.

We call on Congress to ensure these vital and valued services are freely accessible for members and their families throughout all regions of the GMB and ask for reassurances that our valued law firm UNIONLINE will be available to all members as initially intended.

### **ISLINGTON 1 & HARINGEY BRANCH**

London Region

#### **89. UNIONLINE** C4

This Congress agrees that our members have the absolute right to contact UNIONLINE in the first instance if they want legal assistance from our Union.

Congress also agrees that any deviation from this would be a clear breach of Rule.

### **MILTON KEYNES CITY BRANCH**

London Region

#### **92. THE UNION MARKETPLACE**

Congress is called upon to provide a Framework where Unionists can access Trusted providers for both services and consumables.

This would firstly be on a National basis and then develop to an international organisation will be not only a benefit to members but an aspirational standard that Providers aim to achieve.

The qualification for “approval” can be multilayered and the Marketplace nature of such a Framework would allow for negotiated discounting for members and volume activity for Providers.

The Union Marketplace concept embodies the GMB core values and supports membership while allowing the GMB to force cultural change upon Providers that wish to engage with International Union membership.

There is a Fringe meeting to discuss further the qualifications needed to gain entry to the “Marketplace” which can be followed by a Working Party to formulate a plan for realisation to be brought before Congress 2020.

### **S37 SOUTHAMPTON BRANCH**

Southern Region

## **UNION ORGANISATION EDUCATION & TRAINING**

#### **93. FULLY FLEXIBLE SHOP STEWARD TRAINING**

This Congress recognises that as an organisation we actively promote flexibility within the workplace to accommodate child care, disabilities and part time working as examples. Congress also recognises a need for the same flexibility towards training shop stewards to encourage recruitment, development and equal opportunities. This will be regardless of the member’s availability to train during days, nights or on a flexible part-time basis.

### **WILKINSON W21 BRANCH**

Wales & South West Region

#### **94. POLITICAL EDUCATION FOR LAY MEMBERS** EP

This Congress calls for a programme of political education within GMB to empower lay officials and members to better persuade those around them and to participate more confidently in internal debates on GMB’s policy and direction. Political education can also contribute towards building more participative branches, whose members better understand GMB’s core values and aims.

This Congress believes that better informed, more confident members would be able to engage externally, for example at Labour Party meetings, to disseminate trade union principles and extend our movement's reach.

#### **V15 BRANCH**

North West & Irish Region

### **96. TRANSGENDER TRAINING FOR GMB REPRESENTATIVES**

This Congress is concerned that there is a need for more information and training regarding transgender rights.

This Congress calls on the CEC to provide more training and information so that our representatives are better trained and informed when representing any transgender members or negotiating policy changes relating to Trans issues.

#### **RHONDDA CYNON TAFF R45 BRANCH**

Wales & South West Region

## **UNION ORGANISATION EQUALITY & INCLUSION**

### **97. WORKPLACE ENGAGEMENT**

This Congress notes that membership engagement is vital to ensure we remain a vibrant trade union, in touch with grassroots.

Congress notes that whilst the Self Organised Groups (SOG's) organise fantastic innovative events, designed to build capacity around various equality issues, more should be done to bring SOG's directly into workplaces.

The aims and objectives of this engagement will be primarily to develop the profile of the SOG/ GMB in a positive manner and will also act as an organising opportunity to recruit new members.

We call upon congress to ensure each SOG organise at least one workplace engagement a year.

#### **EALING GMB BRANCH**

London Region

### **99. EQUALITY MONITORING FORM**

I have no ideas to motions at Congress that GMB internal equality monitoring forms need to be updated/changed as it is missing people nationalities/identities. I spoke to a few people (semi survey) they expressed that they are not happy to tick the box 'other' because they feel like aliens.

For example: Asia British – Caribbean descendant from the Caribbean Islands.

Another example: South American.

This conferences notes that it is vital that the GMB gathers accurate equality monitoring data for our members. It is also important for GMB members who come from minority or under-represented groups to feel included in the GMB. The current GMB equality monitoring form does not include groups from Asian British/Caribbean backgrounds many of whom descend from Asian people taken by the slave trade to the Caribbean to labour in mines and sugar plantations. There is also no specific option to identify as South American; the GMB has a significant number of members and activists from the countries of South America.

These conference calls on the CEC to add "Asian/ Caribbean British" and "South American" to the union's internal monitoring form to ensure these important groups feel more included.

#### **D11 SOUTHERN HEALTHCARE BRANCH**

Southern Region

### **101. BOYCOTT THE DAILY MAIL**

This Conference is increasingly disturbed by the ongoing homophobic and Transphobic attacks that the Daily Mail, the Mail on Saturday and The Mail on Sunday keep on making against the LGBTI+ community.

The Daily Mail, rarely publish any positive LGBTI+ stories so it's always one sided.

GMB should, with the support of all Shout! Groups, launch a campaign against The Daily Mail, The Mail on Saturday and The Mail on Sunday to end such homophobic and Transphobic attacks, comments and remarks and to get people to boycott buying their papers.

#### **G36 SECURITY BRANCH**

Southern Region

## 102. STOP SEXISM!

This Branch is concerned that sexism is everywhere including our Union. GMB should lead the way into eradicating sexism by starting with ourselves. From sexist language, behavior and stereotypes which we have all been guilty of at some time to the worst kind; sexual harassment we as a Union must lead by example.

This Branch believes that we start with the basics, **sexist language**. The use of sexist, misogynist language – which denigrates girls and femaleness – is commonplace. Language which associates negative characteristics with being female “you throw like a girl”, or more related to the union “go make the tea love.” – and more positive characteristics with being male – “man-up” “grow a pair”.

The accepted and often casual use of language that puts down girls/women fuels harmful and narrow ideas about what it means to be a man or a woman in society today. It contributes to a conducive context for sexist attitudes and behaviours – including sexual harassment.

This Branch calls for all those in the Union to stop the use of this sexist language, to be mindful of how we speak to one another, not just women but to men too and run a campaign on how we treat one another in the workplace and training courses to help us deliver this.

**L16 LB GREENWICH BRANCH**  
Southern Region

## 103. JUST A BALL GAME?

This Congress notes that despite advancement and acceptance in certain social contexts homophobic, biphobic and transphobic bullying and abuse still occurs for many lesbian, gay, bisexual and transgender people within a sporting environment. This discrimination often becomes hate crime and affects athletes, managers, club staff, match day casual workers and public alike.

There is still much to be done to combat the discrimination, provide education through the many benefits of equality, inclusion and diversity to help put an end to exclusion, bullying or physical violence.

Research shows half of football/sports fans say they have heard homophobic abuse at matches. Many football fans think having a gay player on a team would make other team mates feel uncomfortable, they also believe gay players should “keep it to themselves” while some said they would stop watching their team if they signed a gay player.

JBG? has been at the forefront in challenging HBT bullying and abuse for 8 years and their project work is a great way to showcase LGBT+ inclusion and visibility. In addition to this there is a captive audience of potential new trade union members, and a chance to showcase GMB trade union equalities workload and educate around trade union history through joint communications.

We call on Congress for GMB to work with existing LGBT+ campaign organisation “JUST A BALL GAME?” to help eradicate this intolerance from our stadia, Regions and communities.

**B19 BRANCH**  
North West & Irish Region

## 104. SURVEY OF WORKPLACE TRANS DISCRIMINATION

This Congress calls for the CEC to set up a working party to look at Trans discrimination in the workplace.

**AVON & WESSEX A55 BRANCH**  
Wales & South West Region

## 105. MEN'S HEALTH CONFERENCE

This Congress “Boys don't cry”, “Be a big boy”, “Man Up”, “Be a man” are all common phrases we have all heard or actually said.

Over three quarters of all suicides are men, men are three times likely to become alcoholics than women, three times likely to report frequent drug use than women, 34% of men are too embarrassed to talk about mental health issues and the list continues.

This motion asks that Regional and National Conferences are held yearly to tackle these issues that clearly effect men and that openness and good practice can be used to resolve these problems throughout our Union.

**L16 GREENWICH BRANCH**  
Southern Region

## 109. GMB STRUCTURE

This Congress is asking GMB to encourage both Irish & BAME members to become active members in the Branch Committee to ensure a reflection of societal diversity in all branches. This is a vital part of working towards prevention of negative stereotypes becoming prejudices, which in turn leads to discrimination and oppression.

It is important to ensure all members- including those of Irish decent are recognised as persons who can suffer from discrimination and GMB work to mitigate against such discrimination.

We also request GMB directs that all Branches actively work to include people from all minority groups within their Branch Structure. This motion is to promote change and enable good practice in all branches, workplaces and the community we live and to promote the GMB Equality Ethos.

Finally, we call on GMB to provide all branch statistics on the membership composition as this will be an important part of encouraging growth of minorities within the branch and will allow the Branch to target and encourage membership within groups where membership does not reflect office diversity.

### L26 LB WANDSWORTH BRANCH

Southern Region

## 114. REPRESENTATION ON THE NATIONAL EQUALITY FORUM

This Congress is disappointed that retired members are not being given a voice on the National Equality Forum (NEF).

The National Equality Forum has had a RMA appointed member with full voting rights since the Review of the NEF structure was agreed by Congress 2010.

At the end of last year the CEC agreed a new constitution which includes an RMA member on the NEF but only as an observer so has no voting rights.

Furthermore, the new agreed Constitution states that GMB members on the NEF should be for "working" people or those active in the workplace. This is discriminatory.

Retired members are an important equality strand and have vast resources to advise,

assist and support all working and non-working members. Retired members may not be active in the workplace but do act as Accompanying Reps and are extremely active in branches.

We call on Congress to reconsider the RMA seat and give us back our voice.

### EAST DEREHAM BRANCH

London Region

## 115. VOTING RIGHTS FOR RETIRED MEMBERS

This Congress notes with concern the National Equality Forum's new Constitution which reduces the RMA representative to Observer status.

Our Union prides itself on leading the way on fighting for equality for all our members.

However, our National Forum for Equality and Inclusion is effectively excluding upwards of 70,000 members from having a voice in this arena.

Congress, therefore, asks that full participation and voting rights be restored to the RMA representative on the National Equality Forum immediately.

### PONTYPRIDD GENERAL P80 BRANCH

Wales & South West Region

## 116. PARITY FOR ANNUAL CONFERENCES AND SUMMITS

This Congress should recognise the equal importance and value of each of our equality strands. We note that only Women and Young Members hold an annual National Conference/ Summit which compliments the National Equality Conference. We note with disbelief however, the Young Members Summit has now been cut for 2019.

We call on Congress to treat all strands the same by allowing all recognised strands the ability to hold a two-day biennial (every second year) National Conference/Summit resourced by National Office Equality Department and organised with the strand members on the National Equality Forum (NEF) and/or National Strand Network, with a high emphasis on training, workplace policy development, campaigning and organising.

These events should be held at a weekend, thus giving access for more members to attend.

This will encourage more participation from regional self-organised groups to be more active in engaging members in their regions.

## FULHAM 1 BRANCH

London Region

### 117. SUPPORT FOR YOUNG MEMBERS' STRUCTURES

This Congress is concerned that the Trade Union Movement continues to face a crisis of ageing membership. Lower levels of trade union membership overall, combined with increasing casual and precarious working means that levels of union membership have dropped to only 10.2% for 20–24yr olds and 2% for 16–19yr olds in the latest government figures.

Our young members' structures are a crucial part of ensuring that our union remains in touch with the needs of young people and that we are giving new activists the skills and support they need to fully contribute to the union.

Congress 2017 referred a motion to the National Equality Forum to draw up a programme to achieve "properly managed funding" to support young member activity, including the young members' summit. No progress has been reported back and our young members have no allocated budget. The Young Members' summit has also now been cut.

This motion calls on the CEC to report back on progress and guarantee that the young members have a proper budget and a summit funded by national office every two years as a minimum.

## NORTH WEST LONDON BRANCH

London Region

## EMPLOYMENT POLICY EQUALITY AND INCLUSION

### 118. ETHNICITY PAY GAP

This Congress notes that recent studies have shown that there is a huge gap in the pay that BME workers take home compared to their white counterparts.

According to a survey covering London public sector employees, BME staff take home on average 37% less than white colleagues, driven by the lack of BME staff in senior posts.

Further research covering the whole economy by the Resolution Foundation showed that BME workers lose £3.2bn a year in wages compared to white workers. It found Pakistani and Bangladeshi male graduates earned an average £2.67 an hour (12%) less, while among female graduates, black women faced the biggest pay penalty, of £1.62 an hour (9%).

So far only 3% of employers with over 250 employees are voluntarily reporting their ethnicity pay gap, and this is just not good enough.

Our BME members deserve to know that they will have the same opportunities to earn good wages as their white colleagues, and that measure are being taken, not just to recognise the gap, but to eliminate it.

Congress calls for:

- An investigation into the ethnic minority pay gap with our largest employers, either jointly with the employer, or if they will not participate, a union led survey of our members
- GMB to lead from the front by reporting on GMB's ethnic minority pay gap as an employer, and work with the TUC to encourage other trade unions to do the same
- The issue of an ethnicity pay gap to be publicised to our branch officers and reps with briefing and campaign materials explaining the issues which lead to the gap
- Work with the Labour Party to develop policies which not only ensure that employers report on their pay gap, but that there are measures to combat it across the economy

## NORTH WEST LONDON BRANCH

London Region

### 119. RACE PAY EQUALITY GAP C5

This Congress welcomes the publishing of the gender pay gap and the mandatory reporting on the government website. However, as in the case of the BBC, the gender pay gap like other equal pay reports has dismissed the racial parity in terms of pay.

The racial disparity in terms of pay gap is not addressed at any level be it in the gig economy, commercial, public, or manufacturing sector.

We welcome the GMB National Equality Organising Strategy Report agreed at Congress 2018 which agreed to develop a toolkit as well as the gender pay gap for BAME workers and would like to see if the union responded to the Government consultation on Ethnicity Pay gap which ended in January.

To build on the report, we call upon GMB to:-

- Call for mandatory ethnicity pay reporting for employers with more than 50 employees and encourage workers to regularly carry out a pay audit;
- Take action to reduce race pay gaps so that jobs are awarded on ability and fairness;
- Work with the government to encourage employers to ensure apprenticeship schemes are of quality instead of low paid or voluntary work;
- Campaign for more investment in industries where BAME workers are over represented;
- Undertake research/report on the impact of BAME workers who were prevented from taking legal action against their employers on race discrimination due to the tribunal fees;
- Continue to campaign vigorously and visibly on equality impact on organisations policies;
- Continually monitor and ensure that the recommendations as set out in the McGregor-Smith Review "Race in the Workplace" are implemented.

#### **EALING GMB BRANCH**

London Region

### **120. MANDATORY REPORTING OF RACE PAY GAP** C5

This Congress is disappointed that the race pay gap between black and white workers has never been formally addressed except through research and reports which have consistently confirmed that it exists year upon year. It is time that the race pay gap is addressed.

A recent report by the Resolution Foundation found that black workers are losing out on £3.2 billion a year in wages in comparison to white workers doing the same work.

The extent of the race pay disparity for 1.9 million black workers is stark and impacts the standard of living of those affected.

The TUC report on the pay gap for minority workers in respect of achieved qualifications revealed that students who entered the workplace after GCSE are paid 11% less than their white counterparts. Those who attained degrees, the pay gap increased to 23%.

The race pay gap impacts the standard of living of those affected.

We therefore call on Conference to:-

1. Work with GMB sponsored MPs to work with us for legislation for companies to report and publish their race pay gap.
2. Campaign in whatever way to raise awareness of the race pay gap and organise in workplaces for employers to publish this data.
3. Raise awareness of this inequality through fact sheets, briefings, etc or whatever means.
4. Work with relevant organisations such as TUC to campaign for employers to publish this data.
5. Ensure that the issue of the race pay gap is at the forefront in any restructure, redundancy or other reorganisation in the workplace.

#### **CWU STAFF BRANCH**

London Region

### **121. GENDER PAY GAP** C6

This Congress recognises the action taken by Government to request UK companies with 250 or more employees to publish their gender pay gap and gender bonus gap data.

However, the system used to calculate the gender pay gap or the difference in average earnings between women and men, is not straightforward for everyone to understand.

In addition to producing a toolkit, Congress calls on GMB to train, educate and empower its reps to use this issue as an equality bargaining tool to reduce the gender pay gap within their workplaces.

#### **NEWHAM APEX BRANCH**

London Region



## 122. GENDER PAY C6

This Congress notes the fight for Equal Pay for women.

Congress is called upon to do more to train, educate and empower its reps to help reduce the gender pay gap within their workplaces.

### EALING GMB BRANCH

London Region

## 123. WORKING CONDITIONS C7

This Congress. Where are the menopause policies for all our members?

This something that had gone on for years with all unions, what we are now seeing is that some areas have a Menopause Policy.

We as a union need to address this again and again until we get it right for our members.

If an area has the Menopause policy why can't it be put forward for all of the UK.

The women members of the GMB would welcome help from a policy that is backing their health and safety at work.

Can this policy can be adopted by any work place, council, office, NHS, anywhere where there are women working under conditions that are unacceptable to their health.

The South Lanarkshire branch in Scotland has produced a local Menopause Policy and this has been accepted by all members and management and is now up and running.

We ask congress to campaign for this local policy to be accepted by the GMB.

For the GMB to lobby MP's to get behind our campaign.

### GLASGOW NURSES BRANCH

GMB Scotland

## 124. THE MENOPAUSE & ANDROPAUSE

This Congress notes that the menopause can have debilitating effects for some individuals. We need to talk openly about the fact that seven out of ten women of menopausal age are in work in the UK. The average age of menopause is 51 and the often challenging "transition" stage can start several years earlier. Women of course

encounter the transition with varying degrees of impact and the effects vary from one individual to the next.

Today, the menopause is openly discussed in the media and has raised awareness. However, the real issue lies within the workplace, where Managers fail to recognise that the legislation states that employers must protect the health, safety, and welfare of all employees, includes women who are having a difficult time at work due to menopausal symptoms.

- Section 2 of the Health and Safety at Work Act 1974 requires employers to ensure "the health, safety and welfare at work" of all employees;
- The Workplace (Health, Safety and Welfare) Regulations 1992 place an overriding duty on employers to make workplaces suitable for the individuals who work in them;
- The Management of Health and Safety at Work Regulations 1999 require the employer to undertake a suitable and sufficient assessment of risks and take action to prevent exposure to risks.
- The public sector equality duty places an obligation on all public bodies to promote gender equality and eliminate discrimination. Public service providers will need to assess how they can meet the needs of women using their service, and public sector employers, including local authorities, will need to consider the needs of all their staff and their employment practice.

We can't forget that some men experience similar symptoms to that of the menopause, which is known as andropause, but do not feel able to discuss their issues with management.

So why is this happening? Is it a case that employers have shied away from dealing with the issue?

This has been at a detriment to many of our members, who are being placed under guidance, disciplinary and some forced to take medical retirement.

We call on Congress to continue to campaign to force employers to change their policies and procedures to include the Menopause and Andropause, to protect our members in the workplace.

### HARROW GENERAL BRANCH

London Region

## 125. GET THE M2M POLICY INTO THE WORKPLACE C7

This Congress is aware that most women are subject to monthly periods or the menopause.

The London Region GMB Sisters survey “Menstruation To Menopause – it’s not an easy ride” had over 1350 responses. Members outlined a number of problems women and trans men experiencing menstruation and menopause face in the workplace such as:

- Many women have to take time off from work to deal with symptoms
- Many women are subject to disciplinary action as a result of triggering sickness absence policies
- Most employers do not have policies to support women in these circumstances

London GMB Sisters developed a comprehensive model workplace policy which can sit alongside current workplace sickness absence policies and this has gained media and member interest.

We call on Congress to:

- Promote the policy throughout our structures as a means for member engagement and as a recruitment opportunity
- Encourage our post holders to include this issue in their bargaining processes
- Use our M2M fans as merchandise to compliment the campaign

### EALING E10 BRANCH

London Region

## 126. MENOPAUSE AWARENESS TRAINING C7

This Conference welcomes TUC efforts in introducing a new 1 day training course around Menopause Awareness. Menopause doesn’t just affect women but everyone both directly and indirectly and across all equality strands.

GMB Union should create a training course around Menopause Awareness similar to TUC course or add it as part of Equality or Health & Safety training.

### G36 SECURITY BRANCH

Southern Region

## 127. CAMPAIGN TO SUPPORT THOSE WITH HIDDEN DISABILITIES C8

This Congress believes that hidden disabilities pose an unacceptable burden on those living with them and calls on the GMB to lead the way in raising awareness of them and supporting members with them.

Thousands of our own members, colleagues, friends and families, may be suffering with hidden disabilities without us even knowing. The stigma around non-visible afflictions can mean that sufferers often do so in silence, with a “stiff upper lip”.

Mental Health problems received increasing publicity and wider public awareness over recent years, but we can do more. Many other non-visible disabilities including the effects of heart disease, diabetes and cancers can go unrecognised.

Congress applauds organisations such as Transport for London with their “Please Offer Me a Seat” cards and badges are going some way to improve things, but the GMB should be at the forefront of the fight to ensure all people are treated with respect and offered the support that they need.

Congress calls on the GMB to campaign for wider awareness of all disabilities seen and unseen. Moreover, Congress calls on the GMB to provide training and resources to all reps and activists to ensure that sufferers of hidden disabilities in all our workplaces are confident of the best support.

### EDMONTON/ENFIELD BRANCH

London Region

## 128. HIDDEN DISABILITIES C8

This Congress to recognise that hidden disabilities such as Crohn’s and Inflammatory Bowel Disease are not treated with the same sensitivity that physical disabilities are, even though they can be just as difficult to manage in life and work. We would like the issue of hidden disabilities to be put firmly on the bargaining agenda of all workplaces so that Officers and Representatives must address these issues through collective bargaining.

### C40 CARE BRANCH

Birmingham & West Midlands Region

## 129. DYSLEXIA C9

This Congress is impressed by the GMB “Thinking Differently at Work” document produced by the Equality Through Inclusion Department and the industrial research and policy team.

This support guide to dyspraxia was not only interesting but extremely helpful and practical. We call on Congress to support continued work for awareness and support for neurodiversity and ask that a similar document be produced for our dyslexic members.

### ISLINGTON APEX BRANCH

London Region

## 130. GMB DYSPRAXIA CAMPAIGN C9

This Congress applauds the way in which the GMB is tackling outdated views of a condition that affects children and adults alike. Congress is appalled that countless thousands of our citizens and many GMB members have been written off currently and in the past by the way in which the education establishment and the lack of training for tutors and learners alike has meant that people with Dyspraxia have been failed.

Congress notes the really helpful and supportive work that Labour MPs have given to the GMB in launching an important part of our equality agenda.

Congress notes that the GMB’s Thinking Differently at Work campaign includes a really helpful dyspraxia guide.

Congress calls on all employers to create more inclusive environments, tackle discrimination in the workplace and address neurodiversity through their people management policies and practices.

Congress calls on Government to embrace our campaign as part of its measures regarding workplace and education support, and in respect of the Labour Party, Congress calls on its manifesto for Government at the next election to include the GMB Dyspraxia Campaign as part of its policies at work and in schools.

### T25 – NEWCASTLE & NORTH TYNE GENERAL BRANCH

Northern Region

## 131. REASONABLE ADJUSTMENT PASSPORTS

This Congress calls upon the GMB to campaign with the TUC and other partners for a wider introduction of Reasonable Adjustment Passports for Employees who require adjustments at work due to health conditions, impairment or disability. We also request that greater emphasis be placed on the importance of such passports in order to protect and enhance the rights of those with on-going medical conditions, impairments or disability, whether visible or invisible.

The Reasonable Adjustment Passport should be protected in Employment Law for example as a compulsory element in employment contracts. This is to ensure that employees are not constantly having to fight for their rights and that employers meet their obligations in relation to the Reasonable Adjustments that have previously been agreed.

We believe that with the high turnover of management in some companies, the Passport will act as a way of ensuring that any adjustments agreed previously are not diminished by new Managers. They also offer some protection and peace of mind for employees who have at times found it difficult to obtain the necessary workplace adjustments.

Furthermore, increasingly we are seeing sick or disabled workers having to move their employment more frequently. The Passport allows employees to bring with them a clear indication of the types of adjustment they require to perform their work. Furthermore we believe that these adjustments should be protected in Law so that prospective employees are not disadvantaged in any place of work.

We ask the Equalities Forums at Regional and National level to look at adopting this as a GMB Campaign on behalf of members facing disadvantage because of their medical history, disability or impairment.

### Q22 BRANCH

North West & Irish Region

### 132. SUPPORTED EMPLOYMENT

This Congress calls on the GMB National Secretary to start a real campaign on supported employment with a real strategy. To meet members of the Shadow Cabinet such as the Shadow Chancellor who holds the purse strings.

To date since around 2013 about the time Remploy closed we have seen limited activity on the supported employment campaign.

We need to put a real strategy together for the manifesto so disabled people have something to look forward to where this will need to ring fence funding.

#### WEST YORKSHIRE MANUFACTURING BRANCH

Yorkshire & North Derbyshire Region

### 134. MENTAL HEALTH AND LGBT+ PEOPLE

This Congress, LGBT people are more likely to suffer from mental health problems than heterosexual people. This is a result of numerous factors such as discrimination and homophobia.

Previous research suggests that people of the LGBT community are more likely to suffer from a mental health problem than wider society. Despite changing attitudes in the UK being more accepting of the LGBT community, LGBT people are more likely to suffer from a mental health problem than wider society.

Trade unions have often, throughout history, been a great ally to the LGBT community, therefore this motion calls for greater campaigning in the LGBT community to raise awareness of mental health issues and what help they can get.

#### ASDA STORES BRANCH

Yorkshire & North Derbyshire Region

### 135. ACCESS TO BUILDINGS C10

This Congress is concerned at the difficulties our members with mobility problems face when trying to access their workplace or visiting other premises.

Whilst Congress welcomes efforts to make working smarter, including home working, we are concerned that not enough reasonable adjustments are made to make buildings more accessible.

Among the problems our members encounter are:

- Lack of enough accessible parking and allocated parking places near workplaces which members may need to access;
- Lack of working lifts, including not installing lifts able to be operated during fire evacuations;
- Lack of consultation on needed reasonable adjustments;
- Lack of truly accessible public transport

We call upon Congress to lead campaigns both within GMB and with our Labour political colleagues. The aim of the campaigns is to raise and highlight the difficulties our members are facing and to ensure that enough resources are allocated.

#### EALING GMB BRANCH

London Region

### 136. MANDATORY WORKPLACE TRAINING ON SEXUAL HARASSMENT

This Congress is concerned that the high levels of sexual harassment cases reported annually to police remains stable and unacceptably high despite all efforts to prevent such intolerable or offensive conduct. Statistics have indicated that at least 3.1% of women of working age have been subjected to such unwanted sexual harassment in the last year.

Conference calls on the GMB to campaign for a change in the law, making it a compulsory requirement on employers to facilitate 'Sexual Harassment Awareness Training' in the workplace, this is in expectation of educating all employees on the subject with the hope it will have an impact on reducing these appallingly high statistics.

#### MID GLAMORGAN C&T M63 BRANCH

Wales & South West Region

### 137. MANDATORY TRAINING ON DOMESTIC ABUSE EP

This Congress is concerned that domestic abuse is still prevalent despite past efforts and previous campaigns to eradicate such heinous crimes that perpetrators inflict on a vulnerable but devoted partner.

Building on past recommendations of the GMB National Equality Forum who developed a model workplace policy in February 2017 that help our activists to get employers to voluntarily adopt a Domestic Abuse Policy.

We are concerned that far too many employers still do not recognise such abuse as a workplace issue.

We therefore call on the GMB to campaign for a change in employment law that will make it a mandatory requirement for all employers to adopt Domestic Abuse Policy and provide relevant training to a dedicated manager in its organisation who will be responsible for facilitating the correct implementation.

#### **PLYMOUTH & DISTRICT P18 BRANCH**

Wales & South West Region

## **EMPLOYMENT POLICY HEALTH, SAFETY & ENVIRONMENT**

### **138. MENTAL HEALTH ABSENCE**

This Congress instructs the CEC to liaise with the Health & Safety Executive (HSE) to classify absence due to mental health in the workplace as Riddor reportable.

#### **R35 ROCESTER JCB GENERAL BRANCH**

Birmingham & West Midlands Region

### **139. FORCE EMPLOYERS TO ADDRESS MENTAL HEALTH IN THE WORKPLACE**

This Congress believes the systemic underfunding of mental health services has had a progressive and continuing detrimental impact on both staff and service users at the same time as austerity generally has contributed to increasing mental ill health.

This Congress welcomes improvements in awareness of mental health with long-held taboos beginning to be overcome. The increase in the level of awareness has led to a spike in those seeking help and put a strain on NHS mental health services.

This Congress asserts that mental health is also a workplace issue and that there is a need to

ensure improvements in how employers are tackling the causes of work-related stress, which can cause or exacerbate mental ill health. The rise in insecure work, the fall in real wages, increased workloads and the frequent removal of sick pay provisions are all factors which have contributed significantly to the mental health crisis.

This Congress calls on GMB to organise a concerted trade union response on mental health and wellbeing that forces employers to conduct adequate mental health risk assessments and to properly address any findings.

#### **V15 BRANCH**

North West & Irish Region

### **140. MENTAL HEALTH AT WORK - CHANGE THE WORKPLACE NOT THE WORKER**

This Congress notes that 1 in 6 workers in the UK are affected by mental health issues such as anxiety and depression, and many more suffer from work-place stress. Congress is concerned that despite the prevalence of mental health issues, there is still a stigma surrounding mental health in workplaces and many workers feel unable to talk openly about what they are going through or seek appropriate help and adjustments in their work.

Congress calls for radical change in our workplace cultures so that nobody feels like they have to call in sick, or even resign, because of mental health issues that, without this stigma, would otherwise be manageable.

Congress would like to see all GMB workplaces signed up to the Time to Change pledge that aims to change how we think and act about mental health in the workplace and makes sure employees facing these problems feel supported.

Alongside this, Congress would like to see mental health awareness embedded in induction and training and for workers to understand their rights under the Equality Act 2010 and the Disability Discrimination Act, including the right to take disability leave for regular absences, such as needing to attend counselling.

#### **B59 BRUSSELS BRANCH**

Southern Region

## 141. MENTAL HEALTH SUPPORT FOR REPS C11

This Congress call upon GMB to work with recognised support networks and provide clear signposting so reps can seek support to aid their own health and wellbeing and ensure that all Branch Secretaries and Branch Equality Officers receive mental health awareness training to support reps.

Conference, employees (our members) in most workplaces will have occupational health/mental health support. GMB officers and staff also have this support in place when needing additional help for their own health and wellbeing. However, workplace representatives do not have this facility made readily available to them through the union.

Due to confidentiality they are unable to, or are uncomfortable in speaking to their line manager or occupational health and may not want to burden their branch officers, who themselves are lay reps and not trained in mental health.

We often talk of our reps being the lifeblood of the GMB. One in four of us will experience mental ill health and in today's environment, more and more of our casework has a mental health element, too often our members see us as counsellors as well as reps. Without realising, reps often undertake this role with little or no thought to their own mental health. This can have consequences in their own jobs and home life if they need to take time off work due to stress and mental ill health.

### S85 SANDWELL COMMUNITY BRANCH Birmingham & West Midlands Region

## 142. GMB ACTIVISTS MENTAL WELLBEING SUPPORT C11

This Congress recognises the hard work and dedication that our GMB representatives and activists do and the huge contribution they make in supporting our members. However we also accept that because of their dedication and willingness to take on board everyone else's problems and concerns, this sometimes has a detrimental effect on their own mental wellbeing.

All too often, very good reps become mentally unwell or even quit their role because of the extreme pressures and demands put on them unknowingly by our members. They may be unable or unwilling to turn to their employer for support in case they are perceived as weak and

not up to the role. They are reluctant to turn to their fellow reps or branch officers who are often under the same or similar pressure.

We therefore call on the CEC and senior management team to explore ways of providing our lay activists who may be suffering with mental ill health with extra advice and support. This could initially be in the form of dedicated regional officers who are suitably trained and available to deal with providing support to those activists who are struggling to cope with the stresses and strains that sometimes come with a commitment to our GMB family life.

### B10 BANBURY NO.1 BRANCH

Birmingham & West Midlands Region

## 143. BETTER WORKING CONDITIONS AND PROTECTION FROM ABUSE FOR MENTAL HEALTH WORKERS

This Congress calls on the CEC to campaign better working conditions and protection from abuse for Mental Health Workers by continuing to campaign for increased staffing levels in mental health services.

More than 42,000 reported attacks on staff in the last year in the mental health trusts who responded. The figure is more than a quarter higher than for the corresponding trusts four years earlier.

"People are now much more unwell when they come into units, there's a shortage of beds and staff are stressed," "It's a powder keg. It just needs the slightest thing to happen."

In the report, called *Struggling to Cope*, 42% of responders said they had been victims of violence in the last year working in mental health.

Almost half (48%) of the respondents were planning to leave their work in mental health or were thinking about doing so. This is worrying given the drop in numbers of students applying for nursing degrees and the recruitment and retention problems in mental health settings of those either leaving or thinking of leaving, more than a quarter (26%) stated that it was because their own mental health and well-being were suffering.

Although we applaud the successful Protect The Protectors' Law and acknowledge it was a great victory for Emergency Workers that it will become a specific criminal offence in England to assault an emergency service worker, and

attacking an emergency worker will be an aggravating factor for sentencing purposes – including for sexual assaults. There is a long way to go before these laws are enforced and the culture of the NHS particularly in mental health changes

We need to impress upon the Government and NHS Trusts that they must address the health and wellbeing of our members.

**BRADFORD DISTRICT CARE TRUST BRANCH**  
Yorkshire & North Derbyshire Region

#### 144. SHIFT WORKING

Congress. In order to satisfy our contractual obligations many of our hard working members are undertaking shift patterns and extended hours in order to provide for their families. Now, we know employers are constantly striving to race to the bottom when offering new terms and conditions. I'm sure we have all experienced this backwards progression to an earlier industrial working model in our workplaces? Our members from the gas, electric and water industries as well as paramedics. Not to mention Doctors and nurses. (some evidence needed here. [Myself and any number of my colleagues have worked 26 hours without a break. Only last month I worked for 23 hours straight myself.] Paramedics I believe work a 12 hour shift. But may have to work-on to effect a patient transfer. How do I gather this information to be able to cite it?) All working with fatigue playing a huge part of their working life.

We believe there is an increase in employees suffering from fatigue, as employers seek to wring another bead of sweat from the brows of their workforce. Extended hours. Shift patterns. All seek to throw into turmoil and undermine the Circadian rhythms we have evolved over the millennia, that best place us to act at our optimum performance. We ask delegates, how much trust would you place in the ability of these safety critical members to undertake their duties after working for more than 20 hours? I leave you to ponder the potential impact of a wrong decision or act being carried out. Attending a patient; excavating on a live damaged electrical cable at two in the morning, or attending a gas escape with the rain lashing down on a cold February night after already being at work for 15 hours. Just think of the multitude of possibilities to make the wrong safety critical choice. Leading to a potential catastrophe.

We believe this pernicious modern day scourge is affecting our members to their detriment. Suffering physical, psychological and emotional damage. These antiquated working conditions. The remnants of a Dickensian era, should be banished to the pages of history.

We ask congress to lobby the government to set up an All Party Parliamentary Group to investigate and deal with the very real issue of this pernicious modern day industrial disease – Fatigue.

**S68 SGN SOUTH EAST GAS BRANCH**  
Southern Region

#### 145. VITAMIN 'D' DEFICIENCY

This Congress is concerned by the lack of information about the effects of not enough Vitamin 'D', particularly in the case of night workers, who rarely get enough sunshine to produce it naturally.

The GMB should use all its influence to work with employers for the use of Vitamin 'D' supplements, and as it is a welfare issue, provide access to them in the workplace.

**TRANSPORT AND DISTRIBUTION BRANCH**  
Yorkshire & North Derbyshire Region

#### 146. PREVENTATIVE HEALTH CARE

Congress agrees that many jobs directly cause our members various illnesses or injuries through repetitive, physical work. Most commonly, back pain, shoulder pain and other muscular skeletal injuries are prevalent across every sector of our union. Some employers do provide workers with health support, such as physio or chiropractic treatments, but many do not and simply shirk their responsibility to help their staff.

We ask the GMB to launch a campaign across the breadth of the union, using all appropriate tactics of lobbying, legal recourse and public pressure, to raise awareness of the costs our members have to pay to continue working in the jobs that persistently harm their health. This could also include the development of a charter that employers could endorse showing that they take some financial responsibility for supporting their own workers when their job roles cause these types of persistent and painful injuries.

**H25 ASCOT AND WINDSOR PARK BRANCH**  
Southern Region

## 147. REGULATION OF OCCUPATIONAL HEALTH PROVIDERS

This Congress calls for a change in the occupational health dynamics for companies used for the purpose of employment medical interventions of business workplace illness. Examples of these are stress injuries, ill health plus many more. This usually entails giving the occupational health provider that the company provides, access to the employee's medical records.

Unfortunately, some or most occupational health providers operate outside the boundaries of medical ethics as your personal medical data reports are being looked over by a "medical adviser" not a "practitioner" which could be anyone from a nurse to a student or neither and your "occupational assessment report" is returned to you by the adviser. This puts into question the validity of the occupational service provided by the employer as some assessments are also done via a telephone conversation.

We would like occupational health providers to be brought under regulation and monitored by the professional body, the Medical Council as more often than not reports are being provided by non-professionals.

### CAMDEN APEX BRANCH

London Region

## 148. ACCURATE INDUSTRIAL DISEASE STATISTICS

This Congress is alarmed to find that the Department of Work and Pensions (DWP) does not record deaths from industrial disease, or the last occupation, after the age of 75.

As the UK population ages it is increasingly important that the true scale of deaths from such industrial diseases such as mesothelioma are recorded both for compensation and statistical purposes.

GMB pledges that it will campaign for changes to be made so that the true picture can be used in the future.

### CAMBRIDGE 2 BRANCH

London Region

## 149. DEFIBRILLATOR IN THE WORKPLACE EP

This Congress calls upon each and every workplace to have in place a de-fib machine. These come with simple instructions and have the ability to save lives.

### GMWI BRANCH

North West & Irish Region

## 150. CORPORATE KILLING

This Congress is asked to support this motion to prevent Corporate Killing in the workplace.

In the last 12 months over 1,500 people were killed at work. In this day and age of health and safety awareness there is no excuse as to why this should keep happening.

Laws are in place to strengthen health and safety work which clearly are lacking in preventing these killing fields to continually happen with all the resulted misery and hardship which has such tragic results.

Despite GMB lobbying, the current Corporate Manslaughter and Corporate Homicide Act 2007 falls short and while our policy is to press for provision to bring individual prosecutions for directors, nothing has changed which seems to go together with the lack of enforcement of health and safety laws generally.

We believe that this country should now tighten up the law to make companies much more responsible if and when these tragedies happen and to make the CEO's, directors and owners more accountable.

We call on GMB to:

- Step up our campaign for changes to health and safety legislation;
- Work with organisations such as Families Against Corporate Killing (FACK) to ensure fair and just treatment for families of those killed by employers' negligence including financial compensation for all affected family members, not just those legally dependent;
- Call for a naming and shaming regime and stronger penalties where our members are seriously injured at work through no fault of their own;
- Campaign to appoint an explicit champion of workers' health within the HSE.



With the threat of a charge of corporate murder a possibility, then the likelihood of dangerous profit motivated short cuts ignoring health and safety standards would be much more encouraged thus preventing this terrible loss to working class families.

#### **KING'S LYNN NO 1 BRANCH**

London Region

### **152. AIR TODAY GONE TOMORROW**

This Congress, the air that our members breathe on a daily basis is not acceptable. The contaminants within the working atmosphere can lead to such debilitating diseases such as silicosis, pneumoconiosis, asbestos, lung disease and many more. Although a substantial amount of work and campaigning has been undertaken by respective bodies, employers are still falling short of their duties in their lack of protection of their workforce.

This motion highlights these concerns and calls upon the union to put more pressure onto employers to take more proactive action.

#### **SHEFFIELD MCP & LIGHT BRANCH**

Yorkshire & North Derbyshire Region

### **153. LONDON ZERO CARBON EMISSIONS**

This Congress is aware that the Mayor of London has himself committed to achieve zero carbon emissions from vehicles operating in London by 2050. This will require a major shift in the way businesses operate in London to move from fuel dependent vehicles to zero carbon emission vehicles.

We call upon Congress to support not only the Mayor and lobby subsequent Mayors to stick to this pledge, but also to lobby for support for small businesses through further financial incentives for committing to zero carbon emissions.

#### **LONDON STORES GENERAL BRANCH**

London Region

### **154. CRISIS AT LONDON HAZARDS CENTRE**

This Congress should be aware that London Hazards Centre (LHC) may close their offices due to funding problems.

A number of organisations they normally approach for grants have changed their

application criteria meaning that traditional funding routes have been exhausted. This has also happened to many other charities and community groups.

Highlighting and promoting Health and Safety issues and awareness is vital when organising workplaces, recruiting new members or engaging with employers. We need to ensure that we support organisations such as LHC who value our working relationship.

GMB nationally and regionally have a long history of close working with LHC and we value their support and expertise. LHC lead on many campaigns on issues from asbestos in our schools, supporting families of those killed in the Grenfell tragedy and raising awareness of the health hazards associated with increasing levels of air pollution across the City.

We call on Congress to consider national affiliation to London Hazards Centre to secure their future and continue to work closely with them to highlight and campaign on occupational health and safety issues.

#### **GMB @ UEASU BRANCH**

London Region

### **155. PROTECTING OUR COASTLINE FROM EROSION FROM 1960'S LANDFILL SITES** EP

This Congress is to agree to lobby Government for investment into stopping coastline erosion from old landfill sites.

Over 1,000 old landfill sites on the coasts of England and Wales are at increasing risk of being breached by erosion, according to a new study, posing a serious pollution danger to wildlife and bathing waters.

Landfill sites before the mid-1990's had few or no restrictions about what rubbish could be dumped in them and little is known about what they contain. However, many were on the coast and some were used to raise land levels and even as part of flood defences. Climate change is bringing higher sea levels and stronger storms, putting the old dumps at greater risk of being broken up.

Waters around Britain are contaminated enough without landfill rubbish adding to the problem.

#### **C80 DUDLEY BRANCH**

Birmingham & West Midlands Region

## 156. FURTHER REMOVAL OF PLASTIC WASTE EP

This Congress proposes to put forward a motion to campaign for the continued removal of plastic in disposable products.

As Congress may know, plastic waste can take between 450 to 1000 years to decompose, and even after that decomposition it will break into micro plastic and pollute the oceans.

Already we have begun to see businesses working to remove plastic, with the elimination of plastic straws and cups, and rewarding customers who use reusable drink ware.

But this is not enough, and our coasts and oceans continue to be polluted, having a major detrimental impact on the ecosystem. The removal of plastics in some businesses is being used as a marketing ploy, and not as a commitment to bettering the environment.

We call upon Congress to lobby for stricter controls on the use of single-use plastic in packaging, and to name and shame those businesses who have replaced plastic with other non-recyclable materials.

### LONDON STORES GENERAL BRANCH

London Region

## 157. RECYCLING BOXES

This Congress notes with approval the increase of recycling.

This Congress further notes the research from the Institute of Occupational Safety and Health that shows that increased box type collections for recycling and garden waste since 2014 have led to a 25% increase in back injuries for refuse collectors.

This Congress notes that the IOSH report recommends that Wheelie bins are best for avoiding strains, in contrast with boxes which involve bending down.

This Congress resolves to support the recommendation by the IOSH that local authorities should discontinue 'box type' collections as a matter of urgency.

### W15 WILTSHIRE AND SWINDON BRANCH

Southern Region

## 158. BLADDER CANCER

This Congress congratulates GMB on its awareness campaigns for those with work related diseases such as mesothelioma.

However, we note that there is a link between people working in certain industries and bladder cancer – another working person's cancer.

There are an estimated 100,000 men and women living with bladder cancer in the UK and approximately 15,000 new cases are diagnosed annually, making it the 5th most common cancer overall – the 4th most common cancer in men. The majority of individuals that are diagnosed are over 55 years old, but increasingly people of all ages are affected.

Workers in male dominated industries and particularly from chemical dye and rubber industries are exposed to substances linked to this cancer.

The compounds have been detected in hair dyes, paints, fungicides, cigarette smoke, plastics, pollutant emissions from industrial installations, and metal and motor vehicle exhausts.

We call on the Union and branches to raise awareness for our members who work in these sectors and work with the HSE and "Fight Bladder Cancer" charity.

We call on UNIONLINE to consider setting up a register similar to the asbestos register to record cases.

### BARKING BRANCH

London Region

## EMPLOYMENT POLICY PENSIONS & RETIREMENT

## 159. PENSION AGE EP

This Congress demands the CEC to instruct the next Labour Government to reduce the national pension age back to 65 for both men and women.

### R35 ROCESTER JCB GENERAL BRANCH

Birmingham & West Midlands Region

## 160. EARLY RETIREMENT ENTITLEMENT <sup>EP</sup>

This Congress calls upon the CEC to campaign for manual workers to be able to retire earlier than office workers. Our members are often working in low paid and extreme conditions, suffer from ailments as a result and sickness absence which could result in disciplinary action up to and including dismissal.

### GMWI BRANCH

North West & Irish Region

## 162. NPC FUNDING

This Congress calls on the Union to agree to donate 5 pence per member each year in addition to the affiliation fee that the GMB pays the NPC (National Pensioners Convention).

The NPC campaigns for a better quality of life for Britain's pensioners. Pensioners are workers that have retired mainly with a working class background. They are fighting for not only those that have retired but for those in work.

Without financial support the NPC cannot achieve what the late Jack Jones set out to do.

### MILTON KEYNES CITY BRANCH

London Region

## EMPLOYMENT POLICY RIGHTS AT WORK

## 163. ROLLING OUT A MANIFESTO FOR LABOUR LAW <sup>C12</sup>

This Congress supports the Institute of Employment Rights' (IER) Manifesto for Labour Law – a complete policy framework for UK labour laws which would place sectoral collective bargaining at the heart of industrial relations to stimulate economic growth and reduce inequality.

The aim of the Manifesto is to shift the focus of labour law away from individual rights to collectively bargained standards, widely recognised as a more effective way to ensure fairness and to prevent the exploitation of the most vulnerable.

The Manifesto also recommends strengthening the statutory rights' safety net; improving enforcement mechanisms to ensure laws and collective agreements are followed; and enhancing trade union rights so that workers and their representatives are protected in the workplace, and have the opportunity to build on sectoral collective agreements at enterprise level.

### V15 BRANCH

North West & Irish Region

## 164. CREATE A MINISTRY OF LABOUR <sup>C12</sup>

This Congress calls for the creation of a Ministry of Labour, led by a Secretary of State with a cabinet seat to give workers a voice in government and to plan for the workforce the UK needs. Its responsibilities should include the immediate introduction of a Collective Bargaining Act; achieving full employment in secure, high quality jobs, and a National Economic Forum on which workers, employers, government officials and independent academics will plan for future industrial challenges and scrutinize the impact of policy on all sections of society.

### V15 BRANCH

North West & Irish Region

## 165. SUPPORT SECTORAL COLLECTIVE BARGAINING <sup>C12</sup>

This Congress calls for changes in labour law to focus on collectively agreed labour standards rather than statutory minimums. Congress aspires to bring the UK up to the standard of our European peers where sectoral collective bargaining is the dominant form of industrial relations, particularly in the strongest economies such as Germany, Sweden and Norway.

Research shows sectoral collective bargaining is good for the economy by stimulating demand through higher wages, which helps to reduce the deficit by increasing tax receipts and reducing reliance on state benefits.

This Congress supports workers efforts to organize and negotiate not just within single enterprises but across entire sectors.

### V15 BRANCH

North West & Irish Region

## 170. BILL OF RIGHTS FOR UK WORKERS

This Congress calls on the government to introduce a bill of rights for UK workers that included minimum standards of pay and conditions of service and all other benefits of employment.

### C28 PETS BRANCH

Southern Region

## 171. EMPLOYMENT LAW – ACAS

This Congress wants the GMB to raise objection to the ACAS Code of Practice.

The guidance allows employers to hold disciplinary meetings without the need for those who have made and supported allegations against our members to be questioned by the member in a disciplinary hearing.

We accept that this may not always be desirable or logistical, due to holidays, sickness, distance or fear of intimidation. However, these circumstances are not the rule. Members have a right under natural justice to face their accuser. This right is denied every day at work in many cases to the detriment of our members.

Members of the GMB with long service records and in other cases can suffer false allegations made against them by faceless accusers who will not be examined by the accused because the employer will cite the ACAS Code of Practice which does not guide the employer to act justly.

The TUC have influence on the Code of Practice and GMB should use that influence to overturn this pervasive injustice and restore and maintain natural justice inside the workplace.

### CENTRAL NORTH NHS BRANCH

London Region

## 172. STOP ABUSE OF DISCIPLINARY PROCEDURES FOR TRIVIAL OR MINOR INDISCRETIONS

This Congress notes that as Representatives we often have to attend many disciplinary hearings – often labelled gross misconduct, for trivial or minor matters by our members.

There is increasing evidence that particularly members of minority groups are being targeted for such actions as a means of cutting costs and often to get rid of staff. It applies across the

board both in the public and private sector and has become quite noticeable since the 2016 referendum and the spectre of Brexit.

Examples include, amongst others, school support staff having to take a few days of “unauthorised leave” whilst abroad due to family illness; a hospital porter collapsing into a wheelchair and falling asleep for a few minutes due to effects of cancer medication; a young member failing to spot a spec of faecal matter on a toddler’s leg when changing a nappy; countless cases of minor medication errors made by members in the care sector under pressure.

These practices are very stressful for our members; they are very time-consuming and costly to both employers and the GMB.

We ask that the GMB campaigns to encourage employers not to take formal disciplinary action for trivial or minor offences.

### REDBRIDGE BRANCH

London Region

## 173. GRIEVANCE HEARING / TIMEFRAMES

A fundamental part of employment law is the right of an employee to raise a grievance. within the ACAS code of conduct and indeed across a number of employers.

We are probably all aware that a grievance or disciplinary is expected to be heard within a **reasonable** timeframe however, when an employer decides that a disciplinary should be heard within a **specified** timeframe to ensure the needs of the business, the employer often does not seek to apply the same speed of scrutiny to a potential wrongdoing for which they are potentially culpable or that they can directly address which impacts an individual or a group of workers.

If an employee has seen a short payment to their wage which is not addressed swiftly, this can have an impact not just on themselves but more often than not on their family life and those within their family and beyond.

When poor conditions in the workplace are raised to line management yet ignored leaving the only mechanism to you and your colleagues to be a grievance.

If an employee is subject to bullying, abuse or harassment in the workplace, should they have

to wait to address the matter until the employer feels it reasonable. An underpayment, an intimidating colleague or simply slip and trip hazards.

We often hear from employers that their “most valued assets” are the employees why is it then that for these most valued of assets that they can be left to wait for their grievance to be heard for weeks or indeed months when it is quite clear that these same employers can seemingly address a disciplinary at the drop of a hat

Any one of the previous examples mentioned would impact an individual's mental wellbeing, it will play on their mind. and if not addressed can have a negative impact on their overall mental health

GMB A10 Retail Branch propose that GMB campaign to seek a minimum timeframe under which any grievance should be heard which should be no longer than seven working days.

#### **A10 ASDA RETAIL AREA 1 BRANCH**

Southern Region

#### **174. SUSPENSION FROM WORK**

This Congress notes with approval the evolution of case law concerning suspensions from work. The cumulative effect of the judgements of Agoreyo, Crawford, Mezey and Gogay represent a significant shift away from unfettered management discretion.

This Congress believes that the “knee jerk” suspension of employees accused of potential misconduct is often abused by managers.

This Congress notes that, far too often, managers and HR professionals continue to suspend, and disregard recent case law.

This Congress notes that GMB representatives often have to support members who have not only suffered from cruel injustice, but who have suffered acute and lasting mental distress as a consequence. Employers often fail woefully to support staff placed in this situation.

This Congress notes that although a member may have been unlawfully suspended there is often no legal remedy that they can seek.

Congress resolves to ensure that all employers and their HR advisers are made fully aware that GMB expects their suspension policy to follow recent case law.

Congress resolves that GMB will highlight to employers the impact on the mental wellbeing of staff who are unjustly suspended from work.

Congress resolves to seek improvements to employees' legal rights, so that there is an effective remedy for workers who are unlawfully suspended.

#### **W15 WILTSHIRE AND SWINDON**

Southern Region

#### **175. EQUAL RIGHTS FROM DAY ONE FOR ALL WORKERS** C12

This Congress calls for GMB to lobby for a new universal status of ‘worker’, replacing the current division that make ‘workers’ eligible for fewer rights than ‘employees’ and removes the confusion over employment status in the gig economy.

Where contractors are genuinely self-employed, the onus will be on the employer to prove this, rather than the current situation where workers are required to prove they are not self-employed.

#### **V15 BRANCH**

North West & Irish Region

#### **176. EXTENDING EMPLOYMENT RIGHTS FOR UNFAIR DISMISSAL FROM DAY ONE OF EMPLOYMENT** EP

This Congress asks that GMB uses its MPs within Parliament to extend employment rights with regard to protection from unfair dismissal from day one of employment and not the two years it currently takes to receive this protection.

#### **ASDA STORES BRANCH**

Yorkshire & North Derbyshire Region

#### **177. REDUNDANCY RIGHTS FROM DAY ONE** EP

This Congress calls on the CEC to work with the next Labour Government and the TUC and any other agency, to bring about redundancy from day one.

All employees should have all rights from day one; redundancy and rights to take an ET out against their employer.

#### **P42 BRANCH**

North West & Irish Region

## 178. EMPLOYMENT TRIBUNAL SERVICE WEBSITE

This Congress calls on the GMB at its supported MPs to raise the issue and campaign for claimant names to be retracted from the Employment Tribunal Service website that was introduced by this Government.

**NOTTINGHAM TEC BRANCH**  
Midland & East Coast Region

## 182. QUASHING OF EMPLOYMENT TRIBUNAL FEES

This Congress notes that the Supreme Court quashed the Government's system of fees for employment tribunals. It is acknowledged that this case was taken up by a Union who successfully argued that the fees, which can be as high as £1,200 prevented workers from enforcing their employment rights. In essence, the Supreme Court have ruled that fees for bringing tribunal fees was unlawful which means that the Government will have to repay up to £32million to claimants.

The fees were introduced in 2013 on the basis that it would cut the number of malicious and weak cases. However, the introduction of the fees prevented workers accessing justice.

The Government have said that it would take steps to refund payments but have not done so.

We call upon Congress to:-

1. Set up a strategy/plan to ensure that all members who paid fees are refunded and attempt to review cases particularly those with discrimination elements to ensure that justice has been done by looking at avenues of redress such as Judicial Review in line with Unionline.
2. Pilot an all member survey to find out how many members felt discriminated against were put off lodging a claim due to the extortionate fees.
3. Work with Unionline to find out how many cases with discrimination elements were unable to proceed due to the fees requirement.
4. Explore the human impact of this ruling of those who were unable to proceed with their case since 2013, and what difference it would have made had they done so.

5. Explore any other steps that may include redress for those who were put off because of the fees requirement which has now been ruled unlawful.

**EALING GMB BRANCH**  
London Region

## 183. WORKER PROTECTION DURING TAKEOVERS

This Congress is extremely concerned about the practice that is widespread in business, that during the period prior to a company either being sold or placed into receivership, or even just in the possibility of one of these events happening, there is the removing unfairly of a high amount of assets from the business by various means. This is just the result of greed to milk the business of assets and can therefore make sure that a business that is struggling will go bankrupt affecting the entire number of employees apart from very senior management and shareholders, completely removing any liability by the holding company. Congress therefore instructs that the CEC mounts a campaign with other interested parties to get the Government to make this practice illegal.

**W50 WELLINGTON BRANCH**  
Birmingham & West Midlands Region

## 184. "HOLDER OF THE TUPE"

This Congress is aware that every branch of the GMB are involved in TUPE transfers for many staff ranging from school staff, cleaners, cooks to the outsourcing of public services.

What we have found as time goes on is the original TUPE documents and due diligence such as contracts and terms and conditions are conveniently "misplaced" or "lost", or changes have been made in "agreements with the Unions" that we have no knowledge of, or are able to check on.

This Congress would like to propose the creation of a "Holder of the TUPE" where relevant documents at time of transfer would have to be lodged and could be referred to should there be any problems further down the line – or any changes made should be updated.

**HAVERING BRANCH**  
London Region

### 185. BIOMETRIC CHECKS AT THE WORKPLACE

This Congress calls for an awareness campaign against employers taking biometric information to sign in and out of work without reasonable grounds such as security and privacy. The companies that are insisting on fingerprinting employees or eye scans usage are doing so to impose more control and subservience on employees and to save money.

We object to biometric data being collected in the workplace without reasonable grounds. Collecting data without safeguards puts personal data at risk and confidential and private information are in great danger of being breached.

We call on GMB to inform members of their rights in this area of employment and understand that not all workplaces will be able to withstand by industrial means, employers undertaking such practices.

#### CENTRAL NORTH NHS BRANCH

London Region

### 186. TRACKERS AND OTHER SURVEILLANCE EQUIPMENT IN THE WORKPLACE

This Congress calls for the Union to issue a policy on this matter and to push Labour Party MPs to get the Government to clarify its position.

We feel that the use of surveillance equipment, i.e. personal trackers, vehicle trackers, CCTV, etc is a breach of an employee's privacy, particularly when it is being monitored constantly/regularly.

We feel that at the very minimum, it should be that a system brought in for H&S reasons should not be allowed to be used to monitor and discipline staff.

#### HOUNSLOW BRANCH

London Region

### 187. EMPLOYMENT SLAVERY

This Congress believes that the GMB should raise awareness of employment slavery by way of a national campaign. Recently in Lambeth we have companies who have staff working 20 hour per week contracts. This entitles employees to access council tax and housing benefits through universal credit. Employers are aware of this and are forcing staff to work over their contractual hours without pay. In some cases it affects their benefits and the paperwork and time involved

in declaring the extra hours which disrupts their benefits. Employees are so afraid of losing their benefits that they take on the added hours for free, trapping them into a circle of employment slavery.

#### L09 LB LAMBETH BRANCH

Southern Region

### 188. ZERO HOURS CONTRACT

This Congress demands that GMB nationally and regionally should widely publicise victories where the GMB have managed to persuade employers to stop using zero hours and limited hours' contracts without reductions in wages.

Zero hours contracts are a modern name for casual employment last seen in large scale in the docks and building sites in this country 50 years ago. We are fighting to turn the tide and when there have been victories in this area by publicising them and keeping a record for activists we can encourage and give confidence to workers that the GMB do not just say they will win and here is the evidence to build that confidence to challenge zero hours contracts in their workplaces.

#### CENTRAL NORTH NHS BRANCH

London Region

### 189. EQUAL PAY

"This Congress congratulates GMB Scotland and the Glasgow Women's Strike of October 2018, undertaken by predominately low-paid women workers employed by Glasgow City Council, including cooks, cleaners and carers. It has been a long fight to secure equal pay in Scottish local government with working women continuing to experience huge resistance in seeking equality.

"Congress considers that these working women in Glasgow, and in other local authorities, were failed by their employers and by successive politicians and officials in local and central government, but also acknowledges that most of Glasgow's equal pay claimants are represented, not by their unions, but by third party lawyers.

"Congress believes that Glasgow, and Scotland's equal pay scandal, can be, at least partly, attributed to women being excluded from power and decision-making, and considers that it could not have continued for so long had more women, earlier, been in positions of power, influence and decision-making over the

long-running dispute, and on all sides, including in management, political parties and in trade unions.

“Congress, in expressing its solidarity, acknowledges also the sexist response which the Glasgow women strikers garnered and that women workers, particularly carers, were told that the nature of their work should prevent them from taking industrial action and also by the dismissal of their action as variously – politically motivated; stoked up by union leaders; and that they did not know why they were on strike. Congress rejects these characterisations and repudiates firmly the attacks on the Glasgow women strikers, and their unions.

“Congress further notes that a final pay-out agreement was reached in January 2019, but that second and even third wave equal pay claims, and other forms of unequal treatment, continue to be fought across Scotland, including in other councils, and in the private sector.”

“Congress acknowledges that GMB’s own median gender pay gap is 32.4%, reflecting the fact men continue to hold more senior positions within the union than women.”

“Congress calls on the CEC to commit to the following:

- Putting resource in to learning the lessons of this historic equal pay campaign by committing to capturing the dispute, including the negotiations, legal limitations, and industrial organisation involved throughout, either via film, book or another suitable method, which can be disseminated to others in the union;
- Ensuring the GMB’s organising strategy learns the lessons from Glasgow and explicitly builds around gender issues;
- Ensuring that reps across all of our sectors are specifically trained to deal with equal pay claims, from representing members via grievance in the workplace, to potential strike action; and
- Exploring a similar campaign to STUC President, Lynn Henderson’s, “Step Aside Brother” campaign which highlights that brothers in the movement have to be conscious of the roles they fill and whether they can ‘step aside’ to support women.”

**GLASGOW GENERAL APEX BRANCH**  
GMB Scotland

## 190. GLASGOW WOMEN’S STRIKE C13

This Congress notes the Glasgow Women’s Strike, October 2018, undertaken by predominately low-paid women workers employed by Glasgow City Council, including cooks, cleaners and carers, and the long fight to secure equal pay in Scottish local government and the resistance that working women continue to experience in seeking equality, as workers and as trades unionists. Congress considers that working women in Glasgow, and in other local authorities, were failed by their employers and by successive politicians and officials in local and central government but also acknowledges that most of Glasgow’s equal pay claimants are represented, not by their unions, but by third party lawyers. Congress further notes the outline agreement to settle the outstanding claims reached between Glasgow City Council and the claimants’ representatives in January 2019 and welcomes the role of the strike in securing this outcome and the action which has been led by GMB Scotland’s members in Glasgow to turn weakness into collective strength to fight and win again. Congress calls on GMB Union to support campaigns that fight for women’s work to be valued and to end pay discrimination in every nation and region.

**G1 GLASGOW HOMECARE**  
GMB Scotland

## 191. CANCER PATIENTS

This Congress should be aware that we have NHS members diagnosed with cancer experiencing a difficult time from their employer. Cancer falls under the protected characteristics for disability.

Cancer patients who are employed are experiencing pressure at work and home to juggle between both. They experience a living fear of losing their jobs.

Cancer patients are more likely to take considerable amounts of sick leave due to chemotherapy and alternative treatments. The employer will use the sickness policy to start procedure against the employee for them to be ousted out through the staged process.

We would like to see all workers with cancer more supported by their employers, to be paid a full salary whilst on sick leave and for the sickness policy not to be used against them to oust them out of employment.



We want to campaign to bring an awareness of cancer employees in the workplace and the importance of support and protection towards our members.

### EAST AND ESSEX NHS BRANCH

London Region

#### 192. AMEND EQUALITY ACT TO INCLUDE MEDICAL SUSPENSION ON FULL PAY

This Congress recognises some employers refuse to return workers that could be given undertakings or light duties implied by their medical practitioners' back to work fit note.

The Equality Act 2010 protects workers and encourages employers to adhere to the Equality Act by assisting in return back to work applications from injuries or illnesses that would require a phased return to work.

However, some employees are encouraged by the employer to return to their doctor to get signed off with a sick certificate due to them not supporting the member with light duties or reasonable adjustments forcing the employee to take additional unwanted sick leave invariably without a salary or statutory sick pay.

Congress we need to amend the Equality Act 2010 to include statutory wording whereby given that if employers can't meet the stipulations in supporting a return to work with reasonable adjustments then the wording to be included are "if no reasonable adjustments can be implemented to support a return to work for the employee, then the employer should medically suspend on full pay until they can meet the requirements of supporting a return back to work".

### CAMDEN APEX BRANCH

London Region

#### 193. PREGNANCY DISCRIMINATION

This Congress notes that under the present Government we have seen the erosion of many employment rights which were put in place to protect workers. Employers have taken the opportunity of lax employment laws to justify their failure to follow basic principles which have resulted in discrimination.

Pregnancy and the maternity period (which includes breastfeeding) has been used by many employers to discriminate against women as they frequently fail to consult properly with

women who are on maternity leave, are not carrying out workplace risk assessments and are treating women differently if they are of child bearing age.

It is not appropriate to allow these discriminations to go on unchallenged.

According to a report published by the Equality and Human Rights Commission in 2015 around 54,000 women are losing jobs every year in Britain due to pregnancy discrimination, almost twice the amount since the initial study in 2005.

We need to challenge pregnancy discrimination whether it be intentional or not. What may begin as unintentional, if it goes unchallenged, will become the panacea and will be accepted more widely in the workforce. We are protected by the Equality Act, protecting women during pregnancy and maternity and these should be enforced.

We ask Congress to:

1. Provide guidance on challenging pregnancy and maternity discrimination in the workplace
2. Produce a code of good practice to support women who are pregnant or during the maternity phase which branches can use to support these women.
3. Provide pregnancy and maternity discrimination training sessions to activists
4. Increase awareness of pregnancy and maternity/paternity rights.

### EALING GMB BRANCH

London Region

#### 194. THE PARENTAL (LEAVE AND PAY) ACT

This Congress – acknowledges that the Parental (Leave and Pay) Act, scheduled to be introduced by the Government in 2020, that will give some employed parents statutory right to two weeks bereavement pay leave, is to be welcomed in principle.

Unfortunately, many bereaved parents will be excluded from benefiting from the Act due to the restrictions contained in the detail, ie the age range of the deceased being defined as "under the age 18, or by still birth from 24 weeks of pregnancy" and not solely on the fact that the parent is bereaved. Also, qualification for payment for the leave and the reclaiming of the cost by their employer, only applies when the

parents has a length of service over of twenty six weeks with their employer.

This means that bereaved parents of a deceased 19 year old or above falls outside of the Act for the right to statutory paid bereavement leave, this cannot be morally right, all bereaved parents should be treated equally under the Act.

The grief that a parent feels is not regulated by the age of the circumstances of the deceased, or by their length of employment, but by the actual tragic loss that they are experiencing. The parents coming to terms with their loss and having to deal with the formal administrative procedures that have to be undertaken at this very sad and stressful time has no bearing related to the age of the deceased.

This Congress calls for the GMB to lead a campaign and lobby Government to amend the Act, removing restrictions, so that all bereaved parents are treated equally and with compassion, as no parent should have to cope with the death of their own son or daughter.

**GLOUCESTERSHIRE COMMUNITY C02 BRANCH**  
Wales & South West Region

### 195. EXTENDED PATERNITY LEAVE FOR FATHERS

This Congress feels it is time that the statutory paternity leave for fathers is extended from two weeks to at least a minimum six week entitlement of paid paternity leave. On the surface, this looks like a motion with obvious advantages specifically for men to enable more time to spend with mother and child and to get a better bond with their new-born baby, but this actually favours mothers as well in the following ways.

It is not uncommon now for mothers to have caesarean sections and these sections have long recovery times. You cannot usually drive for six weeks minimum based on medical advice as well as for car insurance purposes. Everyday bending, lifting and just being a mom is increasingly difficult following a caesarean section, as well as very difficult without having a caesarean section. By allowing fathers to have longer paternity leave, this can take these obstacles away from moms. They won't be forced to start driving earlier, which is the reality of what happens, so the safety of mother and child is improved and they don't risk driving without voiding their insurance. They will have

more help in day to day life while recovering from childbirth, or major abdominal surgery in the case of a caesarean section. Having this support can make them less likely to feel trapped on their own and can be a proactive measure against mental health issues such as post-natal depression. As a result, moms could physically and mentally recover from giving birth far quicker than if they are doing it on their own while the father goes to work, so they may also be able to return to work at an earlier date should they wish to do so.

This extended paternity leave would also help to break down the idea of gender specific roles and changes like this are needed to transform the idea of equality in the household. Same-sex parents would also benefit from this.

Please support this motion.

**S85 SANDWELL COMMUNITY BRANCH**  
Birmingham & West Midlands Region

### 196. A TIME TO GRIEVE: REMOVING THE STIGMA SURROUNDING MISCARRIAGE & INFANT LOSS C14

This Congress is concerned by the fact that 1 in 4 pregnancies end in loss. Currently there is no legislation to ensure that both parents are able to have leave from work to mourn their child.

Congress calls for a change in the law to allow the mother one month's and the father a minimum of two weeks paid leave rather than applying for compassionate leave or having to go down as sick, which adds significant financial implications to an already difficult time.

Congress calls on the GMB to lobby the Government to ensure that the current lack of provision for grieving families is revised to better support all workers' rights to a time to grieve free from stigmatisation.

**A61 - ASDA STORES BRANCH**  
Northern Region

### 198. RIGHT TO PAID HOLIDAYS TO BE ENFORCED BY HMRC

GMB calls on the government to ensure the right to paid holidays is enforced by HMRC. Employers are consistently failing to pay holiday pay or the correct holiday pay. Paid holiday is a health and safety provision and a failure to afford workers paid holidays creates unnecessary risks.

**C28 PETS BRANCH**  
Southern Region

## 199. MENTAL HEALTH AND THE EQUALITIES ACT

This Congress, mental health is becoming a more prevalent issue in British society and we need to further campaign on mental health to provide protection for workers.

The Equality Act says you have a disability if you have a:

Physical or mental impairment which has a substantial and long-term adverse effect on your ability to carry out normal day-to-day activities.

The Equality Act states that a mental impairment should last, or expected to last at least 12 months or a lifetime to be defined as a disability. However, does not give any definition to what it sees a mental impairment is.

The Equality Act 2010 does not go far enough to help those who suffer from mental health issues such as depression. Leaving many to being discriminated against. In order to have mental health covered by the Equalities Act, the person has to prove the mental health is a disability, with stigma and lack of protection many people suffer in silence.

Therefore, this motion calls for campaigning to get mental health to be fully covered by the Equalities Act to provide greater protection for those who suffer from mental health problems.

### ASDA STORES BRANCH

Yorkshire & North Derbyshire Region

## 200. 20 POINT PLAN FOR SECURITY AND EQUALITY AT WORK

This Congress will be aware that back in 2012 this Tory Government made several changes to the rights of workers which enabled scrupulous bosses to use workers' rights for their benefits. The Tory Government claimed that this was to encourage small businesses to employ more staff by reducing hiring costs. As we know this isn't the case. In the first year alone, bosses pocketed an extra £4.5 million from the variation of the qualifying period.

Unfortunately, for workers businesses have now come accustomed to know that it's relatively safe and easy to sack someone who has not yet been employed for the qualifying period, even if they don't have a fair reason for dismissing them.

We call on this conference to back this motion and to lobby MP's and the future Labour government to prioritise and enact its 20 point plan for security and equality at work, which will bring about a fairer and more job secure future for workers and to stop unscrupulous businesses using watered down workers' rights as a tool for profits.

### RIPON & THIRSK BRANCH

Yorkshire & North Derbyshire Region

## INDUSTRIAL & ECONOMIC POLICY GENERAL

### 201. A WAGE YOU CAN LIVE ON

This Congress urges all GMB members and officers to reclaim the meaning of a "Living Wage" to mean a wage that can be lived on.

The Tories have stolen our language and now use the phrase so it can give credibility to the gig economy as if someone working one or two days in a part-time or zero hour job can support themselves because of their hourly rate.

A living wage should mean at least the decency threshold for an individual for a week and so should be only used for that amount. Further definitions for Family and Child supplements to that minimum should be defined and used appropriately so that it can no longer be that individuals can be massaged into misleading statistics reinforcing the growth of in work poverty.

### HOUSES OF PARLIAMENT BRANCH

London Region

### 203. CAMPAIGN FOR A SHORTER WORKING WEEK

This Congress notes that productivity is stalling in the UK but that we're still working the longest hours in Europe. Under the UK's current economic model we work longer, less productively and for lower real wage growth than almost any other advanced economy. At the same time, the number of days lost to work-related stress, depression or anxiety is on the increase – days lost as a direct result of workload.

We have constructed an economy in the UK which systematically robs us of the time we have, while not delivering any material benefits in economy. An economy that is failing the vast majority of the population.

This Congress calls on GMB to campaign for a move towards a shorter working week with no loss of income to help create the conditions upon which we can live richer, more fulfilling lives in an economy which works for people, rather than forcing people to make themselves ill working for a failing economy. The gains from technological advances should not go only to owners of firms but should be shared with workers in the form of shorter hours.

Congress calls on trade unions to be at the heart of this campaign; collectively winning reductions in working hours by workplace or by sector, at the same time as making the case for government intervention to bring working-time reduction onto the political agenda.

#### **M96 BRANCH**

North West & Irish Region

### **206. PROTECTING YOUNG WORKERS FROM AUTOMATION RELATED REDUNDANCY**

This Congress notes that more than a third of jobs that exist in the UK today are likely to disappear within the next two decades due to automation (Source; Deloitte, 2015; 'From Brawns to Brain'), this includes low paid routine manual and administrative occupations which employ a significant number of young people.

According to the Government's own statistics, 49% of young people go to university after leaving school, which means that more than half do not. Decent employment opportunities must be available to all young people; regardless of whether or not they decide to go to university.

Although automation has the potential to increase efficiency in the workplace, these benefits are likely to be experienced most by those who already have power, leading to further inequality.

Congress is asked to:

Encourage all GMB workplace reps to ask their employers what steps they are taking to minimise the effect of automation on jobs to feed into research young GMB members have already conducted.

Campaign for the Government to implement the TUC's recommendations as a priority, which include providing personal training credits to low-paid workers, providing a personal retraining allowance to workers who are made redundant due to automation and establishing a task force to monitor and respond to threats of automation in the most 'at risk' industries.

Run a series of high profile awareness campaigns across the country, led by members in each region, to raise awareness where there is a threat of automation to young workers.

#### **EALING GMB BRANCH**

London Region

### **207. DETRIMENTAL EFFECTS OF OUTSOURCING**

This Congress should actively campaign against outsourcing of roles, jobs and skills to low cost third party providers, in a bid to maintain a higher standard of pay, terms and conditions and to ensure against a race to the bottom working conditions.

#### **X02 BRANCH**

North West & Irish Region

## **INDUSTRIAL & ECONOMIC POLICY COMMERCIAL SERVICES**

### **208. A JUST TRANSITION**

This Congress congratulates GMB and sister unions, Prospect, Unison and Unite, on publication of the pamphlet 'Demanding a just transition for energy workers' in December 2018.

"Congress believes that the views of workers affected, as expressed through GMB and other energy unions, should be central to the development of policies on energy, industrial strategy and climate change. Congress also recognises that energy and climate change policy impacts upon all workers, both in the UK and around the world.

"Congress notes the lack of a 'just transition' in previous decades has left too many workers and communities on the scrapheap. Promises of green jobs have failed to materialise because Government has failed to put in place policies to promote domestic low-carbon manufacturing

in the UK and secure a domestic industrial supply chain for the onshore wind industry. The existing approach of relying on the market is clearly failing to deliver.

“Congress welcomes the ten-point plan contained in ‘Demanding a just transition for energy workers’. In particular, it supports calls for new jobs to be equivalent in skills, conditions and pensions and for a full review of the ownership status of energy assets in the UK.

“While acknowledging the need to address climate change, Congress also appreciates the proud history of the GMB within the Gas Workers and General Union and the continued importance of gas today for manufacturing and for heating our homes.

“Congress calls on the CEC to work with other Unions to:

- Promote the just transition 10 point check list in order to decarbonise our energy system while ensuring fair treatment of workers and communities most affected; and
- address the fundamental problems of ownership and control within our energy system, promoting greater public ownership at the heart of the transition.”

#### **GLASGOW GENERAL APEX BRANCH**

GMB Scotland

### **210. SKILLS SHORTAGE WITHIN WATER SECTOR**

This Congress believes the level of fully trained workers within the water industry is reaching critical levels.

GMB should promote a review into:-

- training and the impact to health and safety, on not having any controls within the industry.
- The total lack of investment by water companies to address this important issue.

#### **THREE VALLEYS WATER BRANCH**

London Region

### **211. DEVELOPMENT IN RETAIL SUPERMARKET SECTOR**

GMB Congress notes the situation in relation to the merger of ASDA and Sainsburys.

Congress is concerned that in a sector that is already facing immense pressures, the

uncertainty that is being caused to GMB members is a cause for great concern. Congress believes that it is abhorrent that GMB members, who have been at the forefront of service delivery, face the potential prospect of being sacrificed for the betterment of shareholder value and executive pay.

Congress calls on the GMB to continue its campaigning against these mergers if they are leading to job reductions. In addition Congress calls on the Government to take a much more interventionist role in this sector and with these mergers to protect workers’ rights. Congress calls on the Labour Party to commit to our policy. Congress calls on the CEC to scrutinise our organising of GMB members within ASDA post any merger with Sainsburys, and how this will enable GMB members to benefit from Union benefits and services, to maximise recruitment and retention in this vital part of the retail supermarket sector.

#### **G13 – GATESHEAD LA BRANCH**

Northern Region

### **212. RETAIL WORKERS LOSING OUT TO PROFIT AGAIN**

This Congress recognises the “race to the bottom” in retail and on-line shopping is being blamed for customer demise, the Supermarket’s big four still continue to profit considerably.

Congress recognises the duty of care these Employers have for their workforces and calls upon the National Officials responsible for the sector to lobby MP’s and CBI to enforce the genuine living wage, ensure safe working conditions and start to put people on a par with profit.

#### **A56 BRANCH**

North West & Irish Region

### **213. RETAIL JOBS**

This Congress is concerned by the great loss of retail jobs and its effect on our members, also members of other trade unions. Congress believes that this is in great part due to the antiquated rating system applied to retail units. Congress believes that a sales tax for all retail outlets to be fairer and must be applied to all retail outlets including online sales. Congress therefore instructs the CEC to investigate this matter over the coming twelve months and

return to the 2020 Congress with a report, or a CEC motion that members can then consider what action to take next. Congress also instructs the CEC to work in harmony with other trade unions and the Labour Party campaign on this issue to support our members employed in retail on our high streets.

### **W50 WELLINGTON BRANCH**

Birmingham & West Midlands Region

#### **216. SECURITY IN RETAIL STORES**

This Congress calls for a minimum of one security guard in each retail store employing more than ten employees.

As a retail Branch, our members are increasingly frustrated at companies putting profits first before the safety of its employees.

Some of our high street retail stores have no security guards at all.

We are subjected daily to abuse and threats from customers and, at times, fear for our own safety.

We should not have to come to work fearing for our own safety.

### **ASHFIELD NO.1 BRANCH**

Midland & East Coast Region

#### **217. POLICE NUMBERS AND BETTER PROTECTION AND TRAINING FOR DOOR SUPERVISORS**

Since the Tory government introduced its programme of Austerity police numbers in the UK have fallen by over 21,000. This in addition has meant today that the police are often not able to provide adequate security for both public and private events. As a result, door supervisors and security guards are now frequently employed to police both private events and private properties, these range from shops to private parties. However, this increase in use of private security has often led to an increase in violence both by and against Door Supervisors and Security Guards and members of the public and at its worst leading to serious injury or even the death of a security officer or a member of the public.

This Congress calls on the GMB to call for a review of the role of door supervisors and security guards. This would include recruitment, training and spot checks by the police and licensing authorities. To ensure they are carrying out their role correctly and are licensed and trained properly.

Congress also calls on better protection for door supervisors and security guards and stiffer sentencing on those people who are found guilty of abusing or assaulting Security staff.

The GMB should also campaign to restore the police numbers to their 2009 level so that they can adequately maintain the security of the public attending events.

### **C60 CROYDON BRANCH**

Southern Region

#### **218. SECURITY OFFICERS NOT GETTING LEGAL HOLIDAYS**

This Congress is concerned that some security companies are hiding behind the law of refusing holidays.

The Working Time Regulations 1988 details the right for an employer to refuse a holiday request. The law states that the employer must give notice of refusal that is equal to the length of the holiday requested, which has never happened.

Employers in the security industry deliberately deny holiday requests and manage out peoples' leave, knowing that officers will not be able to carry their holidays over for next year.

Minimum holiday entitlements are a vital part of reducing overwork. Security Officers who work excessive hours are at risk of developing heart disease, stress, mental illness, strokes, and diabetes, which also impacts on co-workers, friends and relatives.

We call on Congress to grant new powers to the HSE to clamp down on employers who deny our Security Officers their statutory holiday entitlement. This would include the power to ensure that workers are fully compensated for missed holidays.

Congress, we call for the government to toughen up enforcement and stop bosses cheating staff/officers out of their leave.

### **GMB LONDON SECURITY BRANCH**

London Region

### 219. PRIVATE HIRE DRIVING TEST

This Congress proposes that all drivers on acceptance of their application for Private Hire Drivers Licence should, after fulfilling all the requirements, be subject to a driving assessment similar to the test a Taxi driver has to take before his licence is issued.

This will confirm their ability to drive in a safe manner and show their understanding of the rules and laws of driving in this country. As the ability to speak, read or write English has no bearing whatsoever on a person's ability to drive in a competent and safe manner.

#### GMB PROFESSIONAL DRIVERS BRANCH

London Region

## INDUSTRIAL & ECONOMIC POLICY MANUFACTURING

### 220. CAMPAIGN FOR GOVERNMENT INVESTMENT IN INDUSTRY

This Congress realise that the manufacturing industry has had rapid decline over the last years of apprenticeships and younger workers. This has caused a lot of problems to the industry.

The industry need to motivate apprentices so that the skills can continue. The Union can help factories find the right way to motivate their employees and apprentices and grow the economy in light of Brexit and the threats that may damage UK industry.

It's important that Congress support this motion – for GMB to campaign for a significant increase in Government funding in the manufacturing industry development sector.

#### HULL NO. 7 BRANCH

Midland & East Coast Region

### 223. GOVERNMENT FAILURE TO SUPPORT BRITISH STEEL INDUSTRY

This Congress notes the Daily Mirror report of 24/01/2019, that said only 48% of steel used in government projects was made in Britain. Given that all of the steel required could be produced in the UK, this failure to support the British steel

industry by the government is unforgivable. Despite claiming to be both pro-business and the party of workers, this is yet another failure to support British industry and another kick in the teeth to hardworking workers, their families and communities by the Tories. It shows we cannot rely on the Tories to help British businesses and workers and, any calls for a Tory government to support British industry are a waste.

Congress calls for the next Labour government to support the British steel industry by using British steel and, wherever possible, to buy British on government projects.

#### PARKGATE BRANCH

Yorkshire & North Derbyshire Region

### 224. THE REVIVAL OF BRITISH SHIPBUILDING C15

This Congress proposes that the GMB do all it can to help revive the crumbling British shipbuilding industry, with the lobbying of the Government to invest/nationalise the industry, not just for the military side of things but also the commercial side. This will put much needed work up and down the country in communities that rely on this highly skilled industry. Most of these communities are in generally low paid areas with high levels of poverty and shipbuilding is the only major industry there, the closure of shipyards up and down the country has devastating effects on the local economy, for instances the closure of Appledore Shipyard is set to cost the local area at least £20 million every year in lost revenue taxes and the local supply chains that supply the yard. That is simply devastating for already one of the poorest areas in the country in regard to pay and cost of living.

The state of British shipbuilding is in a dire situation and unless something is done it could die completely with only two yards controlling the monopoly of MOD builds. At one time British shipbuilding dominated the world. As late as the 1950s, a quarter of all ships sailing the seven seas were built in Britain. Now, sixty years later, that figure is less than 1%.

The time for action is now, we need to put British shipbuilding back on the map again, we are an island nation and shipbuilding through the centuries runs through our veins. Let's get Britannia ruling the waves again!!

#### APPLEDORE SHIPBUILDERS Z27 BRANCH

Wales and South West Region

## 225. BRITISH SHIPBUILDING C15

This Congress is disgusted that recent announcements by Government of increases in expenditure on auxiliary and support ships, has been accompanied by an increase in contracts being given to companies outside of the UK.

Congress notes the abysmal way earlier in this decade in which the Tory led Coalition Government had aircraft carriers built with no aircraft on. Now a potential a potential expenditure on a series of projects could have provided vital work and secured jobs and much needed prosperity to a number of communities in the UK.

Congress believes that this Whitehall model of giving work abroad can only fuel a feeling of communities that they are being left behind. Congress therefore calls on both Government and the Labour Opposition, to signal that they will urgently readdress procurement guidelines so that favoured status is given to UK employers, provided work is given to a permanent UK workforce.

### T25 – NEWCASTLE & NORTH TYNE GENERAL BRANCH

Northern Region

## INDUSTRIAL & ECONOMIC POLICY PUBLIC SERVICES

## 226. OUTSOURCING OF LOCAL GOVERNMENT CONTRACTS EP

This Congress calls on the CEC to support the following resolution:

Congress declares that public sector contracts should be carried out by public sector employees under the control of public sector authorities. The private sector has shown that it cannot reliably carry out public sector work.

We call on this Congress to work with the government to bring an end to private sector involvement in the delivery of public sector work.

### TU3 BRANCH

North West & Irish Region

## 227. LOCAL AUTHORITY TRADING COMPANY (LATCo)

This Congress congratulates those Labour Councils who have set up local authority trading companies for the purpose of bringing previously out sourced services back under the control of the council.

Where Labour councils have set up a LATCo, Congress calls on the Labour party to adopt a policy whereby staff who are employed by or transferred to a LATCo, are allowed to join the local government pension scheme.

Congress calls on the CEC to campaign within the Labour party for the adoption of this policy.

### L33 BRANCH

North West & Irish Region

## 228. PUBLIC CONTRACTS TO GOOD EMPLOYERS

This Congress believes being a good employer should be a requirement of winning public contracts and licenses. This includes not engaging in blacklisting or other serious labour law breaches, recognising and negotiating with trade unions, paying full taxes and practicing due diligence when it comes to protecting workers throughout its supply chain – both in the UK and abroad.

This Congress calls on national and local government to include a 'good practice' clause in all public contracts.

### V15 BRANCH

North West & Irish Region

## 233. GOVERNMENT PLANS FOR REGIONAL PAY IN PUBLIC SERVICES

Congress finds it appalling that once again Government seeks to drive a wedge between communities by rehashing work on regional pay and performance related pay in the Public Sector.

Congress notes that the Tory record on public services is austerity and cuts.

Congress believes that the Tory views on regional and performance related public sector pay, is a blatant attempt at a race to the bottom culture by a Government that is increasingly out of touch.



Congress believes that regional pay is a post code lottery and this would widen inequality leave poorer areas even more worse off.

Congress calls on the Government to give a guarantee that they will not bring in regional and performance related pay into the public sector and if it does not give such a guarantee, then GMB members will be able to make their own minds up on this Government's commitment to public services.

Congress calls on the Labour Party to provide a specific commitment to scrap any plans that this Government brings in on this policy area and to commit to GMB Policy on regional pay in public services in its policy programme to return to Government.

### **G13 – GATESHEAD LA BRANCH** Northern Region

#### **234. PUBLIC SERVICE PENSIONS**

This Congress notes the on-going reviews within Government public sector pensions where the GMB has members affected.

Congress calls for any reductions in some of the deficits in these schemes, for whatever reason, to be matched by a serious consideration of the reinstatement of some of the benefits given up in previous scheme reviews.

Congress notes that a decent pension scheme, in an era of austerity, is perhaps one of the few key financial benefits left for our vital public services sector GMB members and we call on Government and indeed the Labour Party, should it become the Government this year, to confirm their intentions on the pension schemes of public sector workers.

### **W22 – SUNDERLAND CITY LA BRANCH** Northern Region

#### **236. LOCAL AUTHORITY RUN TOURIST ATTRACTIONS AND LIBRARIES**

This Congress recognises that the contribution of volunteers or low paid workers at local authority run tourist attractions and libraries be recognised for its crucial role in the cultural growth of communities. We need to campaign to raise awareness and support.

### **A15 ASDA BRANCH** Birmingham & West Midlands Region

#### **237. STOP AWARDING PUBLIC SECTOR CONTRACTS TO PRIVATE SECTOR CONTRACTORS**

This Congress is to agree to continue putting pressure on local authorities to bring public sector contracts back in-house.

Many private sector contractors have a profit driven board of directors to answer to. This affects service delivery where corners are cut and services then suffer. Keeping services in-house means budgets can be managed more efficiently and any surplus made can be ploughed back into the service and not into some fat cats bank account.

### **C80 DUDLEY BRANCH** Birmingham & West Midlands Region

#### **238. GMB LOCAL GOVERNMENT MEMBERS**

Congress notes the huge public support for anti-austerity policies.

Congress however notes that Councils are continuing to outsource services as Government continues to cut funding in vital areas.

Congress calls on the Government to increase local government spending on infrastructure, provide real terms increases in spending on public services, increased funding from central government for local councils and to reopen public services that have been closed down.

Congress believes that unless Government commits to increased local government spending, its words will be seen as spin.

Congress also calls on the Labour Party to commit to our policy as part of its manifesto for a general election and the very real prospect that Labour could return to Government soon.

### **H40 – NORTHUMBERLAND COUNTY LA BRANCH** Northern Region

#### **239. NHS PAY AWARD 2018**

This Congress extends congratulations and support to the GMB NHS National Negotiations who refused to accept the NHS pay offer in April 2018. We recognise the pressure to fall in line with the other Unions who decided to support and accept the dismal NHS pay offer without a challenge for a better deal. Well done to the GMB team!

Our members continue to support GMB's decision for an increase in pay. We will endeavour to campaign for a better pay rise and conditions. We ask Congress to support this motion.

We call for GMB to remind the Government that their 10-year NHS plan will never come to fruition until we have "fair pay" for ALL NHS workers and that the chronic staff shortages is resolved as they seem to have forgotten that it is NHS workers who make the NHS run on a daily basis.

### **EAST AND ESSEX NHS BRANCH**

London Region

#### **240. PAY WITHIN AMBULANCE SERVICES**

This Congress notes the disputes that have taken place within this sector where GMB paramedics have had to take industrial action to back up their pay claims, due to employers failing to listen to our members.

Congress believes that a proper fit for purpose job evaluation programme is required within Ambulance Services and that employers are playing fast and loose with workers who not only provide vital services to the public, but also have to withstand difficult working conditions on the front line.

Congress notes the very helpful support from the Labour Front bench to the plight of GMB Paramedics.

Congress calls on the Government to urgently address the failing by employers of GMB Ambulance Service workers and calls on the Labour Party to explicitly say what they will do in Government, so that GMB Ambulance Members know on whose side politicians are on, as the very real prospect arises of a general election in 2019.

### **D43 – DURHAM COUNTY LA BRANCH**

Northern Region

#### **242. MULTI-TIER EMPLOYMENT IN THE NHS**

This Congress urges GMB to continue campaigning and improving on existing efforts to end the two/three tier workforce in the NHS caused by "Private Contractors".

Some NHS Staff who work for private contractors are paid the minimum wage, bare minimum annual leave, statutory sick pay and no carer's leave. They can work alongside colleagues on

different contracts that have 25%-30% more wages than them, 27 days annual leave, and 6 months full sick pay for doing the same job, which is grossly unfair.

We urge Congress to campaign towards stopping these practices and winning victories against the imbalance approach by NHS regarding terms and conditions that our members are experiencing.

Let's restore confidence to our GMB members under private contractors, that we will do the utmost to stop this malpractice by the private contractors and eradicate inequality regarding contracts, terms and conditions.

Furthermore, we need action to stop many of the EU workers in the NHS becoming a third tier as their employment status could be in confusion in the run up to and after Brexit.

### **EAST AND ESSEX NHS BRANCH**

London Region

#### **243. NHS STAFFING**

This Congress regards the shortfall of NHS staff of nearly 100,000 workers, to be an appalling failure of Government to ensure that the NHS is providing the services that we need.

Congress calls on the Government to urgently address this disgraceful shortfall in its Plan for the NHS. Congress believes that the Government's pronouncements on the NHS is pure spin while such a huge gap in numbers exists.

Congress calls on the Labour Party to signal how it will urgently address this employment and funding shortfall as it could be the new Government in 2019.

### **N39 – NORTH WEST DURHAM AHA BRANCH**

Northern Region

#### **244. QC-LED REVIEW INTO BULLYING CULTURE AT NHS HIGHLAND**

This Congress is dismayed to learn of a culture of systematic bullying within NHS Highland.

GMB Highland branch and NHS staff whistleblowers ran a successful high-profile campaign on this issue which gained extensive national media coverage.

We met Scottish Cabinet Secretary for Health.

The campaign was successful.

We secured a QC-led Independent Review into the NHS Highland bullying culture. This will report directly to the Cabinet Secretary for Health.

Hundreds of staff have come forward to give evidence.

The outcome from this ongoing review will have implications for every NHS Board in Scotland and many thousands of NHS staff.

Congress is requested to pass a Motion of Censure on NHS Highland Board for the toxic bullying culture within NHS Highland.

### **HIGHLANDS & ISLANDS BRANCH**

GMB Scotland

#### **245. CARERS LEAVE**

This Congress recognises that staff members in employment may one day have to take Carer's leave for a loved one in their family whether this is for a parent who suddenly falls ill or a child who has had an accident at school etc. This can cause considerable emotional stress and anxiety and can be physically exhausting.

For employees with family members with long term diseases such as dementia, palsy, cancer etc., 3 days' carer's leave is extremely low to support our members in the workplace.

The NHS had granted all employees under Agenda for Change Terms and Conditions 5 days Carer's leave for all employees, but in recent years carer's leave under the NHS has gone down from 5 days a year to 3 days per year.

Three days Carer's leave is not enough.

We would like Congress to support our campaign to increase Carer's leave under the NHS to rise from 3 days entitlement to 7 days minimum a year.

### **EAST AND ESSEX NHS BRANCH**

London Region

#### **247. SUITABLE MANNING LEVELS IN CARE HOMES**

This Congress notes the hard work done by workers in care homes, many of whom are GMB members. In a sector known for low pay and poor working conditions, they continue to put service users first. One of the main concerns of GMB members working in care homes is the staff numbers. In many cases, staffing levels

are low. This can only compromise the safety and wellbeing of both service users and care workers. In only certain circumstances is there a minimum level of staffing. It is time for this to change.

Congress calls for there to be a minimum level of staffing, including levels for certain skills, in all care homes. Our loved ones should have enough people to provide for their appropriate care; our members should be able to do their jobs safely.

### **PARKGATE BRANCH**

Yorkshire & North Derbyshire Region

#### **249. TEACHING ASSISTANTS – PROFESSIONAL STANDARDS EXPECTED FOR NON-PROFESSIONAL PAY**

This Congress notes that the concept of professional negligence is increasingly being applied to TAs through the disciplinary procedure.

This Congress notes that professional negligence exists in law to hold those in professional fields such as medical professionals, accountants, lawyers and teachers, responsible for damaging acts or omissions. The law holds such professions to a high standard due to the fact that these professions require specialist degree-level training.

This Congress notes that our TA members are paid far below degree level for carrying out their roles.

This Congress believes that this situation is not sustainable and schools should choose to pay TAs as professionals, or if they do not they must not impose unfair standards on underpaid TAs.

This Congress resolves to campaign to end this unfairness.

### **X17 MEDWAY GENERAL BRANCH**

Southern Region

#### **250. RENEW THE FIGHT AGAINST ACADEMIES AND FREE SCHOOLS**

This Congress calls for a new campaign to fight against the Government's Academy and Free Schools Policy.

In a time when school budgets are reducing it has to be wrong when our members' jobs are at risk and schools cannot afford to provide basic

equipment for the pupils. Yet the Government is spending millions on Academies and Free Schools, where we regularly see reports on the big wages given to CEO's, Headteachers, Principals, Chairs of trust boards etc the list goes on and on.

All these Fat Cats being paid ever higher wages, where does this money come from?

It all comes from our Education budget, there is no extra funding the more that is taken out to fund Academies and Free schools the less there is for our local maintained schools.

Over the years we have seen a large increase in independent HR management consultants groups, these carpet baggers all wanting to get on the education gravy boat. They along with the CEO's, trust boards etc are bleeding our education system dry.

We are already seeing schools asking parents to pay towards equipment etc., how much longer will it be before we have a two-tier education system? where schools whose parents can afford to support their child and the school, will have better resources and the rest will suffer due to underfunding and their parents inability to pay towards the cost.

Congress, we are going back to the time where those who could afford it got a full education, those who can't afford got a second rate education, we are going back to Dick's days. The Dickensian days where at birth your future was decided for you. If you were born poor you stayed poor. What is next? The poor house!

We are already seeing more and more people at food banks, all we need to do is cobble our streets, wear flat caps and we will be back in the Victorian era of Dickens.

Congress we need to stop these Fat Cat friends of the Tory Party getting rich at the expense of our young people's education. We all need to be out there exposing the lie that Academies and Free schools work better. We need to be exposing the real cost of this policy and that the only winners are the privileged ones. We need to bring all schools back into local authority control and make sure all schools are resourced properly and fairly. A proper education for all not just a few.

**LEEDS SCHOOL SUPPORT STAFF BRANCH**  
Yorkshire & North Derbyshire Region

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## 251. ACADEMY TRUSTS

Congress has noted with growing concern the way in which Senior Executives of Academy Trusts are exploiting the public sector purse, by paying themselves eye watering pay and rations.

Congress notes that some Academy Trusts have presided over failure of students, their families and the workers who provide vital services in these academies.

Congress calls for the Government to immediately review how academies are financed and their governance regimes for top management pay.

Congress calls on the Labour Party to commit to a thorough overhaul of the Academy Sector to provide proper due diligence in funding regimes including the governance arrangements so that GMB members and local communities can see the importance of driving out of the sector those people who just want to make a fast buck from public money.

### W22 – SUNDERLAND CITY LA BRANCH

Northern Region

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## 253. HIGHER EDUCATION

Congress calls on a review of the way that employers are treating GMB members and the wider workforce, in an era of a captive market in student and accommodation fees and spiralling executive pay.

Congress believes that the sector is a recipe for executives to pay themselves eye watering pay and rations, with relative impunity, at the same time as GMB members working at the sharp having to exist on low or outsourced pay, terms and conditions of work, and quite possibly topped up by in work benefits.

Congress calls for a fundamental review of this sector and an end to privatisation within it. Congress calls on the Labour Party to adopt our policy as it prepares to potentially form the next Government.

### W22 – SUNDERLAND CITY LA BRANCH

Northern Region

## 254. THE ENVIRONMENT AGENCY

This Congress agrees that the GMB Public Services Section has made fantastic progress in breaking the austerity pay cap in many areas. The improvements in pay for workers in Local Authorities, schools and the NHS have been highly commendable, and though they have not made up for so many years of austerity, those successes have been a welcome start to ending the misery of pay stagnation for so many public sector workers. However, workers in the Environment Agency - and other areas of the Civil Service - have not seen similar improvements. This year, the derisory 1.3% pay offer, overwhelmingly rejected by our members as well as those in all other EA unions, was nevertheless imposed by the employer, leading all unions towards indicative and/or formal industrial action ballots for the first time in many years.

The Environment Agency are vital emergency responders; crucial in keeping the UK's air, water and land clean and healthy for all. We are 'the fourth emergency service' to so many, and are treated so by our employer, but unfortunately we are not commonly valued as such within wider society and the public understanding of our work.

Congress resolves that GMB raise the profile of the Environment Agency workers substantially in 2019, and to ensure that Go Public campaigning puts their crucial work in the spotlight.

GMB also agrees to try to utilise the current public appetite for environmental issues and the vibrant campaigning by other groups to benefit EA staff. GMB should ensure that we frame EA pay issues and the Government's responsibility to pay Environment Agency workers fairly and equally, as a crucial part of not only economic justice for workers but as a key strategy in the wider public aim to improve the environment in the UK. A high profile campaign, lobbying of local and national government, demonstrations and social media campaigning linked with environmental issues should all be utilised as appropriate to make a dramatic improvement to the public understanding of EA workers and their crucial contribution to the UK.

### E38 ENVIRONMENT AGENCY BRANCH

Southern Region

## 255. TOILET DIGNITY AT WASTE HANDLING FACILITIES

This Congress notes the recent campaign for toilet dignity whereby female toilets and reasonable facilities for the provision of and disposal of sanitary products should be provided on building sites.

This Congress notes with approval the annual marking of "World Toilet Day" which focuses on the need to provide clean toilets in the developing world, however, it is a scandal that in too many UK workplaces, female workers face toilet indignity on a daily basis.

This Congress notes that on some depots for refuse and waste handling there are modern and suitable toilet facilities for both men and women staff. GMB notes that on these sites there are often both women and men employed as manual workers.

This Congress notes that on too many other sites for refuse and waste handling, there are only male toilet facilities for manual staff; and these are often unclean and degrading. Female staff, or visiting female GMB officers, are either redirected to toilets in a remote administration block, or expected to use the male toilets. GMB notes that on these sites there are very rarely any female manual workers.

This Congress resolves to campaign for all waste facility and refuse facility depots to provide suitable and separate toilet facilities for both male and female manual staff.

### W15 WILTSHIRE AND SWINDON BRANCH

Southern Region

## 256. COMPANY SICK PAY – SOCIAL CARE SECTOR

This Congress believes that it is grossly unfair that so many Social Care employers not only pay just the minimum wage, but only pay Statutory Sick Pay for workers who qualify to receive it.

This means that many staff go into work whilst sick to care for our vulnerable adults and children, as they cannot afford to be off work. This creates an additional risk to the elderly in their care.

Working whilst sick causes stress and anxiety and longer sickness absences in the long term.

Staff working whilst sick are not able to work to their full capacity which, in turn, puts additional stress and anxiety on the whole workforce.

We ask that the GMB Social Care Sector launch a Campaign to strongly encourage our Care Providers with Recognition Agreements to provide a suitable Sick Pay Scheme and research the real cost of SSP on our Care Sector workers.

We ask congress to support this Motion.

#### HC1 BRANCH

North West & Irish Region

## INDUSTRIAL & ECONOMIC POLICY TAXATION

### 258. STOP CORPORATIONS USING TAX TRICKS EP

This Congress calls for Government action to prevent multinationals using complex tax haven constructions to shirk systematically paying taxes on their record profits. Multinational corporations benefit from public infrastructure, but are reluctant to contribute to its funding. According to the OECD, the amount lost to society is as much as \$240 billion per annum – money which is urgently needed for education, health and social policy, improving transport networks, stimulus and labour market packages, environmental programmes and much more.

#### V15 BRANCH

North West & Irish Region

### 260. SALES TAX NOT RATES TAX

This Congress is extremely concerned by the great loss of retail jobs affecting our members and also members of other trade unions and believes that this is in great part due to the antiquated rating system applied retail units. Congress would believe that a sales tax in place of rates for all retail outlets to be fairer and must be applied to all retail outlets including online sales. Congress therefore requests the CEC to investigate this matter over the coming twelve months and return to the 2020 Congress with a report or a CEC motion that members can consider what action to take next. Congress also

instructs the CEC to work in harmony with other trade unions and the Labour Party to campaign on this issue to save our members employed in retail on our high streets.

#### W50 WELLINGTON BRANCH

Birmingham & West Midlands Region

## INDUSTRIAL & ECONOMIC POLICY PUBLIC OWNERSHIP AND CONTROL

### 266. NATIONALISE THE ECONOMY FOR ALL EP

This Congress demands the future Labour government to nationalise the commanding heights of the economy, including the banks, the multi-national companies, public utility companies, public transport companies, along with the PFI, and pharmaceutical industries, both of which are bleeding the NHS to death.

#### BEVERLEY BRANCH

Midland & East Coast Region

### 267. SAFEGUARD FOR EMPLOYEES HOLDING SHARES IN PREVIOUSLY NATIONALISED COMPANIES EP

This Congress calls upon the GMB to adopt the policy of compensation for workers in the utilities industries and also small shareholders in the event of a labour victory at the next general election.

Colleagues, many employees, including GMB members were encouraged to invest in previously nationalised industries at their privatisation. We feel, with a growing campaign for renationalisation (which we fully support), that these employees should in the event of renationalisation not suffer financial loss. In the event of a renationalisation programme the Labour government must announce a compensation package for these employees, to avoid any financial impact on employees who are often banking on these shares to support their pensions.

#### L34 BRANCH

North West & Irish Region

### 269. FAILING ACADEMIES <sup>EP</sup>

This Congress should agree policy so that any Academy that has failed is brought back immediately under the control of its Local Authority.

#### HUNTINGDON & WISBECH BRANCH

London Region

### 270. TAKE BACK OUR SCHOOLS

This Congress resolves to pursue this, and subsequent Governments, to establish a route whereby schools that are failing whilst under the umbrella of an Academy, can legally move back under Local Authority control, whether that be at the request of the parent/governors or the Local Authority, in order to provide secure education for our children's future. Also, that the schools assets/funds are protected and re-couped through this process.

#### LEICESTERSHIRE 2000 BRANCH

Midland & East Coast Region

### 271. ACADEMIES <sup>EP</sup>

This Congress instructs the CEC to use our political links to bring in legislation to allow academies to transfer back to LEA control should they wish to.

#### ESSEX PUBLIC SERVICES BRANCH

London Region

### 272. IMPACT ON WORKERS OF SELLING OFF OF PUBLIC BUILDINGS

This Congress notes that the current government's long term strategy of selling off Public buildings is having a detrimental impact on workers.

The selling off of public buildings, more often than not to private developers means they turn them into flats/houses /living accommodation thus making profits.

However what is not recognised or thought about and addressed is the impact of having more flats which means more people living in the building and thereby increasing for example refuse collection.

The people may increase but the public workers like refuse or street cleaning will not. They have

the prospect of doing the same work for a larger population for the same wages. This can impact on the workforce's well-being and health.

We call on Congress:

1. To campaign on this issue, highlighting the unfairness of same work, same pay, but more duties.
2. Carry out a survey in the areas of the workforce affected by the selling off of public buildings to find out its impact
3. To work, where possible, with GMB backed MPs /Councillors to see the impact on workforce and possible ways to challenge and address this issue.
4. Possibly, if felt appropriate, to raise a question in Parliament to address this unfairness.

#### EALING GMB BRANCH

London Region

## POLITICAL GENERAL

### 273. GOOD WORK - GREAT OPPORTUNITIES

This Congress should be aware of the general lack of awareness of the value and work of trade unions. We need to be seen to be relevant in the world of work and so need to reach out to communities and the other non-traditional workplaces.

We welcome the current project being undertaken in London on the "Good Work Standard" which develops and promotes a standard of best employment practices and recognises "good" employers. GMB and other trade unions have been working on this initiative which reaches out to the smaller organisations who may not normally have exposure to trade union.

We call on Congress to ensure that this initiative is rolled out to other metropolitan Mayors across the country.

#### ISLINGTON 1 & HARINGEY BRANCH

London Region

## 276. TRADE AGREEMENTS

GMB calls on the government consult with trades unions prior to entering into any trade agreements with any other countries. Of particular concern will be the threats that any such agreements pose to workers' rights, jobs, public services and democracy.

### C28 PETS BRANCH

Southern Region

## 278. TRUST WOMEN IN NORTHERN IRELAND

This Congress notes that last year 1.4 million people in Ireland voted by a majority decision in a historic referendum to liberalise their laws on abortion and repeal the eighth amendment.

We welcome the news that in December 2018, Irish President Michael D Higgins signed the Bill that legalises abortion in the Republic of Ireland through the "Regulation of Termination of Pregnancy Bill".

Despite this, it is now time for Northern Ireland to change its harsh abortion laws which continue to, not only discriminate against women but place them at high risk of death. We must trust women and not the state.

The current laws in Northern Ireland on abortion were enacted during Queen Victoria's time. The Abortion Act 1967 which allows legal abortion in England, Scotland and Wales, was not extended to Northern Ireland.

This Government is allowing Northern Ireland to be forgotten and this injustice forces women to remain pregnant when they do not want to and criminalises them.

The UN Committee on the Elimination of Discrimination against Women (CEDAW) state that the current abortion laws in Northern Ireland amount to grave and systematic violations of women's' rights, tantamount to torture or cruel, inhuman and degrading treatment.

Stormont has the power to change Northern Irish law on abortion. Westminster has a duty to Northern Irish women to act now and trust women. We welcome Stella Creasy's emergency debate last June but nothing has changed and we also note that there have been problems with the Irish Abortion services which started providing services from 1 January 2019.

We call upon Congress to:-

- Continue to work with other organisations on the campaign to liberalise abortion laws in Northern Ireland.
- Lobby and ensure all GMB supported MPs vote for this change for example by tabling a motion as a matter of urgency/raise a question in Parliament.
- Continue to offer support to abortion rights groups campaigning for Northern Ireland to liberalise its laws on abortion.
- Ensure that this is in the Labour Party manifesto.

### EALING GMB BRANCH

London Region

## 279. RATIFY THE ISTANBUL CONVENTION

This Congress welcomes the UK Government's decision in 2012 to sign the Council of Europe Convention on preventing and combating violence against women and domestic violence (known as the Istanbul convention) but we are disappointed that the Convention is still not ratified years later.

This Convention is the most comprehensive legal framework that exists to tackle violence against women and girls, covering domestic violence, rape, sexual assault, female genital mutilation (FGM), so-called honour-based violence, and forced marriage.

Conference notes that the Istanbul Convention, once ratified, requires all signatories to commit to funding and resourcing a number of measures, including:

- ensuring that victims have access to services facilitating their recovery from violence;
- ensuring that victims have access to health care and social services and that services are adequately resourced and professionals are trained to assist victims and refer them to the appropriate services.

Congress notes that the UK Government has yet to ratify the Istanbul Convention. Conference commends the 'I C Change' campaign which brings third sector organisations and individual women together to press for the full adoption of the Istanbul Convention.



Congress agrees to:

- Support the demands of I C Change
- Pressure the Labour Party to place this issue high up on the agenda for campaigning, including in any future General Election Manifesto, and commits to immediate ratification when in government.
- Provide information and support for workplace reps on how to recognise the signs of domestic violence, and signpost women towards support.

#### **NORTH WEST LONDON BRANCH**

London Region

#### **280. WHY AND HOW ARE CHILDREN WHO ARE VICTIMS OF TRAFFICKING BEING 'LOST' IN OUR CARE SYSTEM**

This Congress notes that a quarter of trafficked children who were in the care of Local Authorities in the UK last year have gone missing from the system.

We call upon the GMB to campaign in our Local Authorities, and demand that our MPs take note and action this worrying concern.

#### **HULL PAINT & ENGINEERING BRANCH**

Midland & East Coast Region

#### **282. STOP THE DECLINE OF HIGH STREET SHOPS**

This Congress calls upon the Government to invest in the High Streets.

Once upon a time we had the butchers, the bakers and the candlestick makers. Now we have very few banks, very few post offices and very few pubs, fewer shops.

Police are non-existent.

There needs to be investment in our High Streets to protect workers' jobs.

#### **BRAINTREE & BOCKING BRANCH**

London Region

## **POLITICAL BREXIT**

#### **283. GMB AND BREXIT**

This Congress overwhelmingly supports the general secretary and the CEC in consulting the GMB membership on Brexit. It is clear that the GMB membership along with the membership of other major trade unionists do not support a no deal exit from the European Union. This is in line with over 75% of Labour Party members.

This congress believes that the GMB should join with other trade unions and campaign for people's vote that contains the ability to remain in the European Union and use its influence to ensure the labour party supports a people's vote.

#### **C60 CROYDON BRANCH**

Southern Region

#### **284. LABOUR'S STANCE ON BREXIT AND IMPACT FOR OUR MEMBERS & TUC AS A WHOLE**

This Congress asks the CEC to support the branch in that we believe that all the uncertainty within Government, the threat of a no deal and the Labour Party not being fully committed to Brexit, threatens our members' futures and possible working conditions, and we ask that the Labour Party keeps the communication lines open.

#### **WCM1 BRANCH**

North West & Irish Region

#### **286. PROTECTING WORKERS' RIGHTS AFTER BREXIT**

This Congress is to recognise and campaign to protect the European laws which protected our workers before Brexit ensuring they are adopted in British law to prevent future Governments voting in parliament to remove workers' rights.

Theresa May has outlined plans for a so-called hard Brexit – one in which the UK leaves the EU single market and customs union.

It means many of the workers' rights that have been won over many decades will no longer be protected by EU law and could potentially be

abolished at any point. According to the House of Commons library, a ‘substantial component’ of workers’ rights in the UK comes from EU law.

In truth the current Government is unlikely to scrap many, if any, of the rights – not least because Theresa May has promised that workers’ existing protections will be guaranteed while she is Prime Minister. The Government’s Great Repeal Bill will also convert all EU laws, including the ones relating to employment rights, to UK law – at least for now. The risk is how easy it would be, in theory, for a future government to get rid of those rights. Many hard-fought protections could be scrapped with just a simple vote of Parliament. Others stem from decisions made by the European Court of Justice and will no longer be relevant after Brexit because British courts will no longer have to follow ECJ decisions. The EU prevented any UK Government overriding workers’ rights – Brexit means that protection will no longer be there.

Laws protecting limits on working hours, time off, annual leave, maternity pay, equal pay, health and safety to name but a few, these are basic rights. GMB must be at the forefront of the fight to protect workers’ rights by campaigning, lobbying, marching against any Government who tries to remove our hard fought workers’ rights.

#### **C80 DUDLEY BRANCH**

Birmingham & West Midlands Region

#### **287. RACE EQUALITY & BREXIT**

This Congress notes that in 2000, following the rise of the far right not only on our streets but also at the ballot box and in the seats of power, Trade Unions, Race Equality organisations and the then Commission for Race Equality worked collectively and campaigned for the Race Directive.

This piece of EU law strengthened protection against race discrimination in all EU countries.

The burden of proof was on the employer to show that they had not discriminated. There is no cap on the award for discrimination cases at Employment Tribunals.

The definition for discrimination was much broader and a new definition for harassment was introduced. The Race Directive made it possible to challenge a wider range of policies, practice and behaviour that disadvantage BAME people and fuel racial hatred.

As the UK have voted to leave the EU on the 29.03.19 it is imperative that the added protection afforded by the Race Directive into UK Race discrimination is protected.

We therefore call on Congress to ensure that, as a minimum, the current race discrimination legislation remains as it currently stands.

#### **CWU STAFF BRANCH**

London Region

## **POLITICAL THE LABOUR PARTY**

#### **288. IMPROVING LABOUR PARTY COMMUNICATION AND DEMOCRACY**

This Congress calls upon Labour Party supported MPs to sign up to a Charter to communicate their decisions and activities to the GMB Branches that sponsor them.

This would enable a Branch agenda political item to be a topic of discussion locally at Branch, using up-to-date information from the supported MP. Further, it would encourage political activity by GMB members and Labour Party membership.

Congress calls therefore for a Charter to be created and promoted to our GMB supported Members of Parliament.

#### **SCUNTHORPE DISTRICT & APEX BRANCH**

Midland & East Coast Region

#### **289. CAMPAIGN FOR LABOUR LAW REFORM**

This Congress notes Labour’s 2017 Manifesto Chapter “A fair deal at work”.

Congress welcomes the commitments for a new Ministry of Labour/Department of Employment.

Congress calls:

For Labour’s Manifesto to contain explicit proposals to implement laws to “ensure Britain abides by the global Labour standards of the ILO conventions”.

1. For Labour’s Manifesto to contain explicit proposals to implement laws about Trade Union Rights to organise meeting the GMB’s stated policy aims including solidarity action; this will require the repeal of Thatcher’s and later Tory Trade Union “Reform” laws.

2. For the next Labour Government to repeal the Transparency of Lobbying, Non-Party campaigning and Trade Union Administration Act 2014.
3. Congress instructs the CEC to campaign for these goals and to co-operate with the TUC and other civic society organisations with similar goals.

#### **LONDON CENTRAL GENERAL BRANCH**

London Region

### **290. SCOTTISH POLITICS**

“This Congress recognises the long and valued relationship between the GMB and the Labour Party.

“However, in the years which have passed since devolution, the plurality of Scottish politics has established a political landscape which is unique to Scotland.

“In the interests of our members in Scotland, Congress agrees to examine our relationship with elected members in Scotland to determine how best to utilise political relationships to achieve a fair and just society for both GMB members and the Scottish people, and to involve Scottish Branches in this exercise.”

#### **GLASGOW GENERAL APEX BRANCH**

GMB Scotland

### **292. DEFENCE DIVERSIFICATION**

Congress is alarmed at the statements of some MPs regarding the suggestion that defence workers may be retrained to work in other sectors. Congress notes for instance that Labour Party policy on matters such as the nuclear submarine programme has been settled and indeed the Government has already commissioned new submarine building which will lead to up to 40 years’ worth of work in some areas.

Congress believes that it is just not credible in the eyes of skilled manufacturing workers, and for the families and communities of vital workers, for MPs, who themselves enjoy very good terms and conditions of employment, to promote what could well be in effect cuts in the terms and conditions of GMB members working in this vital sector.

#### **Z46 – STOCKTON 3 ENGINEERING BRANCH**

Northern Region

## **POLITICAL LABOUR PARTY CONSTITUTIONAL ISSUES**

### **295. RENATIONALISATION OF SERVICES** EP

This Congress calls on the CEC to give its full support to the Constitutional Amendment submitted by local Labour parties for debate at the 2018 Labour Party Conference to:

1. Bring back Clause 4.
2. Restore Clause 4 to its proper place in the Constitution of the Labour Party.
3. Allow for the re-nationalisation of public services.

#### **CAMBRIDGE 2 BRANCH**

London Region

## **POLITICAL DEMOCRACY & CONSTITUTIONAL REFORM**

### **296. REGIONAL GOVERNMENT**

This Congress supports the principle of Regional Government and local accountability.

We therefore seek support politically, the implementation and support of a law making assembly for Cornwall, recognising its distinctive history and culture.

#### **CAMBORNE C21 BRANCH**

Wales & South West Region

### **297. FAIR VOTES THROUGH PROPORTIONAL REPRESENTATION**

This Congress recognises that FPTP was previously supported as the most likely voting system to deliver a Labour Government and avoid coalitions; however, politics is changing and the outcomes of elections are less predictable than ever before. The past century has seen far too many decades lost to Tory rule at Westminster when a majority of the country did not vote for this and this has been contrary to the interests of trade unionists.

Further, huge swathes of the UK have been denied a party representative of their choice despite often having a notable vote share in that locality, region or nation. Trade unionists and working people need a voting system in which every vote is equal, and every vote counts the same. It's time that we abolished a system set up by the establishment to benefit the establishment, and replaced it with a system in which every vote has equal worth and equal power.

We therefore instruct Congress to:

- (a) Adopt a policy in support of proportional representation for all levels of government across the UK. This needs to be a genuinely proportional system and not the Alternative Vote or a variant of it.
- (b) Affiliate to the Labour Campaign for Electoral Reform and Make Votes Matter.
- (c) GMB representatives within the Labour Party to use their influence to change party policy to promote fair votes.
- (d) Provide political education to union officers, representatives and lay members in support of proportional representation.

#### **TORBAY & SOUTH DEVON T28 BRANCH**

Wales & South West Region

### **298. VOTES FOR 16 AND 17 YEAR OLDS**

This Congress notes that GMB Policy is for a reduction in the voting age but as 16 year olds were allowed to vote in the Scottish Referendum, we urge GMB to push for full voting rights for all 16 & 17 year olds in local and national elections and in particular should there be a second referendum or Peoples' vote.

#### **NORFOLK PUBLIC SERVICES BRANCH**

London Region

### **300. LOCAL GOVERNMENT EMPLOYEES STANDING FOR ELECTION FOR COUNCILLOR**

This Congress asks the next Labour Government to make it easier for candidates that work for the same council to become councillors. At the moment, when selected for a ward, at that point you have to resign from your paid employment with the council. This could be for a period of over six months from the election date and if you don't win you are left without any job or finance.

You should only need to resign from your post when you are elected as a councillor. This stops good activists standing for election like women and part-time employees with the Council.

#### **W79 BRANCH**

North West & Irish Region

## **POLITICAL IMMIGRATION & MIGRATION**

### **301. JUSTICE FOR THE WINDRUSH GENERATION**

This Congress notes it is over a year since the appalling treatment of so many of the Windrush generation came to public notice.

The Tories' hostile environment immigration policies meant that many who had the right to live permanently in the UK for decades, were denied healthcare, work, benefits and pensions, including awful cases of British citizens being deported or refused re-entry to their home. A generation who contributed so much economically and socially have suffered in order for the Tory Government to score political points around immigration.

Still no one has assumed full responsibility for this scandal, with Amber Rudd, Home Secretary at the time, returning to government within months. Theresa May, who at the time of writing is still managing to cling on as Prime Minister, was responsible for this "hostile environment" when Home Secretary herself and yet has managed to avoid personal responsibility for the impact on so many lives.

GMB condemns the behaviour towards the Windrush generation, many of whom are our members and activists, and commits to support their continuing fight for justice.

Congress calls for:

1. GMB to join the campaign for a public inquiry with an independent panel into the causes of the Windrush scandal
2. GMB to participate fully in the 22 June National Windrush Day
3. A campaign for the restoration of full rights for those affected by the Windrush scandal and full compensation for losses suffered

4. GMB's participation in national anti-racism marches and days

#### **NORTH WEST LONDON BRANCH**

London Region

### **302. IMMIGRATION STATUS OF THE EEA EMPLOYEES IN THE UK AFTER BREXIT**

This Congress understands that the UK will withdraw from the European Union on 29 March. Also as part of the proposed Brexit deal, as agreed with the EU there will be an "implementation period" lasting until 31 December 2020.

We also understand that EU citizens who arrive in the UK during the above mentioned transition period would enjoy the same rights as those who arrived beforehand.

However, the transition period would not happen in the event of a "no-deal" Brexit and therefore it is not clear what would happen for the EU citizens who would come to the UK after 29 March 2019.

We therefore need to address the limbo situation, which will harm availability of skilled or trainable workers in the local labour market.

We request Congress to put to the Government an immigration rule to clarify the immigration status of EU citizen workers who arrive in the UK during the defined transitional period, to enjoy the same rights as those who arrive beforehand.

#### **HARROW GENERAL BRANCH**

London Region

### **303. CHILDREN'S CITIZENSHIP**

This Congress recognises that in the UK today, there are significant numbers of children who do not currently have British citizenship but have rights to register as British citizens. Many of these children were born in the UK and others have lived here from a young age, been raised here, educated here and have never known any other home.

Without access to their citizenship rights, children may find themselves denied opportunities extended to their peers, such as the chance to participate in a school trip or to be eligible for funding so they can undertake

higher education. There are a number of barriers to children registering their citizenship. Registration can be a complex process of prohibitive cost.

Children are charged £1,012 for a process whose administrative cost is published at £372, meaning that the Government is making a profit of £640 from every child who claims their rights.

No child should be denied their citizenship rights by reason of a fee. There is no substitute for Citizenship, which is vital to future security and sense of belonging. We are alarmed that children could be denied their Citizenship rights because of their economic status. We should also be concerned that for children in care, it is Local Authorities rather than Central Government that are responsible for paying these exorbitant administrative costs. This effectively amounts to an unjustified transfer of funds from Local to Central Government which Local Governments cannot afford.

#### **Congress notes:**

- That the profit making elements of the fee to register Citizenship, discourages the best outcomes for many of the UK's children;
- Because of their duties as corporate parents, the fee for children to register will fall on Councils in the many cases where looked after children qualify for Citizenship;
- The fee puts Councils in an unacceptable position of having to weigh the benefits of Citizenship to a child in their care, against the cost to the Council of assisting a child in claiming that right.

#### **Congress is called upon to:-**

- Write to the Minister of Immigration, demanding that the fee for children to register as British Citizens is reduced to the administrative cost, and demanding that looked after children are exempt from the fee in its entirety.
- Work with our branches to identify children in care who are entitled to Citizenship and make sure they are aware of their rights and supported to claim them.

#### **EALING GMB BRANCH**

London Region

### 304. RESIDENCY RIGHTS FOR FOREIGN NATIONALS

This Congress notes that the Brexit process has thrown a great deal of new uncertainty over the UK's immigration policy.

Congress notes that the uncertainty extends not only to EU nationals, but also to the nationals of Commonwealth and other states.

Congress notes that residency uncertainty extends to many GMB members who both legally reside and are legally working in the UK.

This Congress resolves that GMB will support all GMB members by providing accessible and easy to understand advice specific to the nationals of each foreign state, outlining what formalities they need to complete in order to continue with legal residency status.

#### W15 WILTSHIRE AND SWINDON

Southern Region

### 305. BREXIT AND UNION SUPPORT FOR EU WORKERS

This Congress calls on the Government to stop moving the goalposts.

GMB and other Unions have been fighting for protection of the rights of over 3 million EU citizens living in the UK regardless of the outcome of the Brexit negotiations. Despite the Government promising to protect the rights of EU citizens, they have introduced more hurdles and confusion, a new immigration category called "settled status".

EU citizens should be free from discrimination and xenophobia in the workplace and outside it and should not be subject to this uncertainty or face further discrimination after Brexit.

We welcome the removal of the £65 registration fee and in the event the plan or any similar is reintroduced, we call on GMB negotiators to work with employers especially those in the public sector, but not limited to, meet any costs for those forced to apply for settled status.

We understand that UNIONLINE cannot provide assistance with the actual application form as this is a Home Office duty but welcome UNIONLINE giving advice to members on the process and their rights under this registration scheme.

Therefore we call on the Union or UNIONLINE to start producing dedicated materials and guidance for branches and members to use to help our members understand and protect their rights in the uncharted territory of Brexit. Production to commence immediately following Congress and widely circulated in accessible format.

In addition, we ask GMB to support the production and national distribution of the London Region Migrant Workers Toolkit which has been updated to include support for workers post Brexit.

#### HOLBORN BRANCH

London Region

### 306. SUPPORT FOR EU NATIONALS

This Congress, GMB supports those EU nationals currently working in the UK and their families in their wish to work.

We welcome the removal of the £65 registration fee for those seeking settled status but further call for the process to become one of registration, as the recognition of an existing situation, rather than application, which implies the possibility of refusal.

Congress, we demand the modification of the system in such a way as to make it easier for people to register, and in particular calls for alternatives to the present on-line only scheme to be ended.

#### GMB ORGANISING BRANCH

Yorkshire & North Derbyshire Region

### 307. ASYLUM SEEKERS' RIGHT TO WORK <sup>EP</sup>

This Congress, with hospitals crying out for doctors and nurses we urge the Government to reverse the refusal of the right to seek work to those applying for asylum and those appealing against a decision.

#### GMB ORGANISING BRANCH

Yorkshire & North Derbyshire Region

### 308. MODERN DAY SLAVERY

This Congress notes that unlike victims of modern slavery in Northern Ireland and Scotland, the law in England and Wales currently does not give victims the same right of support.

Conference also notes that, unlike a person who is granted asylum, there is no automatic entitlement to on-going support or residency when a person is confirmed to be a victim of modern slavery. To access further support and remain in the UK, victims must apply for special discretionary leave to remain, which is only available in a narrow range of circumstances and difficult for victims to secure. In 2015 just 12% of victims were given this special discretionary leave to remain. Even victims who are EU or British nationals, and may be eligible for benefits, can struggle to access help as there is no specific access or specialised longer-term support provided on account of their ordeal as a victim of modern slavery.

Conference calls on the CEC to lobby Welsh Government and Labour Party front-bench in Westminster to strongly support calls upon the UK Conservative Government for a direct right and pathway to support and employment for victims of modern slavery to smooth their recovery.

**CARDIFF & DISTRICT X12 BRANCH**  
Wales & South West Region

## POLITICAL RACISM & FASCISM

### 309. CHALLENGING ALL DISCRIMINATION AND HATE SPEECH

This Congress is concerned at the rise of the far right in Britain and across the world, encouraged to crawl out of their holes with the election of the likes of Donald Trump in the USA and the xenophobia caused by Brexit.

We are very concerned that a recent Stonewall report found that half of Black, Asian and minority ethnic LGBT+ people experience discrimination in the local LGBT+ community because of their ethnicity. The report also found that one in eight people of faith and one in four LGBT+ disabled people encountered prejudice based on their identities, whilst a third of trans people and a quarter of bi women have experienced discrimination within LGBT+ communities.

We are equally concerned about the levels of discrimination faced by LGBT+ workers who may also be BAME and/or disabled. The likelihood of

BAME, trans or disabled LGBT+ workers facing harassment and discrimination in the workplace is much greater than for LGBT+ workers generally: six times as many trans people report being physically attacked at work than LGBT+ people who are not trans: 19% of BAME LGBT+ workers and 16% of LGBT+ disabled workers report being denied jobs or promotions because of their identities, compared to 10% for LGBT+ workers in general.

The politics of hate divides us all. We all have responsibilities to challenge discriminatory speech and behaviour in our workplaces, but also within our own communities where it is safe to do so. We must step up and challenge all forms of discrimination including hate speech.

We call upon Congress to call on an 'all strands' publicity and empowering campaign from branch level to:

1. Raise awareness and equip members to challenge discrimination and hate speech by promoting messages and knowledge about inclusivity, human rights and free speech via workshops, toolkits and in partnership with other organisations.
2. Be much more visible and vocal in opposing the far right and their hate statements against BAME, LGBT+, Women, disabled people and those with no particular/no religious affiliations; and
3. Work more closely with anti-fascist and anti-racist organisations and with wider consortium of campaigning groups and individuals, to tackle the rise in Xenophobia and to promote multiculturalism and diversity.

**EALING GMB BRANCH**  
London Region

### 310. SOCIAL MEDIA, SOCIAL LIFE ON TACKLING RACISM

This Congress condemns the treatment of a black pensioner on a Ryanair flight in October 2018. We note that this is not the first time this flight operator has responded disappointingly in tackling racism and sexism. On New Year's Eve 2006 five black musicians including a blind man were ordered off, by armed police, a Ryanair service from Sardinia to Stansted when another traveller wrongly believed they were terrorists. Fortunately, the latest incident was caught on

film, streamed by another passenger, and widely broadcasted.

We not only have a duty to fight racism in the workplace but to encourage and foster solidarity in standing up to racism in social life as well. This can include:-

- Isolating the offender(s), making it clear that their bigoted views are not shared;
- Giving practical support to those being discriminated, like, for example, offering to become a witness;
- If possible, safely record what is happening.

We recommend that the above suggestions are incorporated into Reps education/training programmes on tackling racism.

Congress understands that the fight against all forms of discrimination is ongoing, however, as with kicking racism out of the “beautiful game”, knows there is much we can do to empower and encourage collective opposition to it.

#### CITY OF LONDON BRANCH

London Region

### 312. SUPPORT FOR SHOW RACISM THE RED CARD EP

This Congress is proud of the GMB’s links with Show Racism the Red Card. Congress fully supports the work of Show Racism the Red Card in fighting against the scourge of racism. In order to strengthen this link and to help in the work against racism, Congress calls on all GMB branches to affiliate to Show Racism the Red Card,

#### PARKGATE BRANCH

Yorkshire & North Derbyshire Region

## SOCIAL POLICY GENERAL

### 314. SUPPORT FOR OUR EMERGENCY SERVICES AND ARMED FORCES ...

This Congress fully supports our emergency services and Armed Forces which so brilliantly and courageously serve and protect our nation so well. In doing so, Congress

Congress notes that in 2018, the Inaugural Emergency Services Day was established with memorial ceremonies being held across our United Kingdom whereby service personnel, their families, and communities came together to remember those fallen in service as part of our emergency services at the ninth hour of the ninth day of the ninth month. Scotland will host the 2019 National 999 Services Day with Northern Ireland hosting in 2020 and Wales in 2021.

Congress also notes that 2018 marked the 1918 Armistice that brought an end to the Great War. We must never forget both the sacrifices and service of those that served and came home as well as those who served and did not. We too must remember the families and the diverse communities that served and continue to serve today in order to bring peace and harmony to the world.

Therefore, Congress will:

Pledge its full support for Emergency Services Day, Armed Forces Day, and Armistice Day.

Explore how the GMB Union can participate in and contribute to Emergency Services Day.

Encourage all branches of the GMB Union to send representation to local Emergency Services, Armed Forces Day and Armistice Day events and parades.

Write to the UK, Scottish, Welsh and Northern Irish, and Local Authority Governments to ensure both our Emergency Services and Armed Forces are both properly funded through the annual budget process, and equally protected through reviewing and amending Hate Crime and other Legislation.

#### SCOTTISH PRIMARY CARE NURSING BRANCH

GMB Scotland

### 315. BANKING AND THE POOR EP

This Congress calls upon the GMB to campaign on behalf of members who are facing a growing number of problems with regards to access to Banking services.

There is growing concern about the way banks are now operating and the disproportionate impact it is having on poorer sections of society and the vulnerable. For example, a recent Branch meeting discussed a decision by a local NatWest Bank to force people to only use ATM machines if they were withdrawing under £250



in cash. They were refusing to issue cash over the counter at the tills unless the sum was over £250. This could leave older people and the vulnerable at the risk of personal attack when using ATM machines.

We believe Banks should retain the use of written cheques. There are many poorer sections of society who still find it difficult to conduct transactions with online banking. There is a growing concern among the general population about the security of the online banking systems. We have already seen considerable numbers of people are being exploited and have fallen victim to international organised gangs, targeting online banking systems and processes. There have also been a number of high profile technical problems locking people out from their banking facilities. The retention of written cheques is important for many sections of society.

In recent years, we have seen an increasing number of banks closing, making it more difficult for payments and deposits to be made over the counter. Also ATM machines have been closing meaning people in some areas have to search for them or travel outside their area.

We believe the GMB should campaign with other partners for the retention of “over-the-counter” services and for cheque processing systems to be retained as an integral part of the banking system.

Also for the Government and the Banking Ombudsman to review the impact that closures and withdrawal of services is having on the poor, disabled and vulnerable adults.

### Q22 BRANCH

North West & Irish Region

### 317. THE WITHDRAWAL OF FREE TV LICENCE FEE FOR 75 YEAR OLDS C16

This Congress calls upon the Government to stop the withdrawal of TV licence fees for 75 year olds and over.

At the moment we are aware that the BBC wants to withdraw this so called perk or privilege to 75 year olds.

Most pensioners only have their TV licence as a comfort.

If the BBC want 75 year olds to pay for the privilege of watching BBC1 and the repeats then give them the option.

If you want to watch SKY you have to pay.

I call on Congress to support this motion.

### BRAINTREE & BOCKING BRANCH

London Region

### 318. TV LICENCE C16

This Congress is concerned about the plans to end free TV licences for those people over 75 years old. This will leave our older generation who are less mobile and possibly living on their own to attempt to find finance for the current licence fee out of very often meagre retirement pensions. Originally the Labour Party awarded free TV licences to all 75 year old pensioners, understanding that very often this is the only entertainment and information platform they will have but a Conservative Government decided pensioners weren't worth this, cleverly putting the burden on the BBC to fund this. They have now put pressure on BBC to reduce costs and resulting in this valuable asset being very likely to be removed.

All pensioners of 75 years old or older will be disadvantaged by this but especially those with disabilities both physical and mental and those who are isolated from society this may be because they live in the countryside many miles from anywhere or because like a lot of older people the social interaction between them and their neighbours is non-existent. In today's world with the pressures on ordinary peoples' time and accessibility means neighbours will have less chance to interact with our elderly residents, also in today's world a lot of children have moved to live around the world and cannot be near to their parents.

We therefore call on the CEC to mount a vigorous campaign with the Government to restart the funding for this scheme in order that those of our population who have built this country to what it is today enabling them to enjoy their retirement. This is only fair now that the Prime Minister is asserting that austerity has finished, therefore give these people the justice they deserve.

### W50 WELLINGTON BRANCH

Birmingham & West Midlands Region

### 319. FOODBANKS

This Congress urges support for London Food Rescue. As part of a growing number of food banks arising as a response to Tory driven austerity. It's one of a few that caters for the working poor. Branches can get involved by encouraging members to volunteer with deliveries.

Trained counsellors and nutritionists are also needed.

Congress, food banks are a sad indictment of our times however, it's solidarity not charity that is needed.

#### CITY OF LONDON BRANCH

London Region

### 320. OAP'S

This Congress should call on and lobby this Government to rescind or to police the BBC re the change to free licence as a possibility. This Government pledged to keep them until at least 2022. This seems to be a scheme to take them off the hook for blame.

Also there seems to be rumours about possible loss of national bus passes and then now a call from some areas to alter the current system i.e. over 70's driving.

This seems to be a slight against OAP's.

#### ASDA SOUTH BRANCH

Yorkshire & North Derbyshire Region

### 321. HEAT - THE NEXT INEQUALITY ISSUE

This Congress notes that Climate change and global warming are a reality now. It affects everyone as extremes of weather occur more often. When conditions worsen, it affects those in poverty and low incomes most, our members, and it can prove fatal.

We call upon Congress to campaign for practical steps to be taken now to mitigate and minimise these adverse effects on low income people and our members by for example actively campaign in workplaces like local Authorities to adopt and put into action a 'Heat Action Plan' as implemented in Montreal.

#### EALING GMB BRANCH

London Region

### 322. FUNERALS COSTS, PAY NOW, DIE LATER

This Conference is concerned that The Funeral Planning Authority only operates voluntary standards, when it comes to the pre-paid funeral plan Industry. Many people who take out pre-pay plans, are often not informed about hidden "admin" fees, which vary between different providers.

GMB Union should campaign to get The Funeral Planning Authority to introduce mandatory standards and force all companies that provide such plans to declare all fees upfront, so people will be able to make a more informed choice, on what pre-pay funeral plan they choose.

#### G36 SECURITY BRANCH

Southern Region

### 323. SUPPORT PUBLIC HOUSES

This Congress believes that public houses should be recognised as a community amenity. We are calling for GMB to support them wherever possible as venues for our meetings thus helping to preserve them.

#### A15 ASDA BRANCH

Birmingham & West Midlands Region

### 324. ONLINE GAMBLING MUST BE CONTROLLED BY GOVERNMENT

This Congress demands that Government should take control of these gambling sites that encourage young and old to gamble far more than they can afford, including under-age gamblers.

The addiction to gambling is spiralling out of control, causing depression and suicide.

#### HULL RETAIL & DISTRIBUTION BRANCH

Midland & East Coast Region

### 325. GAMBLING ADVERTS

This Congress asks the CEC to support this motion to stop all gambling adverts in between live sporting events before 9.00 p.m.

We believe this encourages younger people to bet on their phones or devices.

If you can't advertise cigarettes and alcohol before 9.00 p.m. why should we advertise this addiction.

### **M01 BRANCH**

North West & Irish Region

### **326. SCAM ROBOCALLS FROM ABROAD NEED TO BE MADE ILLEGAL**

This Congress calls on the GMB to look into the worrying rising trend in scam phone calls. 'Robocalls' for marketing purposes in the UK are illegal, but calls from other countries are permitted. UK law does not cover these.

We call on the GMB to lobby MPs to ensure that calls to this country have to comply with UK law, thus safeguarding our vulnerable members against scams.

### **HULL PAINT & ENGINEERING BRANCH**

Midland & East Coast Region

### **327. FILM PRODUCTIONS IN THE CITIES**

This Congress. Where is the money from the production of films or tv work that is done in our cities all over the UK?

Is there a vast amount of money being exchanged between the film companies and the councils of the cities where they are filming, if so where is it?

In Glasgow since 2017 the Film Broadcast and other media productions have generated 15 million for the Glasgow economy.

Under the freedom of information act, Glasgow city council was paid less than £35,000 over a 5-year period by the film companies for numerous street closures and located film shooting in the city centres.

The film productions are happening all over the UK in our cities, causing disruption to the residents, there are the rescheduled bus times and bus lanes, closures of streets for days at a time.

Are the citizens of the cities being rewarded for the disruptions by the film makers, some of which are multi-millionaires, the answer is no, the public put up with all the inconvenience and the disruption of the films being made.

Congress we ask.

That the GMB lobby the MP's of the government to find out where is the money going from the film productions.

For the GMB to work with the city councillors, asking the question where is the money, and where is this being used, and for what.

### **GLASGOW NE & SW HEALTH SERVICE BRANCH**

GMB Scotland

### **329. NO LEGALISATION OF BANNED DRUGS**

This Congress notes that there is a push from time to time for the current illegal markets in illegal drugs to be legalised on the grounds that the war on drugs is being lost and that the benefits of legalisation is that crime would fall and the Exchequer would benefit from taxes from legalisation of the hitherto illegal market.

Congress calls for GMB supported MPs to press the Home Affairs and Health Select Committees to set up a joint enquiry to learn lessons for policy on legalisation of banned drugs in the UK from the devastating experience from the United States on the backdoor legalisation of dangerous extremely addictive narcotic painkillers in the 1990.

Congress notes that the story of how extremely addictive and dangerous "prescription grade heroin" came to be legalised in the USA, and its devastating consequences, is told in the 2018 book "American Overdose" by Chris McGreal.

Decisions in the 1990s, based on lax drugs regulations, junk science, and a profit driven health and pharmaceuticals industry, led to over 2 million people being hooked on dangerous addictive drugs and deaths from overdoses running at 200 per day in 2018. Official figures from 1999 to 2016 show the death toll related to these drugs was 350,000 people.

Contrary to theory the legal market actually fuelled illegal trading in these prescription drugs due to colossal corruption. It further fuelled the growth in cheaper illegal heroin by illegal drug cartels to supply those hooked on the more expensive prescriptions drugs.

It is estimated that a further 500,000 drugs related deaths will occur over the next decade making it the largest cause of death for the under 50s.

The social and economic consequences for working class communities and families and particularly children has been nothing short of devastating. It is hard to imagine the misery and heartbreak of an epidemic derived from legal medication routinely used for non fatal conditions that kills patients so frequently.

Congress notes that strict rules about putting drugs on sale were introduced in the wake of the thalidomide scandal in the 1960s.

Congress is not in favour of legalisation of dangerous extremely addictive narcotic drugs in the UK. Congress calls for policy makers to learn from the opioid epidemic in the USA when the lessons from the thalidomide scandal were not followed.

#### **BARKING BRANCH**

London Region

## **SOCIAL POLICY JUSTICE**

### **330. CAMMELL LAIRD 1984**

This Congress calls on the CEC to instruct one of our sponsored MP's to ask the question at Prime Minister's Question Time:

"Why have you not apologized for the jailing of 37 trade unionists for a month in 1984 for carrying out legitimate trade union activities in defense of jobs, as per the ruling of the European Courts in 2014?"

Eddie Marnell has consistently asked this at the CEC only to be told that it's a lottery.

When Cammell Laird went on strike in 2018, Dan Carden, the MP for Walton, Liverpool, was able to ask a question about the strike at Cammell Laird within five days of the start of that dispute. This is too much of a coincidence - Congress, instruct the CEC to act now.

#### **Z15 BRANCH**

North West & Irish Region

### **331. TRUTH AND JUSTICE FOR THE VICTIMS AND FAMILIES OF THE BIRMINGHAM PUB BOMBINGS**

This Congress calls upon the GMB to support the group 'Justice4the21' in their campaign for truth,

justice and accountability for the families and victims of the 1974 Birmingham pub bombings.

#### **T10 TAMWORTH BRANCH**

Birmingham & West Midlands Region

### **332. CHILDREN'S VOICES**

This Congress urges the Government to make urgent changes to the way family law is conducted.

In 2015, Women's Aid conducted a study of Serious Case Reviews between 2005 and 2015. They found that 19 child homicides had occurred whilst under Family Law jurisdiction and carried out by known perpetrators of domestic abuse.

Congress believes Family Law proceedings must change and that no more children's lives should be lost because their voices were not listened to.

In March 2018, Theresa May launched the consultation for a new Domestic Violence Bill, within this are objectives:

To keep children at the heart of decisions

To have all judges trained to understand issues around domestic abuse

An end to aggressive cross-questioning in Family Courts

We ask for the GMB to support The Child First Campaign which is to ensure that children's voices, their wishes and feelings are heard and to keep them at the heart of Family Law. They are also pushing for a change to Practice Direction 12J of Family Law which recommends contact with both parents is in the best interest of the child and which judges take direction off.

The GMB should put its full weight behind this campaign to protect children who are at risk from an abusive parent during a break up.

#### **B19 BRANCH**

North West & Irish Region

### **333. PROCEEDS OF CRIME DECLARATION**

This Congress is requested to campaign for all ownership of property, shares, rights etc. to be transparent to show they are legitimately owned and bought and should be declared as such as part of annual accounts for tax purposes and the prevention of crime. To effectively eradicate and outlaw the anonymous ownership of same.

If such a declaration is not possible as it cannot be established, then said property, shares, rights etc to be sequestrated by the state.

**NORFOLK PUBLIC SERVICES BRANCH**  
London Region

### 334. WHISTLEBLOWERS TO RECEIVE COMPENSATION

This Congress is requested to campaign for whistleblowers to be remunerated for their initiative to expose wrong-doing, as in America.

**NORFOLK PUBLIC SERVICES BRANCH**  
London Region

### 337. NON DISCLOSURE AGREEMENTS – UNENFORCEABLE.

This Congress is requested to campaign for Non-Disclosure Agreements, past, present and future to be made unenforceable in the public and private sectors, notwithstanding present libel laws.

**NORFOLK PUBLIC SERVICES BRANCH**  
London Region

### 338. A FORM OF LEGAL AID TO BE FULLY RESTORED SO EVERYONE HAS ACCESS TO JUSTICE <sup>EP</sup>

This Congress is requested to campaign for all citizens to have access to justice without regard to their income or wealth as with a fully funded NHS; widespread and accessible.

**NORFOLK PUBLIC SERVICES BRANCH**  
London Region

### 340. KNIFE CRIME

This Congress – This is a stand, an opportunity, an obligation to tackle a nationwide outbreak, plaguing our streets – Knife crime.

This is a chance to tackle an epidemic which has made us all fear late nights and be suspicious of those who in the majority are innocent.

This motion is the start of a battle, of a campaign to see our own heroic police service and justice system be given the support, tools and education to fight back against this wave of uncertainty and fear.

**AVIATION SECURITY BRANCH**  
London Region

### 341. MENTAL HEALTH ISSUES AND THE POLICE

This Congress notes that non-crime related issues/incidents account for 83% of all calls for service.

With the ongoing radical cuts to policing going ahead, we ask, have the police officers had the correct training to deal with people with mental health problems.

We call on the GMB to support our members in the police, and commission a study into this worrying statistic.

Fight the cuts, but moreover, train the front line to protect the public and the officers.

**HULL PAINT & ENGINEERING BRANCH**  
Midland & East Coast Region

## SOCIAL POLICY HARASSMENT & ABUSE

### 342. SOCIAL MEDIA AND HARASSMENT

This Congress notes that GMB has a very wide and successful history of campaigning on health and safety issues in the workplace and commends the actions of GMB activists the length of the country who work tirelessly to improve and protect working conditions for members in workplaces.

However, the impact of 24-hour social media and actions of members of the public, videoing and commenting on public service workers going about their daily work is on the increase. The impact of this can create additional stress and ill health and lead to a cost to both individuals' emotional health and well-being and also creates a cost to the employer in the form of lost productivity and absence in the workplace.

We call upon the GMB to launch a campaign to support members to be confident to log harassment and threatening behaviour from social media within existing health and safety mechanisms in the workplace and to train and support activists to challenge workplaces that don't have effective policies in place to support staff.

**B23 BRANCH**  
North West & Irish Region

### 343. THIRD PARTY SEXUAL HARASSMENT WITHIN THE SECURITY INDUSTRY <sup>EP</sup>

This Congress recognises that on 1 October 2013, the Government repealed section 40 of the Equality Act 2010 which made employers liable in certain circumstances for acts of harassment of an employee carried out by a third party. Section 40 was an important provision that provided protection for employees against harassment by a third party, when employers ought to have been reasonably aware of harassment.

Sexual harassment at work is a “chronic problem” for women and is causing lasting mental illness. When complaining, you are either told to “shut up and put up” or removed from site and dismissed through SOSR.

We need to protect women Security Officers and other women from harassment at work and tackle sexist and misogynistic culture and force the Government to take serious action to address these concerns.

Congress, this is a matter of deep concern and GMB should force the Government to bring back Section 40 of the Equality Act that requires only one previous incident of third party harassment instead of the previous requirement of two or more occasions of harassment.

#### **GMB LONDON SECURITY BRANCH** London Region

### 344. SEXUAL HARASSMENT BY A THIRD PARTY

This Congress notes that the Coalition Government repealed Section 40 of the Equality Act in 2013 and still today there is very little legal protection for our reps and members who may be subject to sexual harassment from a third party especially young members as a 2018 TUC Young Workers survey found.

We know that GMB has a zero tolerance policy which extends to reps and members but no one should be subject to harassment, abuse or violence of any form, let alone while at work.

We call for:

- Up to date training including online tutorials and materials to enable reps to deal with, spot signs and report this type of harassment and for officers to ensure they can support their members;

- The Union to develop materials to enable reps and officers to negotiate robust workplace policies;
- A campaign to reinstate, strengthen and update Section 40 of the Equality Act to provide comprehensive legal protection against third-party harassment on the grounds of a protected characteristic, such as sexual orientation.

#### **BARKING BRANCH** London Region

### 345. MALE DOMESTIC ABUSE

Congress, one third of all domestic abuse cases are against men. That's 700,00 victims however there are only 79 refuge places for men in the entire country and of these only 20 places are in a male only environment.

Studies have found that men under-report incidents involving domestic violence more than women. Coupled with this male victim's likely feel more embarrassed and a greater social stigma than their female counterparts.

These facts combine to make a dangerous situation where men do not report incidents of domestic abuse and when they do, the help that provided is inadequate.

Congress this motion asks that the GMB campaigns for greater understanding for male domestic abuse, education for members to encourage men to report incidents, greater support for male victims and better provision for survivors of male domestic abuse.

#### **L16 LB GREENWICH BRANCH** Southern Region

### 346. TACKLING DOMESTIC VIOLENCE

Congress welcomes the work that has been carried out in the last year by this Union on highlighting the abuse of domestic violence.

Congress notes that the numbers of incidents is in the millions and is a matter for employers to help tackle.

Congress notes that our Union asked employers to sign up to the “Work to Stop Domestic Violence” charter.

Congress notes that the GMB's charter calls on employers to support employees experiencing domestic abuse and to pledge that these workers will not be disadvantaged at work, will be supported with access to services and information and that all employers train staff to be able to appropriately and confidently support staff.

Congress reaffirms the Union's commitment to tackling the scourge of domestic violence and calls on all employers to commit to our charter and to ask both Government and the Labour Party to adopt it as part of policies to help and support those affected by it.

Congress calls on the GMB to set up an online petition so that this key area of social policy may be debated in Parliament should the 100,000 signatures threshold be achieved.

#### **Z46 – STOCKTON 3 ENGINEERING BRANCH** Northern Region

#### **347. KEEPING US SAFE ON THE TRAIN NETWORK**

This Congress notes the alarming rise in violence and sexual offences on our railway network, since the cutting of railway staff and police numbers.

We call upon the Labour Party MPs to highlight these issues that are steadily becoming worse. The Government needs to take note and reinstate the Guards.

#### **HULL PAINT & ENGINEERING BRANCH** Midland & East Coast Region

#### **348. CAMPAIGN TO MAKE LOCAL GOVERNMENT EMPLOYERS PROSECUTE THOSE WHO THREATEN THEIR WORKERS**

This Congress instructs the CEC to generate a campaign to make Local Government Employers take action and prosecute members of the public who threaten Local Government workers with violence whilst doing their daily work duties.

#### **GMB MID LINCS BRANCH** Midland & East Coast Region

## **SOCIAL POLICY** **NHS & HEALTH ISSUES**

#### **349. NHS ENGAGING WITH THE COMMUNITY**

This Congress to support the NHS in seeking how to increase the workforce.

Since September 2008 until March 2018 the average age of staff in the NHS has increased by 3 years from 43 to 46.

During the same period of time the age of staff has been rising from 29% to 39% with 56% of support services staff now at 50 years or over.

There are only two Health Boards that have ties with local universities that are working with groups of students, such as Skills Scotland, but there is a greater need to promote the schemes that are out there, not just for students at university or college, but for people who are unemployed but want to work.

There are school's engagement programmes and modern apprenticeship programmes that are great if you are still at school, but if you are not at school where would you find this information.

This information was found while trying to find out about why there is a problem in the NHS with an ageing workforce, and what was the average age.

This information should be more assessable for every person seeking work and to help entice more people into the NHS, it has to be promoted big and loud for everyone to see, that there is a career in the NHS for all of the departments.

We ask the GMB to get behind the universities, colleges, schools and the job centres, to help promote all working services in the NHS.

We ask the GMB to lobby the local MP's to help increase the workforce of the NHS by supporting this motion and helping to achieve more staff in the NHS.

#### **GLASGOW HEALTH SERVICE (APEX) BRANCH** GMB Scotland

### 350. NHS WHISTLEBLOWER

This Congress instructs GMB to campaign to establish an independent, properly-resourced, NHS regulatory body with investigatory and disciplinary powers. The remit of this body will include:

- Investigation and responsiveness to serious incidents and concerns regarding poor patient care and clinical negligence in NHS Scotland
- The establishment of a national whistleblowing hotline to provide advice and anonymity to those reporting wrongdoing and to assess such reports with a view to further investigation
- Monitor adherence to national standards of care
- Investigation of outstanding cases of wrong doing within the NHS Scotland towards patients and families and also towards NHS staff (e.g. whistle blowers)
- On concluding investigations, provide recommendations and direction on improving practice and delivery of services.
- Monitor the schedule of implementing recommendations
- Ensure accountability through formal independent regulation informed by evidence from recognised sources
- Establish a people led NHS addressing patient safety concerns and deficiencies in the current NHS Scotland highlighted by professional bodies working alongside advocacy organisations acting on behalf of patients and the people of Scotland

#### EDINBURGH & LOTHIAN BRANCH

GMB Scotland

### 351. NHS PRESCRIPTION CHARGES EP

This Congress agrees that no charges will apply to NHS prescriptions throughout the United Kingdom/Northern Ireland. Free for all nations.

#### B43 BIRMINGHAM CITY GENERAL BRANCH

Birmingham & West Midlands Region

### 352. FREE PRESCRIPTIONS EP

This Congress seeks the relevant GMB officials to lobby Government to make prescriptions free to all in the UK who do not have this benefit in place already.

#### R35 ROCESTER JCB GENERAL BRANCH

Birmingham & West Midlands Region

### 353. FREE HOSPITAL PARKING FOR PATIENTS, VISITORS AND NHS STAFF MEMBERS EP

This Congress, B25 Branch are aware that a Private Members' Bill has been submitted to Parliament calling for Free hospital Parking for patients and visitors.

This Congress calls upon GMB to lead the campaign nationally to extend Free hospital parking for all staff. NHS staff who have had endured a decade of pay restraint and shouldn't be penalised further for attending their workplace, especially in this era, as we the Congress are aware that there are many issues within the service delivery, cut backs and pressures due to this Government's austerity, this has a major impact on recruitment and retention within. The frontline low paid staff feel the difference in salary especially when a further deduction is taken out of their income and put towards the cost of parking generating several million pounds.

Some hospitals do not have enough parking places for the staff to use and although the deduction has been made through the salary it is not guaranteed a parking space. This is on the principle of first come first served, so in effect you are paying for something that is not guaranteed you will get.

Staff in hospitals are working shifts and there are times when public transport is not available, this is depending on their starting and finishing times and including bank holiday's and Sunday service. NHS staff is required to drive to work to provide a service at the starting time of their shift and taking into consideration not having to leave early to get on the last bus or train home.

There was an issue with the general hospital situated less than a ¼ of a mile from our hospital, their staff were using our hospital car park due to ours being a free car park for staff, patients and our hospital visitors this was causing a



major issue round our staff not having a place to park, this was also an issue with security of unauthorised cars being left on our hospital site for several hours.

Our hospital 4 years ago tried to introduce car parking payment for all staff who drive to work and use the car park, this included staff working in the community and in hospital. After several meetings and negotiating with management, board of directors all the unions the parking fee was not introduced due to staff working on different sites which were not owned by the Trust such as GP surgeries and leased buildings shared with other organisations, the unrealistic costs of policing and maintenance of the car parks, and not guaranteed parking spaces etc.

The executives and some directors have reserved parking spaces on site at the headquarters, they were not in agreement to pay a certain percentage of their salary based on their banding and a further amount of monies deducted towards the reservation of their parking bays. This was definitely a “no go area”. Taking everything into consideration no one has to pay coming into work. The outcome was that the hospital had to produce parking permits registered to all the staff who use the trust’s sites and hospital car park. This has also reduced security risk of unauthorised parking on site.

**BRADFORD DISTRICT CARE TRUST BRANCH**  
Yorkshire & North Derbyshire Region

### 354. NHS PARKING CHARGES

This Congress agrees that all NHS parking charges to be scrapped across the whole of the United Kingdom/Northern Ireland.

**B43 BIRMINGHAM CITY GENERAL BRANCH**  
Birmingham & West Midlands Region

### 355. HOSPITAL CAR PARKING FEES

This Congress calls on the GMB to lobby Government to review the system of NHS hospital parking with the aim of abolishing fees altogether or at least reducing them substantially for all who use them.

**R35 ROCESTER JCB GENERAL BRANCH**  
Birmingham & West Midlands Region

### 356. GMB AMBULANCE SERVICE MEMBERS

This Congress is appalled that public money is being used by Ambulance Services Management to privatise emergency and non-emergency patient transport.

Congress notes the recent GMB research that shows that over three years, £235 million was spent on private ambulances.

Congress calls on public money to be spent on recruitment and retention of staff and the purchase and operation of new public sector vehicles, not pay for private companies to cream off public money.

Congress calls on the Government to signal that Ambulance Services will be fully provided for within the NHS as a fully public service and asks the Labour Party to commit to our policy in the run up to forming the next Government.

**C52 – SOUTH EAST NORTHUMBERLAND GENERAL BRANCH**

Northern Region

### 358. GP CONSULTATION

This Congress takes great concern over the granting by the Conservative Government of licences to run telephone only GP diagnostic by Babylon Health. Where any member of the public can consult over the telephone or other media devices with the doctor 24 hours a day, who can then organise appointments for treatments for any ailment that had been diagnosed. This on the face of it seems a very good idea where as members of the public do not have to wait to see a doctor but will be diagnosed in real time. There are several drawbacks to this scheme.

You have to deregister with your own GP surgery before you can use Babylon Health. The range of treatment is limited to what they can provide but they do say that they can arrange private treatment for conditions that cannot be covered under NHS treatments. A very dangerous conflict of interest.

There are also concerns that the information Babylon provided to the health service was not as accurate as it should have been. They claimed that automated diagnosis proved as good as any that could be done by an individual doctor, however the BMA has tested out the

Babylon system using the training that is used for GP's and have found that in all cases it is no better than a face-to-face doctor consultation and in some cases, failed to diagnose correctly.

This will also put members of the public at risk especially those who are old and frail to understand or hear what is being asked of them, those who suffer from mental conditions who have difficulty with telephone use. Doctors and patients prefer to meet face-to-face whenever possible for consultations in order that the whole patient can be diagnosed correctly.

This of course will cause a lot of GP surgeries to have to close due to not having the workload required and therefore making it difficult for those who will find GP surgeries difficult to find and then to be able to visit the GP's practice which is close enough for them to reach.

The Conservative Government stated that they wish to roll this out over time nationwide and also grants other private companies licenses to carry out a similar sort of practice.

Congress therefore calls upon the CEC, all of our staff and affiliated MP's to campaign vigorously to get this stopped in its present form and to make sure patients have the opportunity if they so wish to be able to consult face-to-face with the doctor.

#### **W50 WELLINGTON BRANCH**

Birmingham & West Midlands Region

### **359. GP APPOINTMENTS**

This Congress declares it is a constant struggle to book an appointment in some surgeries. It is almost expected that you will need to know a week in advance that you are about to be ill. In some surgeries you have to fight for an appointment from a limited supply at 8am in the morning, on a first come first served basis resulting in vulnerable people unable to access GP services when needed.

We believe that these changes were put into place as a direct consequence of austerity and we are calling for more funding for GP surgeries to enable better access to appointments for all.

#### **A15 ASDA BRANCH**

Birmingham & West Midlands Region

### **361. IVF**

This Congress could lobby the Government to implement some sort of order to the postcode lottery of IVF in the NHS. Some regions' NHS only allow one session, others more.

We treat smokers, obese, drinkers free which are all self-inflicted. Mostly the couples wanting a family are being penalised when due to nature can't have children naturally.

#### **ASDA SOUTH BRANCH**

Yorkshire & North Derbyshire Region

### **362. BOWEL CANCER SCREENING**

This Congress instructs the GMB to lobby the appropriate body to lower the age for Bowel Cancer Screening for both men and women to at least the same as Scotland which is 50 if not lower, for all parts of the UK.

#### **R35 ROCESTER JCB GENERAL BRANCH**

Birmingham & West Midlands Region

### **363. SUPPORTING THE GUTS UK PANCREATITIS AWARENESS CAMPAIGN**

This Congress, 4 in 100,000 people in the UK suffer from Pancreatitis each year and many do not know what it is until it's too late.

Acute Pancreatitis can be a life threatening illness which sadly claims many lives, yet it remains a mystery to the general public.

There is little information or education to ensure people are aware of the signs and symptoms that lead to Pancreatitis and how serious the illness can be.

GUTS UK is a leading UK charity that raises awareness about digestive disorders such as Pancreatitis, Crohns disease and Coeliac disease. GUTS UK is leading the way with research on how to prevent Pancreatitis, what to look out for and how to live with the aftermath of developing the life changing disorder.

We call on Congress to support this charity, help awareness of Pancreatitis and be passionate about our guts.

#### **ASDA STORES BRANCH**

Yorkshire & North Derbyshire Region

### 364. GAY BLOOD DONATION REFERRAL PERIOD

This Congress welcomes the Government's announcement last year to reduce the deferral period from twelve months to three months.

The new three-month deferral period follows reviewed calls from a number of organisations such as, Stonewall, Freedom to Donate, Terence Higgins Trust are calling for a fresh review by the Government's Advisory Committee on the safety of blood, tissues and organs, to ensure blood donor criteria is based on up to date medical evidence and screening technologies.

However, while a shortened deferral period is an important move, the reality is that most gay, bisexual men will still be excluded from donating blood.

We call on the CEC to lobby Government to implement a system based on individualised risk assessment of blood donors, rather than excluding an entire group.

At a time when the amount of people donating blood is in decline, these steps would be the best way to ensure everyone equally who wants to, can donate safely.

**CITY & COUNTY OF SWANSEA C01 BRANCH**  
Wales & South West Region

## SOCIAL POLICY

### SOCIAL CARE

### 365. DIGNITY AND CARE

This Congress notes that Professor Majid Ezzati writing in the Lancet (Public Health Journal) in November 2018 confirmed that life expectancy is no longer rising for the least affluent half of the population, life expectancy is falling for the bottom 20% of the population and life expectancy is falling on average for women over 85. Our members are working in an underfunded, de-professionalised and privatised, but highly lucrative business that profits from low pay and zero hours contracts, with minimal training and support for our members' valuable work. The worse the conditions of employment – the greater the profit. This puts our elders at risk. We are clear that the exploitation of GMB carers, who are

mostly women and often from minority ethnic communities or migrant workers, is devaluing our communities and elders by the profiteering and dehumanising acts of private companies and must end.

Congress applauds the policy for a National Care Service as laid out in the Labour Party's manifesto for the 2017 General Election. Investment in care services is an investment in social infrastructure, and increased public funding for social care would generate jobs and significantly boost the national income. The re-organisation of social and health care must form an integrated general welfare system, which is sufficiently staffed by professionals, our GMB members, with high quality, nationally accredited training, and national agreed pay and conditions. Our members deserve wages with dignity.

Congress calls for a professional skilled, user responsive National Care Service meeting the needs of our communities, publicly provided and free at the point of use to deliver comprehensive, safe, high quality health and social care.

Congress calls for an end to privatisation and bringing contracts with private companies back into public ownership.

Congress calls for the General Secretary to work with sister Trade Unions to formalise a universal pay structure with excellent terms and conditions.

Congress calls for fair recognition and support for unpaid carers and a real increase in carer's allowance.

Congress calls on the CEC to use the policy for a National Care Service to launch a campaign to recruit care workers to GMB, providing dignity and care to our members and the communities we care for.

**ISLINGTON 1 & HARINGEY BRANCH**  
London Region

### 366. SOCIAL CARE

Congress is appalled at the painfully slow process of resolving the funding of this vital sector. Congress notes the Tory manifesto of 2017 which was a policy resoundingly rejected by the British people.

Congress believes that the Tories have completely botched any notion of bringing Health and Social Care together, even though they have a Cabinet Minister for this service.

Congress believes that this service is too vital for Government to dither, while GMB members who work in the sector, those who need care either in the community, in a care establishment or hospital, their relatives, families, and service providers, are all having to make do and mend while Government seems incapable of a decision on future funding.

In the absence of anything coming out of Whitehall on this vital sector, Congress calls on the CEC to campaign for Social Care Funding change and to report back to Congress on progress.

Congress also calls on the Labour Party to set out a detailed programme for Social Care as the possibility arises of Labour returning to Government.

### **G13 – GATESHEAD LA BRANCH**

Northern Region

### **367. CARE HOMES**

This Congress is appalled in the number of Care Homes where residents' continue to receive inadequate care and accommodation.

GMB Congress Reports and Charters have highlighted problems and there have been numerous independent reviews and commissions but the situation continues.

We cannot blame the workers as they are often overworked and underpaid. With Brexit looming, this crisis could result in further deterioration of services. According to the New Economics Foundation, more than one in five workers in the sector are born outside of the UK so these workers may leave.

We call on Congress to work with the Labour Party, local authorities, the Care Quality Commission and Care Home providers to raise standards and tackle the problems faced in our Care Homes once and for all.

### **EAST DEREHAM BRANCH**

London Region

### **368. DEFENDING CARERS AND THE CARE FOR**

This Congress expresses its concern about the Scottish Social Services Council (SSSC) and the misuse of suspension orders against under-supported and low paid care workers. Whilst Congress supports every effort to ensure safety and dignity in the care sector for carers and cared for alike, it does not consider that the burden of regulation is being applied fairly in Scotland. UNIONLINE Scotland have exposed the SSSC for handing down suspension orders, which prevents carers from being able to work, in 90% of the cases referred to it at the preliminary stage and considers that this is far beyond normal in any comparable regulator. Acting on behalf GMB Scotland, UNIONLINE Scotland secured the first successful appeal against the use of Temporary Suspension Orders before a Scottish Sheriff in 2018. Congress supports GMB Scotland in taking on the SSSC's disciplinary process where it is iniquitous and too often punitive; and calls on GMB, in every part the UK, to continue our campaigns to ensure that the increasing pressures on care workers are matched with proper support and reward for those who strive to deliver the best possible care to those who need it.

### **G1 GLASGOW HOMECARE**

GMB Scotland

## **SOCIAL POLICY YOUNG PEOPLE**

### **369. GMB YOUTH CHARTER**

This Congress requests the GMB to develop a comprehensive Youth Charter and campaign to address the specific needs of young workers. Increasingly, many young adults feel they have been abandoned and that their voice is not heard in the workplace or in the corridors of power.

The purpose of the GMB Youth Charter is to set out key principles and objectives for the Union in relation to the Employment and Social Rights of Young People, in order to enable them to be fully recognised as valued workers and citizens of the UK.

The Charter should address the following key issues:-

- Pay rates for apprenticeships
- The right to affordable education and training
- The abolition of unpaid internships
- Access to affordable housing and accommodation for young workers and young families
- The Employment rights of young workers
- The impact of Student Loans on young people's lives

By developing a comprehensive GMB Youth Charter in the "*Year of Youth*" as recognised across Europe is vital if we are to build a dynamic and strong Trade Union Movement to which young people feel they belong.

Young workers are not just the leaders of tomorrow, but the workers and citizens of today. It is time they were afforded the respect and dignity they deserve and to have their rights at work protected from exploitation and misuse.

#### **Q22 BRANCH**

North West & Irish Region

#### **370. GMB SUPPORTING THE YOUTH**

This Congress is asking GMB to work with local youth institutions using their affiliations with charities, local authorities, churches and the Labour party to provide safe "havens" for children. We will aim to promote education to the younger generations and empowering their knowledge and growth, so they are able to strive for better.

The aim is to bring the message to children via platforms which will create a younger diverse generation of activists and for the message of Unions to bring a change in current circumstance, growing GMB membership and empowering our youth with education and guidance.

We are aiming for a generation of informed, educated and empowered children instead of the gang cultures that is becoming more common place. Children are easily preyed on for criminal motives and activity. As a result of Central Governments cuts, local services have been slashed to the core and your child, my child, our children are taking the brunt of the

austerity brought on by the Conservatives and for bailing out the bankers and society's elite.

We need to help the children, our future, our next generation.

#### **L26 LB WANDSWORTH BRANCH**

Southern Region

#### **372. RED BOX PROJECT**

This Branch notes that period poverty is a real problem and stops girls & young women from receiving a full education due to them not being able to afford sanitary products.

Some of the many reasons why they cannot afford products are

- Young people who have difficult relationships at home.
- Young people who find the stigma surrounding periods difficult to manage with their family
- Young carers who may not have adults to buy products for them.

But the main reason is they come from families on a low income or on Universal Credit and have the choice of eating, paying the bills or having sanitary products.

This Branch proposes that ALL GMB Regions support the Red Box Project by donating money and products and asking for the Local Authority to place donation boxes in Local Authority offices to support those in need.

#### **L16 LB GREENWICH BRANCH**

Southern Region

#### **373. MENTAL HEALTH - YOUNG WORKERS**

This Congress notes that mental health services are hopelessly oversubscribed, especially for young people, and employers seem unable or unwilling to bridge the gap.

This Congress fully supports GMB young members in demanding radical action from the Government and employers.

Congress notes that the Mental Health at Work Report 2018: Seizing the Opportunity, published by Business in the Community, highlighted that the workplace is not only un-supportive of employees with mental health problems, but

that work is often a key contributing factor to poor mental health. Congress further notes that this is particularly true for young workers, who are most likely to experience poor mental health at work.

Congress notes that young people enter the world of work facing low pay, precarious and insecure work, along with student debt and little or no prospect of owning their own property, or paying enough rent to live independently.

Congress calls on the Government and employers to work with the GMB to urgently address this scandalous situation so that so many young people do not miss out on vital support.

Congress calls for new legislation to address mental health at work, so that employers meet their responsibilities, housing and employment policy that provides affordable housing for young people and employment rights that offer the income and protections that provide the help and support for young people.

**Z46 – STOCKTON 3 ENGINEERING BRANCH**  
Northern Region

## SOCIAL POLICY EDUCATION & TRAINING

### 374. SCHOOL UNIFORMS

This Congress believes that schools should be stopped from charging prohibitive amounts of money for school uniforms and forcing parents to obtain items from their specially selected suppliers.

All schools should allow parents to provide affordable clothing made from more environmentally friendly materials and that can be sourced from a variety of places to suit parent's budgets.

Schools should provide a patch/badge to sew on to a blazer or jumper.

**KING'S LYNN NO 1 BRANCH**  
London Region

### 375. FREE SCHOOL BREAKFASTS EP

This Congress calls for all schools to provide a free breakfast.

At the moment although a number of schools provide breakfast for free, there are a large number of schools that do provide breakfast but at a cost and this isn't fair to children whose parents can't afford to pay.

All children should be treated equally and not left out as this causes inequalities from a young age.

**S75 STOKE UNITY BRANCH**  
Birmingham & West Midlands Region

### 376. THE GOVERNMENT NEEDS TO HEAR THIS FOR DEAF CHILDREN

This Congress calls on the GMB to lobby MPs and the Government to reduce the sharp decline in fully trained Teachers for deaf children across the country.

We are sure that as a direct impact of the cuts to funding, this will have a massive negative impact on these children, when they already face challenges that many of us will never face.

**LINCOLN TEC GENERAL & APEX BRANCH**  
Midland & East Coast Region

### 377. ARTS AND CULTURE – ACCESS FOR WORKERS IS A TRADE UNION ISSUE

This Congress notes:

- Arts and culture play a fundamental role in our education, health and wellbeing.
- Eight years of Conservative austerity has resulted in huge cuts to schools, local authorities and the arts more generally, leading to a significant downturn in access to the arts and cultural activities for a large proportion of the population.
- The arts and cultural industries are dominated by those from more privileged backgrounds with the ability to pay for education and fund opportunities – with various studies highlighting the lack of working class people in the creative industries.
- Culture and the arts can be a catalyst for economic and social regeneration.

This Congress believes that:

- Arts and cultural education should form part of a commitment to lifelong learning for everyone.
- Arts and cultural should form part of the education curriculum for all ages.
- Automation and other factors could mean we shift efforts towards more cultural and creative work spaces/work lives, meaning the workforce of the future may need more problem solving skills.

This Congress resolves to:

- Campaign for equal access to arts and cultural education and opportunities for all, reasserting this Congress' commitment to lifelong learning.
- Call for the arts to be more central in future economic planning.
- Explore ways in which we can as a union work with the creative industries to use the arts to give all members an opportunity to enjoy and experience quality arts education to improve workers' confidence, self-esteem, negotiating skills and ability to speak out on their own behalf and for other workers and colleagues.

#### **GMB ORGANISING BRANCH**

Yorkshire & North Derbyshire Region

#### **379. SKILLS FOR LIFE FOR YOUNG PEOPLE**

This Congress proposes that senior schools should be encouraged to include "Skills for Life" lessons from year 9 onwards.

As well as subjects such as relationships, diversity and respect it could include subjects such as personal finance, for instance what interest rates actually mean on things such as credit cards, loans or mortgages.

And of course it should also include what their rights at work are, what information their wage slips should show and health and safety at work.

In fact "Life Skills" learning would be far ranging and varied but hopefully would equip young people to go out into the world much better prepared to cope.

#### **HAVERING BRANCH**

London Region

#### **380. PROVISION OF PAYSLEIPS**

The GMB is a Union that attracts members from almost every industry, and this includes industries who have unscrupulous practices when it comes to paying their employees by withholding pay slips to make it difficult to question what they are paid.

We call on our union to protect its members and new generations that do not have the educational and literacy skills to protect themselves; so that the GMB becomes the movement that changes the expectations of all employees to make withholding pay slips from difficult to impossible.

This motion is in 2 parts:

Part (A) of the motion is to support teaching through the National Curriculum in secondary education to make sure that every school leaver understands that they are due a pay slip, what should be on it and how to work out if it is correct. The current level this subject is taught at is not sufficient and it is not a mandatory part of the National Curriculum.

Part (B) of the motion is to support training through the GMB to make sure that every member and prospective member understands that they are due a pay slip, what should be on it and how to work out if it is correct.

Current legislation provides a process to follow when errors are found. The issue is realising that there is a problem in the first place. For that, you need to know that you are due a pay slip and how to read it.

#### **GMB ORGANISING .BRANCH**

Yorkshire & North Derbyshire Region

#### **381. SAY NO TO HONOUR VIOLENCE**

This Congress asks that the GMB lobbies for the issue of honour violence be a mandatory part of the school curriculum and Congress moves that resources are made available to allow GMB members to have better understanding of the impact and to enact changes in culture.

#### **S37 SOUTHAMPTON BRANCH**

Southern Region

## SOCIAL POLICY

### THE ENERGY & UTILITIES MARKET

#### 382. KEEP THE GAS INDUSTRY OPEN C17

This Congress strongly opposes the call by Friends of the Earth for the UK to close down the gas industry and instead use electricity and other systems for heating of homes in the UK.

Friends of the Earth estimate that it would cost up to £10,000 per household for new systems when existing boilers and radiators and pipes are scrapped. Energy bills for heating would treble. Massive new energy sources would be needed to supply probably four times more electricity than we currently consume in the UK.

Friends of the Earth don't like nuclear power stations. The power they say would come from intermittent sources like wind, solar and other renewable energy sources. When the wind is not blowing, then is the plan to switch off power to factories and homes and to import power from other countries and use not yet developed sources?

Congress considers this to be a grossly irresponsible and hugely expensive plan for the UK energy mix.

Across the world, nuclear power stations, renewables and gas as a transition fuel are seen as the way to reduce carbon emissions as the global economy moves to low and zero carbon energy sources. The UK should be part of the global policy response to the global problem of global warming.

Congress rejects any unilateral action by the UK to show leadership by closing the gas industry as a very expensive and futile gesture.

Congress welcomes the Just Transition statement by the four energy unions including GMB.

Congress calls on the Central Executive Council to strongly resist the attempts to levy these charges on hard pressed GMB members' households and to oppose closure of the gas industry on energy and environmental grounds.

Congress endorses previous GMB energy policy priorities for reliable, reasonable prices and low carbon energy sources with subsidies to be paid from general taxation.

#### ENERGY CENTRAL BRANCH

London Region

#### 383. RESIST CLOSING THE GAS INDUSTRY C17

Congress notes that in August 2018 Friends of the Earth produced a report on home heating agitating for gas to be replaced for home heating in the UK.

The report called for closing down the gas industry with the loss of tens of thousands of gas workers jobs. It also called for every household to rip out existing heating systems and to spend up to £10,000 per household to install new systems and to pay fuel bills three times higher than current gas bills.

In addition to these cost per household are the costs of installing the huge expansion in energy sources that would be needed to generate and distribute electricity to heat homes. Estimates vary but it is likely that electricity consumption on home heating, even with maximum insulation, to replace gas would expand by capacity by more than 400%.

Friends of the Earth are against nuclear power stations so they are proposing to use unreliable renewable source to generate electricity to heat homes at three times the current price for gas. This is not a plan GMB members or the electorate are likely to support.

Congress calls on the Central Executive Council and the Commercial Services Section Committee to sternly resist the imposition of these unreasonable charges and costs on the households of GMB members and to resist all attempts to close the gas industry.

Internationally gas is seen as a stepping stone fuel to reduce carbon emissions as the global economy transitions to low carbon energy sources. In this international energy mix are renewable energy sources, nuclear power stations and gas for space heating. Global warming is a global matter that only action on a global scale can deal with it. Attempts by organizations like Friends of the Earth for the UK to unilaterally get ahead of the international movement as a gesture to "show leadership" should be resisted as expensive and futile.



GMB should campaign for a low carbon economy with four basic principles: reliable, reasonably priced, low and zero carbon energy sources with subsidies to be paid to investors funded from general taxpayers. GMB should now focus on “how” we move to this low carbon future in line with these principles.

These huge decisions on the exact energy mix and prices and who pays the subsidies should be determined by government and Parliament with households and taxpayers centre stage in these discussions. It is time to add actual substance to the call for a Just Transition.

## **C28 PETS BRANCH**

Southern Region

### **384. GAS INDUSTRY** C17

This Congress is alarmed that the Government is taking a very hands off approach to our gas industry and the potential threat to thousands of GMB members and their families. Congress notes that the UK climate causes invariably a heating crisis each winter, with uncertain supply of gas as a vital UK energy resource. Congress believes that the UK’s gas storage requirement is woefully inadequate and not fit for purpose, which by itself could cost jobs with the very real possibility that industrial users will be required to limit their usage of gas on an on-going basis.

In the light of recent announcements over previous months that some companies are shelving energy storage projects, Congress believes the Government must now step in to defend our national interest to make sure consumers and industrial users are protected from volatile prices which insufficient storage brings. Congress calls on both the Government and the Labour Party if in Government, to recognise that in the real world, gas is going to be needed to heat our homes as part of a diverse energy mix whilst we transition to a lower carbon economy.

## **Z46 – STOCKTON 3 ENGINEERING BRANCH**

Northern Region

### **385. GAS SUPPLY TO NEW BUILD PROPERTIES**

This Congress calls on GMB to pursue National Government and the Labour Party to adopt a policy of reintroduction of the installation of gas supplies to all new build properties where access to mains gas is possible.

Congress, we would be doing a massive disservice to new property owners, and importantly our members working in the gas industry, if we as a trade union do not challenge the policy of non-installation of gas into new properties.

Homes that are not connected to the national gas network are roughly one and a half time more likely to fall into fuel poverty. On average a UK home with a central heating system can expect to pay over the course of a year about £550 when using gas as the primary heat source; this compares favourably when a similar system using electricity will cost on average £900.

Gas companies are currently using technology to explore and trial the use of a Hydrogen Methane mix; this cleaner gas mix will assist any government in delivering on the UK’s Commitments under the Paris Treaty which aims to reduce carbon emissions and greenhouse gasses between 2020 and 2050.

Colleagues, the GMB trade union was born out of the gas industry. The GMB supports an energy mix which will deliver the best value to its members and other gas customers; secure the jobs of thousands of GMB members in the gas industry and it also recognises the need to secure the supply of energy to the UK into the future.

## **L34 BRANCH**

North West & Irish Region

### **386. FRACKING**

1. This Congress recognises that there are now over 300 community groups opposing fracking in their areas and are demanding a say on the decision on exploration and extraction. Whilst our union’s position on fracking was considered at Annual Congress held in Brighton in June 2018, since then a number of factors have changed or come to light of such significance and asks that Congress allows GMB members the opportunity to reconsider our position on fracking namely:
  - (a) New evidence in the form of a Government report from their own Air Quality Expert how fracking has negative impact on air quality published July 2018
  - (b) And the number of earthquakes since fracking began at Preston New Road in October 2018

- (c) New undemocratic planning proposals to bypass the democratic planning process of local authorities (“permitted development”), consulted on between July and October 2018
  - (d) The growing number of countries that have banned fracking including since Congress 2018, the Republic of Ireland
  - (e) An alternative to maintain and creating jobs now being offered by the Labour Party when in government in addition to further study and work by Just Transition movement.
2. The branch therefore calls on Congress to:
- (a) Support local groups opposing fracking in their area
  - (b) Call for full democratic involvement of local authorities in granting permission for exploratory and substantive drilling
  - (c) Recognise that fracking is a threat to the change to a low carbon economy and support the Labour Party and the Just Transition movement in involvement of all stakeholders in the change to a low carbon economy that benefits our members and protects the environment
  - (d) Support a cessation of drilling immediately where adverse environmental effects occur, such as poor air quality and seismic action
  - (e) To recognise the change and further evidence now in the public domain to reconsider its position and change policy to be in line with the rest of the trade union movement, the Labour Party, other countries and call for a ban on fracking.

#### **SHEFFIELD MCP & LIGHT BRANCH**

Yorkshire & North Derbyshire Region

#### **387. NUCLEAR DECOMMISSIONING AUTHORITY (NDA)**

This Congress is appalled that the Government is not serious about the future of the UK’s domestic energy supply and is being cavalier with how the UK tries to become self-sufficient in providing our own energy needs. Congress notes that the NDA by its very name is focused on running down the nuclear industry. Congress believes that Government should scrap the

NDA as it currently exists and a re-tasked Nuclear Development Agency created to make sure nuclear new build projects and the accompanying creation of thousands of new jobs and apprenticeships, go ahead.

Congress believes that the NDA must be immediately given a role for nuclear development and tasked with ensuring we have security of supply in years to come. Congress calls on the Labour Party to signal its intentions on a Nuclear Development Agency as part of its programme to become the next Government.

#### **T25 – NEWCASTLE & NORTH TYNE GENERAL BRANCH**

Northern Region

#### **388. NUCLEAR BUILD C18**

This Congress notes the future of proposed new build nuclear power stations in parts of the UK has been put at risk with some recent announcements from companies operating within the Private Sector. In addition Congress notes with huge regret, the failure of Government to consider underwriting nuclear new build projects or to take a more interventionist approach to meeting its own basic responsibilities which is to guarantee we have enough electricity for our homes and industries.

Congress calls for a radical rethink to how Government is approaching this vital sector. Congress calls on the Labour Party to provide a clear and unambiguous message to GMB members that they will guarantee that nuclear new build projects that are currently stalled, will go ahead under a Labour Government.

#### **C52 – SOUTH EAST NORTHUMBERLAND GENERAL BRANCH**

Northern Region

#### **389. PUBLIC INVESTMENT IN NEW NUCLEAR POWER STATIONS C18**

This Congress views with concerns the collapse of private sector investment into new nuclear power stations in Cumbria and North Wales.

A fleet of at least six new nuclear power stations are needed to provide reliable zero carbon electricity to replace coal powered stations being phased out and existing nuclear power stations nearing the end of operating life.

There is currently no other low or zero carbon reliable source of electricity available to keep the nation running on the one in six days on average when the wind is not blowing and the frequent periods when there is no sun. Claims to the contrary by Greenpeace and Friends of the Earth are just claims. The reality is that these organisations have no viable plan to move the global economy to a reliable low carbon cost effective energy future. When the policy of relying on renewable energy sources alone was tried in Australia it led to electricity blackouts and has been abandoned.

There are some politicians in the Labour Party that are advocating for the UK to make this same policy mistake to rely on renewable energy sources alone. Congress calls on the Central Executive Council to strongly resist attempts to make this Labour Party or UK Government policy.

Congress calls for public investment to build the new fleet of at least six new nuclear power stations in the same way that public investment was used to build the first generation of existing nuclear power stations.

Congress endorses previous GMB energy policy to retask the Nuclear Decommissioning Authority into the Nuclear Development Authority with responsibility to ensure that the fleet of at least six new nuclear power stations are on stream in time to meet carbon emissions reduction targets. Only Hinkley Point C is being built with investment from companies owned by the French and Chinese Governments. Congress calls on the UK Government to follow suit and get on with building the needed stations in Cumbria, North Wales, Gloucestershire, Essex and Suffolk.

#### **BARKING & DAGENHAM LGO BRANCH**

London Region

### **390. DECENT JOBS IN THE RENEWABLES ENERGY INDUSTRY**

This Congress recognises that renewable energy sources are a valuable and growing source of low carbon electricity into the national grid. Congress also recognises that for some time subsidies will need to be paid to investors to develop and run these energy sources.

Following the principle that those who pay the piper must call the tune, big changes are needed to ensure that companies in the renewables energy sector are obliged, as a

condition of the subsidies being paid, to have a UK based supply chain for developing and running the industry and for the workers who are directly employed and or by contractors to be covered by collective bargaining agreements.

Congress calls for specific measures to make this happen.

1. There has to be an official register of all companies in the sector who are in receipt of public subsidies from household energy bills or from taxpayers. No company registered offshore in a tax haven would be eligible to be on the register to be paid subsidies. It should be clear who the beneficial owners are of all companies on the register and how much subsidies they are paid each year.
2. As a condition of each new project being awarded subsidies, a high percentage of the agreed supply chain for developing and running the project should be sourced in the UK.
3. Companies on the register and all their contractors building and running projects should be covered by a new national recognition and collective bargaining agreement which would apply to all workers in the sector.
4. Subsidies as a matter of principle should be paid to investors from a progressive general taxation system. The current system of adding what in effect are subsidies to household energy bills is grossly unfair for the majority of the lowest paid workers in the UK. By 2022 the Office for Budget Responsibility says that this will amount to more than £10 per week on household energy bills.

Congress calls on the Labour Party and TUC to adopt these measures to secure decent jobs in the renewables industry and its supply chain.

#### **BARKING & DAGENHAM LGO BRANCH**

London Region

### **391. ENERGY MERGERS**

Congress notes that a recent proposed merger of two of the UK's biggest energy firms was called off.

Congress believes that this is yet another example of the Government failing to protect UK workers as well as the supply of safe and

secure energy, by the use of the market that this Government is responsible for.

Congress calls for an urgent review of the energy market so that the job security of thousands of GMB members is not put at risk by the reckless actions of both Energy Company Executives and this Government.

Congress calls on the Government calls on Ofgem to be replaced and its regulatory functions to be taken over by the Government and that Mergers within the Retail Energy Sector are given more scrutiny in Parliament. Congress calls on the Labour Opposition to adopt our policy as part of its policy platform for Government.

### **C52 – SOUTH EAST NORTHUMBERLAND GENERAL BRANCH**

Northern Region

## **SOCIAL POLICY HOUSING**

### **393. ACCESSIBLE HOUSING**

This Congress must be made aware that finding the ideal property in the current housing market can be difficult for our able-bodied members and presents extra challenges for our members who self-define as disabled who need additional information on accessibility to make an informed decision.

Currently this important and vital information is **not** readily available as it should be to our members who self-define as disabled.

- We call on this GMB Congress and its associated disability groups to:-
- Actively and positively support this motion.

Fully engage in meaningful and constructive consultation with leading estate agents, housing associations, and local authorities to ensure they include all the appropriate accessible information as part of the standard information they supply to prospective home buyers.

This will achieve what is not an unreasonable request if we truly wish to **live** in an all-inclusive accessible and equality led society.

### **SECURICOR 1 BRANCH**

London Region

### **394. SQUATTING LAWS TO BE REVERSED**

This Congress is requested to campaign for recent changes to Squatting Laws to be reversed so that persistently vacant properties can be used to house homeless people.

### **NORFOLK PUBLIC SERVICES BRANCH**

London Region

### **395. HOUSING FOR THE HOMELESS** EP

This Congress, this country is currently one of the worst in Europe for rehousing the homeless and destitute. Believe it or not, 100's of thousands of people of all ages, race and gender are on our street, sometimes in appalling weather and many in poor health.

Politicians talk the talk along with local councils but little or no progress has been made to resolve this issues.

This motion calls upon GMB the seriousness of the situation and asks for the GMB to campaign for more to be done.

### **SHEFFIELD MCP & LIGHT BRANCH**

Yorkshire & North Derbyshire Region

### **396. TEMPORARY HOUSING FOR HOMELESS PEOPLE**

This Congress calls upon all MPs and other services to put into use all Ministry of Defence buildings, i.e old barracks that have the infrastructure already in them, bedrooms, shower blocks, cook house.

In this day and age we should have very little or no homeless people with all the buildings that are not in use.

The support of ex-military personnel should also be a priority to rehouse people.

We call on all Parties to ensure housing is in place as temporary accommodation.

### **BRAINTREE & BOCKING BRANCH**

London Region

### **397. PROTECTING THE ELDERLY**

This Congress is aware that it's difficult to protect the older and more vulnerable members of your family especially if you live miles away. They can fall victims of scams or cowboy builders. Saving

them from the former is difficult but we can do something with the latter.

We call on the Government to legislate to allow local authorities set up voluntary registers of the elderly and vulnerable. Anybody wishing to carry out maintenance work for the registered property would have to be registered with the local council.

This would protect the bank accounts of the most vulnerable and give peace of mind to their relatives

### **BARKING & DAGENHAM LGO BRANCH**

London Region

#### **398. PRIVATE RENTAL DISCRIMINATION KNOWN AS 'NO DSS'**

This Congress feels that letting agents should be ashamed that tenancy discrimination is still happening today in the form of an outright ban on women, disabled and the most vulnerable people simply because they depend on housing benefit or Universal Credit. Though the Department for Social Security now ceases to exist since it was disbanded in 2001, the practice of advertising vacancies with 'no DSS' has lingered on. This echoes the private landlords of the fifties and sixties who would discriminate against potential tenants with the racist signs saying "no blacks, no dogs, no Irish".

The GMB calls on the next UK Labour Government to introduce a ban on blanket 'no DSS' policies with harsh penalties for those who still perpetrate this form of discrimination. We also call on any future Labour Government to commit in their next manifesto to introduce regulations to help improve the attitude of greedy landlords and letting agents. This would go some way to help and encourage fair and unprejudiced letting of accommodation to tenants who happen to depend on housing support payments.

### **B10 BANBURY NO.1 BRANCH**

Birmingham & West Midlands Region

#### **399. HELP PREVENT ROGUE LANDLORDS**

This Congress notes that not everyone can afford to go through letting agencies.

If you cannot scrape together decent deposits, if you have problems with providing referees or have a bad credit rating then you might have

to find your next residence in the window of a local shop. Not all will be bad but how do you know and how desperate are you. Some rented properties can be severely overcrowded have minimal washing facilities communal kitchens and unsafe gadgets, fixtures and fittings.

It is now time for all local authorities to have a system to protect the general public when renting properties. Properties need to be inspected to prevent overcrowding, vermin and generally unsafe facilities. Good landlords who work with the community need to be rewarded and bad landlords need to be warned and possibly shut down.

### **BARKING & DAGENHAM LGO BRANCH**

London Region

#### **400. ESTATE DEMOLITION**

Congress notes that the 2015 Congress carried a motion calling for GMB to support residents on estates facing demolition and redevelopment with private dwellings for sale in place of social housing.

Congress notes that there have been positive developments for the residents of the 100 plus estates facing demolition in London and the South of England.

The Leader of the Labour Party has pledged that residents in these estates facing demolition have to be offered binding ballots. The Mayor of London has now produced a policy that residents on most of the estates facing demolition in London must be offered binding ballots.

Congress welcome these positive developments. On the ballots for the estates in London Congress calls for any loopholes and exception to be closed and for residents and the Mayor of London to agree fair and transparent ground rules for the conduct of the ballots.

On the 34 estates facing demolition in London not covered by the Mayor's ballots Congress is calling for the Mayor of London and the entire labour movement to campaign for the individual boroughs to make arrangements to ballot residents on these estates or to explore other options like Community Land Trusts to take over the estates. It's not acceptable for Labour Councillors to ignore Labour Party policy by pressing on with the demolition of estates against the wishes of the residents which they are doing.

Congress reaffirms its commitment to the residents of these estates facing demolition. Congress is delighted to offer congratulations and solidarity to the residents of the Sutton Estate in Chelsea who have so far successfully resisted attempts to demolish their homes which would have seen the developers pocket a profit of £120m from this wrecking a community. These residents can rest assured that they can call on GMB in resisting this land grab by the property developers and speculators.

**C28 PETS BRANCH**  
Southern Region

## SOCIAL POLICY TRANSPORT

### 401. BUS DRIVERS BILL OF RIGHTS AND VISION ZERO

This Congress supports the Mayor of London's "Vision Zero" Programme to eliminate road deaths in London.

Action is needed as GMB analysis published in December 2018 on Transport for London (TfL) Bus Safety Data in the 12 month period between July 2017 and June 2018, discovered 6725 bus injury incidents (an average of over 18 per day), including 8 deaths and 719 serious injuries (an average of 2 per day).

Congress supports the Mayor of London's verdict that the quantity and frequency of deaths and injuries from London Bus Safety Incidents is indeed "chilling" for a public bus service that contracts out a quarter of the nation's buses which constitute around a half of the United Kingdom's bus journeys.

In 2018, it is estimated that public buses contracted by TfL were involved in 13% of all pedestrian deaths resulting from vehicle collisions. This is a matter of great concern considering these vehicles constitute only about 2% of the vehicles operating on London's roads.

For years, TfL bus contracts have prioritised timely performance and availability over safety, and as a result, London's bus operators have shown only decreasing safety performance over the years relative to its world city peers. This has to stop.

The safe operation of buses requires drivers rested and with a safe system of work and well-maintained vehicles, all items clearly spelled out in the London Bus Drivers' "Bill of Rights" which was presented to London City Hall by protesting TfL Bus Drivers on 14 September 2017.

The London Bus Drivers' "Bill of Rights" are as follows:

1. The right to a safe work schedule without any forced overtime or loss of pay;
2. The right to a decent and proper rest break in the working day;
3. The right to drive a safe and well-maintained vehicle;
4. The right to clean serviced toilets and rest facilities on all bus routes;
5. The right to report safety concerns without fear of retribution from TfL or employers;
6. The right, when seriously ill and covered by a doctor's note, to not be harassed into coming into work until fit to do so;
7. The right to relevant and timely safety training;
8. The right to drive without being forced to answer radio messages and texts from Controllers whilst in motion;
9. The right to have all company rules in writing and clearly displayed;
10. The right to be treated with dignity and respect by our employers, TfL and the public.

Congress calls for the following action:

- The Mayor of London, Sadiq Khan to support the adoption of Bus Drivers "Bill of Rights" by TfL's bus contractors as part of his Vision Zero programme.
- TfL to revise existing bus contracts to include clear safety performance targets;
- GMB regions to campaign for all UK Bus Operators to adopt the principles contained in the Bus Drivers Bill of Rights;
- The CEC and regions to raise with local authorities the necessity of adopting the operational safety principles contained within the London Bus Drivers Bill of Rights for all local bus services;

- The CEC and regions to raise with local authorities the urgent requirement for information on bus safety performance be published and made available for public scrutiny.

#### **HENDON BRANCH**

London Region

#### **402. BUS DRIVERS HOLDING PRIVATE HIRE LICENCES**

This Congress notes that in light of the publicised increase in accidents involving buses in London, Transport for London (TfL) needs to consider if it is wise to issue Private Hire licences to full time bus drivers.

There is anecdotal evidence that indicates that some bus drivers are working part-time as Private Hire drivers and these drivers may start their shift at a bus garage, tired and in an unfit condition to safely drive a bus on London's roads. This contravenes working time regulations.

The above situation could be in reverse, whereby a Private Hire driver starts working as a London bus driver and does not relinquish their Private Hire licence.

We call on Congress to work with TfL and privatised bus companies to consolidate all driving licence databases so that this situation does not arise.

#### **GMB PROFESSIONAL DRIVERS BRANCH**

London Region

#### **403. TAXI AND PHV DRIVERS BURDEN OF LEGAL COSTS**

This Congress notes that our GMB members who are licensed as Taxi or PHV drivers, face having to take appeals against the removal or suspension of their license to a Magistrates Court, following their licensing Authority's decision on their case.

This means that there is an associated burden of legal costs, which in some cases may hinder access to justice, as well as tying up the courts time.

We call on the CEC to support a campaign to modernise and rationalise the process for appealing such decisions and eliminating the financial burden from our members.

#### **MONMOUTH CC M13 BRANCH**

Wales and South West Region

#### **404. VEHICLES FOR USE AS LONDON TAXIS**

This Congress notes that a London taxi driver cannot buy a vehicle that has been previously registered as a taxi outside London. Taxi drivers currently only have one choice of electric vehicle that currently costs £60K.

Recently, proposals have been put forward by the Mayor of London to slash the age of older taxis from 15 years to 12 years, leaving cabbies virtually unable to sell their older taxis in order to upgrade to new electric ones.

Other makes of electric taxis are available, but they have not been allowed to compete in the London taxi market.

We call on Congress to work with Transport for London (TfL) to investigate why a certain make of taxi has a monopoly within the taxi trade and why a driver cannot buy an electric taxi that's previously been registered outside the London area.

#### **GMB PROFESSIONAL DRIVERS BRANCH**

London Region

#### **405. BRITAIN'S FAILING RAILWAYS**

This Congress agrees that the current provision of the railways across Britain is a shambles. While current GMB policy is for re-nationalisation, Congress agrees that in the interim fare increases should be calculated by using the Consumer Price Index (CPI) instead of the higher RPI.

In addition for every 1% drop in performance, as measured by late trains and cancellations, this inflation mark should be reduced by 0.1%.

Congress agrees that GMB will campaign with the current and future Governments on these issues

#### **CAMBRIDGE 2 BRANCH**

London Region

#### **406. HS2 INTERCITY SCHOOLS LOSING OUT FINANCIALLY DUE TO THE MASS EXODUS OF FAMILIES TO OUTER CITY REGIONS**

This Congress recognises HS2 is pushing ahead with its vision paving the way for gentrification. However some inner-city schools are facing financial difficulties and budget cuts due to the lack of children filling their classrooms.

This impact could financially close schools as the controlled exodus of families moved by the government failed to realise the impact this would have on schools budgets and classrooms are becoming empty.

We call upon the government to recognise the impact of financial ruin some schools could face due to HS2 and financially compensate those local authorities to enable financial stability until the project is complete.

#### **CAMDEN APEX BRANCH**

London Region

#### **407. RAIL TRAVEL**

This Congress notes the Government has again allowed rail failure to be rewarded with increases in the cost of a ticket.

The head of Arriva Trains (the commercial name for the German State Railway) has openly admitted to keeping rail fares high in the UK in order to keep them low in Germany.

And they are not the only state run operator on our rail network.

It appears that the only nation that cannot run trains on UK tracks is the UK!

These high fares are being supplemented by cuts to staff at stations and on trains, who protect the public.

We call on Congress to rally behind campaigns to re-nationalise our railway and support actions to keep guards protecting our safety on the trains and at stations.

#### **GMB UNITE BRANCH**

London Region

#### **408. CLOSURE OF ROADS TO WHEELCHAIR ACCESSIBLE VEHICLES**

This Congress is aware that a lot of London's roads are being closed to cars and taxis and only allow access to buses and cycles.

The closure of such roads impacts wheelchair accessible vehicles and so is unfair to disabled travellers who may require vehicular access to certain areas of London.

We call on Congress to work with Transport for London (TfL) to consider allowing wheelchair accessible taxis and Private Hire vehicles to access areas such as Bank Junction, Tooley

Street and other restricted access roads.

#### **GMB PROFESSIONAL DRIVERS BRANCH**

London Region

#### **409. ACCESSIBLE PUBLIC TRANSPORT**

This Congress notes that disabled people deserve a more accessible public transport system.

Many members suffering from physical and hidden disabilities are not offered the same standard and ease of access to public transport systems as able bodied people are which is unacceptable, unfair and clearly discriminatory.

We call upon Congress to:

1. Actively and positively support the demand of those who self-define as disabled passengers for a more accessible public transport system that equally facilities all its users.
2. Fully engage with its respective Mayors of Cities (if they have one) and public transport providers in meaningful consultation on seriously improving disabled access to all areas of the public transport system.
3. Promote new thinking on ways to improve disability access through new internal and infrastructure programs (ramps & lifts) and mechanical aids (wheelchair stair-lifts) for disabled passengers to use or simply to provide better trained staff who actually understand and respect the needs of those who self-define as disabled passengers who use the public transport system.

#### **EALING GMB BRANCH**

London Region

#### **410. DISABILITY ACCESS ON TRANSPORT FOR LONDON (TfL) SERVICES**

This Congress is concerned at the continuing failure of TfL to extend accessibility throughout the underground network and beyond.

The detriment faced by disabled people is completely unacceptable and humiliating.

Congress therefore instructs GMB to make representations to the Mayor of London to improve access for disabled people on the underground as a matter of urgency.

#### **CWU STAFF BRANCH**

London Region



#### 411. LICENCING OF DRONES

This Congress understands that drones have caused chaos in London airports, passengers have been left stranded and flights have been suspended causing millions of pounds in costs. Also drones have the potential to endanger wildlife.

Since this incident, we welcome the Government's extension of the exclusion zone around airports but the law needs to keep up with the times.

Currently drones less than 20kg in weight require no licence and we have to wait until November 30 2019 before drone operators will have to register their device with the Civil Aviation Authority (CAA) and take an online safety test. Anyone failing to register or sit the competency tests could face fines of up to £1000.

The licencing and registration scheme should be applicable for ALL drone owners and operators who should obey civil aviation laws and undertake proper training with strict guidelines on where drones can be flown.

There needs to be strict warnings on websites to stop drones being brought and operated by children or they should be only sold from reputable suppliers.

We call on GMB to push the Government to adopting a minimum operator age of 18 and legislate on remote pilots.

#### AVIATION SECURITY BRANCH

London Region

#### 412. CROYDON TRAM CRASH INDEPENDENT INVESTIGATION INTO SAFETY AT TFL

Congress backs calls for the Mayor of London to appoint an independent investigation to review why TfL failed to supply critical tram safety evidence to the Croydon Tram Crash Investigators, the Office of Road & Rail and the British Transport Police.

On 9 November 2016, the Croydon Tram operated by First Group Tram Operations Limited overturned while overspeeding near the Sandilands Junction, killing 7 and injuring 62 passengers (19 seriously). One of the dead was a GMB Southern member on his way to work.

The Rail Accident Investigation Branch Report issued on 7 December 2017 and updated on 26 October 2018 identified a number of precursors

to the crash, highlighting Driver Fatigue and First Group TOL's management of this vital safety performance practice as "not in line with standard industry practice" and that "there was significant scope for improvement."

An Audit of First Group TOL's Fatigue Management System carried out by TfL in June 2017 identified a number of areas where First Group TOL needed to make substantial improvements, but TfL's conclusions were kept confidential and not sent to the Investigators, Regulator and British Transport Police until February 2018 and then, only after the Audit's contents were released on social media by a campaigner.

Congress wants an independent investigation into the safety culture and practices at TFL and the outsourced contractors running transport undertakings in London and to further review why the Fatigue Audit audits were not sent to the RAIB, ORR and British Transport Police.

The link between long hours and deaths and injuries to the travelling public was proved by the findings into the Clapham junction rail disaster when 35 people were killed and 484 injured due to excessive hours of work. It is truly alarming that this lesson has not been heeded by TFL and the outsourced contractors running transport undertakings in London. Unless there is a root and branch change in culture at TFL more people will be killed and injured by outsourced contractors running trams and busses in London. Congress will not tolerate this complacent culture.

#### C28 PETS BRANCH

Southern Region

## SOCIAL POLICY WELFARE RIGHTS & SERVICES

#### 413. WELFARE REFORM EP

This Congress agrees that the Universal Benefit payment system is a total disaster for claimant recipients. Congress calls upon the CEC to work with other like-minded, interested bodies to lobby the next Labour government to devise and implement a welfare system that is there to help and protect people rather than punish them.

#### B16 BRANCH

North West & Irish Region

#### 414. UNIVERSAL CREDIT EP

This Congress urges the GMB to join in and support all related campaigns to stop the expansion and roll out of Universal Credit.

This Government continues to make attacks on our members in the Public and National Health Services and Universal Credit is a further attack on the poorest in society.

We urge GMB to campaign in earnest to stop Universal Credit and return to a welfare based system that supports our people as and when they need it.

#### SHEFFIELD MCP & LIGHT BRANCH

Yorkshire & North Derbyshire Region

#### 416. UNIVERSAL CREDIT CHILDCARE POLICY

This Congress calls for change and is deeply concerned with the Universal Credit Scheme Policy on childcare which is forcing the poorest in society to pay childcare costs up front, then face weeks or even months before being reimbursed. This Congress is aware that many such households are in precarious financial positions and half of low-income families have no savings.

It is a fact that some of the poorest 100,000 households will receive less for their childcare costs under the new system. Currently, tax credits cover up to 70% of childcare costs for children in working families. Low-income families can get up to 96% of childcare costs through Housing Benefit and Council Tax Benefit. Under Universal Credit this additional support is lost. This will leave some of the lowest income families paying up to 7.5 times as much towards childcare than under the current system. This Congress finds this unacceptable.

A report published on 23.12.18 by the Work and Pensions Committee shows Universal Credit is in fact stopping people returning to work and that the way childcare costs are paid is in direct conflict with the Governments key aim of getting more people into work.

While we wholly support Frank Field (Chair of the Work and Pensions Committee) in his statement that if the Government had set out to design a system to make it harder for parents to get into work, it could hardly have done better.

Congress, we believe that many parents will face a stark choice – turn down a job offer, turn down additional hours at work or get themselves into debt in order to pay for childcare. This is supported by the report into Universal Credit carried out by the charity, Save the Children.

Congress recognises that the requirement by childcare providers for costs to be paid in advance risks tipping many families over the financial precipice. On average in England, costs are up to £1,000 per month for a full-time place for one child.

It is strongly believed this policy is driving parents into despair and debt and causing untold stress. This policy also creates problems for childcare providers and in reality is actively working to prevent the Government achieving its aim of getting more people into work.

We are disgusted at the Governments suggestion that the solution is for struggling parents to take on more debt.

The Universal Credit childcare payment arrangements are part of an inherently unfair system which benefits those on far higher incomes, who receive help with their childcare through the tax system.

The Congress must call on the Government to carry out a comprehensive redesign of the childcare element of Universal Credit to mitigate the impact on poorer families before the rollout of this benefit accelerates. It is critical that sufficient support is provided to enable work to always pay and be sustainable.

Congress, we must recommend to the Government that parents should get the 85% of the money they can claim for childcare up front not in arrears.

We should ensure that the Government should introduce upfront direct payments to childcare providers where possible. This would lift the burden from working parents and give providers greater certainty over their income.

The Government is funding support for households earning up to £200,000 a year via tax free childcare and 30 free hours of childcare schemes. This Congress urges the Government that funding should be diverted from these schemes towards improving Universal Credit childcare support.

Helping people move into work benefits both the economy and the Government finances. Good quality childcare enhances a child's life chances which in turn enhances both our society and our economy. Congress is well aware of these facts and would ask the Government to acknowledge and ensure that both are a priority.

#### **C15 GENERAL BRANCH**

Birmingham & West Midlands Region

#### **418. NO DEDUCTIONS FROM WELFARE BENEFIT PAYMENTS**

This Congress is requested to campaign for no deductions (third party or other) to be made from any in-work or out of work Welfare Benefit payments including Tax Credits and Universal Credit payments, or repayment of previous debts.

#### **NORFOLK PUBLIC SERVICES BRANCH**

London Region

#### **419. WELFARE BENEFITS PAID IN ADVANCE NOT IN ARREARS**

This Congress is requested to campaign for all in-work and out of work Welfare Benefit payments, to include any Tax Credits and Universal Credit payments, to be paid in advance and not in arrears to help work towards the eradication of Food Banks.

#### **NORFOLK PUBLIC SERVICES BRANCH**

London Region

#### **420. WELFARE BENEFIT PAYMENTS TO COVER ACTUAL COST OF RENT**

This Congress is requested to campaign for the housing costs element of in-work and out of work Welfare Benefit payments, to include any Universal Credit payments, to cover the real and actual cost of renting a property.

#### **NORFOLK PUBLIC SERVICES BRANCH**

London Region

#### **421. LOCAL COUNCILS TO TAKE OVER THE PROCESSING OF UNIVERSAL CREDIT**

This Congress proposes that the GMB asks the Government to look at asking Local Councils to run the Job Centres and Universal Credit. Local Councils know their clients and can provide a

better local service than the current national policy, this will save our members' jobs in housing benefits who will now process all claims locally and it will also give job centre staff the chance to move into Local Government and provide a more dedicated service.

This move will also reduce the waiting times and hopefully prevent hardship for many of the claimants of Universal Credit,

#### **ISLINGTON APEX**

London Region

#### **422. PIP (PERSONAL INDEPENDENCE PAYMENT) BENEFIT ASSESSMENT AND REVIEW PROCESS** C20

This Congress notes that since 2013, this Government has been moving claimants (our members who self-define as disabled) from DLV (Disability Living Allowance) to PIP (Personal Independent Payment) and we are aware of GMB opposition to the PIP assessment and review process.

We call on this GMB Congress and its associated disability groups to:

- Fully support this motion ensuring our members who self-define as disabled get the support they need and are clearly entitled to when having to continually go through PIP assessments and reviews.
- Lobby **all** political parties at the highest levels demanding a timely and much needed urgent review calling on this Government to overhaul the PIP assessment and reviews process and how the process is managed.
- Utilise expert legal (UNIONLINE) advice to achieve what is **not** an unreasonable or unrealistic expectation.

This will ensure our members who self-define as disabled get the benefits they are entitled to.

#### **SECURICOR 1 BRANCH**

London Region

#### **423. PIP** C20

This Congress needs to raise awareness and call for a campaign to stop the ridicule of people who are genuinely ill. No one should go into these interviews alone. These interviews are unprofessional and a large majority are

questioned so intensely and disrespectfully that they break down and don't pursue their claim from fear. No one should be treated like this; they should be treated with compassion.

### **S75 STOKE UNITY BRANCH**

Birmingham & West Midlands Region

## **INTERNATIONAL**

### **424. INTERNATIONAL SOLIDARITY**

This Congress acknowledges the pivotal importance and relevance of international working class solidarity in a globalised economy especially as we pull out of Europe.

Many GMB members work for multinational corporations like ASDA-Walmart or G4S thus demonstrating the necessity and mutual benefits that can accrue from international co-operation.

Congress notes GMB's excellent record in the field of international solidarity and resolves to extend and continue this through its long-standing relationship with Banana Link which was identified as a result of a London Region initiative.

Congress therefore resolves that GMB will:-

- Give financial support direct to Banana Link campaigns, subject to approval by the CEC;
- Support urgent actions from workers and unions in other countries, where appropriate;
- Forge links with unions overseas and strengthen existing links, where appropriate.

### **LOWESTOFT BRANCH**

London Region

### **425. MADURO SHOULD BE DEPOSED**

This Congress says 'Mr Maduro, it's time to go!'

### **AVON & WESSEX A55 BRANCH**

Wales & South West Region

### **427. SOLIDARITY WITH PROGRESSIVE FORCES IN BRAZIL**

This Congress notes Jair Bolsonaro recently became President of Brazil.

Congress further notes:

1. Bolsonaro's praise for the former dictatorship in Brazil and his remarks that it should have killed tens of thousands of more people coupled with statements in favour of torture and extrajudicial police killing, including the recent remarks calling for a purge of political rivals in "a cleansing the likes of which has never been seen in Brazilian history".
2. Bolsonaro's threats to working class organisations, women. Brazil's black population, homeless people, LGBT people and the indigenous people of the Amazon, including the criminalisation of legitimate trade union, political and protest activity.
3. The sharp rise in political violence in Brazil including the murder of several high profile political activists, such as Marielle Franco, during the election campaign. Brazil is now one of the most dangerous countries in the world for environmental and land rights activists.
4. Bolsonaro's threat to withdraw Brazil from the Paris Climate Agreement and the threat he poses to the Amazon rainforest itself.
5. That the former President Lula was favourite to win the Presidential election until he was jailed and barred from standing in a move condemned by the UN Human Rights Committee and that Judge Moro, who carried out that investigation into Lula, is now serving as Bolsonaro's Minister of Justice,
6. That since his election Bolsonaro has removed LGBT+ concerns from the Ministry of Human Rights, downgraded Brazil's indigenous protection agency FUNAI, lowered the minimum wage, loosened gun ownership laws, confirmed his commitment to a hardline austerity agenda and promised to open the protected rainforest for deforestation.

Congress believes:

1. That democracy requires the rights and freedoms of all the population to be protected and any moves towards dictatorship, repression, and the abuse of judicial power in Brazil, should be condemned.
2. That the protection of the Amazon rainforest is vital for the entire planet.

3. That Bolsonaro is committed to implementing a harsh and hard-line austerity programme, while pledging to reduce workers' and trade union rights.
4. That a campaign of international solidarity should be organised to support those under threat from, and resisting against, Bolsonaro, and to help protect their right to campaign, organise and educate.
5. That Lula should be immediately released from prison.

Congress resolves:

1. To send messages of support and solidarity to trade unions and other progressive organisations in Brazil offering all viable and practical support for their struggles against the far right government.
2. To campaign for the immediate release of former President Lula from prison.
3. To affiliate to the Brazil Solidarity Initiative and invite a speaker from the Brazil Solidarity Initiative to GMB events and meetings.
4. To encourage all branches to affiliate to the Brazil Solidarity Initiative and encourage members to support the Brazil Solidarity Initiative in its campaign to stand shoulder to shoulder with the millions of Brazilians defending democracy, human rights and social progress in the country.

#### **GMB UNITE BRANCH**

London Region

#### **428. BHARAT BANDH**

This Congress seeks solidarity with our Indian Trade Union colleagues for taking the bold step to holding the historic biggest national two-day strike this January when 150million Indian workers took strike action against Prime Minister Narendra Modi's anti-Labour and anti-Trade Union policies.

We congratulate the work of the Trade Union centres and independent federations who joined together representing workers in manufacturing, mining, energy, transportation, banking, public services, construction and many other sectors.

Millions of workers called attention to the serious deterioration of their working conditions.

The key union demand was merely to ask for genuine consultation with unions over reform of labour laws including strict enforcement of fundamental labour laws and for the government to stop pro-employer labour law amendments.

Over the years, GMB has had many links with textile workers and ship breakers and we call on our international links to send messages of support.

#### **CENTRAL WEMBLEY BRANCH**

London Region

#### **429. REMEMBERING THE BHOPAL DISASTER**

This Congress recognises that 2019 marks the 35th year of the Bhopal disaster where more than 8,000 people are believed to have died as a result of the gas release (half at the time, half since), and more than 500,000 have suffered illness as a result.

No one has ever been satisfactorily held to account, and the site itself is still toxic and has never been cleaned up. It continues to contaminate the water supply in the area.

We welcome all avenues to highlight environmental justice for these victims in line with the principles behind the Corporate Manslaughter Act and corporate negligence. No organisation should put the health and safety of its workforce (or the community) at risk.

We ask that the union:

- Considers an affiliation to the Trade Union Friends of Bhopal
- Sends a message of solidarity to this organisation on Workers Memorial Day
- Campaigns for all victims of toxic globalisation.

#### **CENTRAL WEMBLEY BRANCH**

London Region

#### **430. JALLIANWALA BAGH MASSACRE (AMRITSAR)**

This Congress notes that April 2019 marks the centenary of the Jallianwala Bagh massacre, also known as the Amritsar massacre, where innocent folk including children died, the youngest as far as is known, being only 7 months old.

Congress notes that it was on the 13th April 1919 when this massacre of innocent people sitting peacefully happened during the British Rule of India in Amritsar Panjab, India. Over 1000 were murdered and over 1500 injured, leaving life changing physical and psychological scars and hundreds more detained and mistreated after the massacre.

For communities from the Indian subcontinent in Britain – and indeed for all ethnic groups from old colonies – an apology recognises them as an integral part of Britain, and a part that that is here to stay.

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

The Century Committee, which was established by the Indian Workers Association and includes trade union across political parties and other like-minded organisations, is strongly campaigning to put pressure on the Government to apologise.

We call upon Congress to:

Encourage GMB supported MPs and the Labour Party to work with the Century Committee to demand an apology for this massacre.

Circulate, raise awareness and encourage all GMB members to sign any forthcoming petition demanding the same and publicise this widely.

#### **ALING GMB BRANCH**

London Region

### **431. SOLIDARITY WITH THE KURDS IN TURKEY AND ROJAVA**

This Congress notes with pride the significant role that GMB have played in the Freedom for Ocalan campaign and the Kurdish Solidarity Movement 2019 marks the 20th year of Abdullah Ocalan's imprisonment in solitary confinement on Imrali Island. It is crucial that all efforts are made to end his isolation and to achieve his freedom and the freedom of all political prisoners including HDP politicians, MPs and leaders.

This Congress further notes with serious concern the deteriorating situation in Turkey. Under President Erdogan all opposition of the government, Kurdish and Turkish Civil Society, trade unionists, teachers, journalists and elected officials face extreme repression, violence, detention and imprisonment.

This Congress notes the mass wave of hunger strikes in Turkish prisons aimed at ending Abdullah Ocalan's isolation, including that of Leyla Guvan, who was released from prison on the 79th day of her hunger strike but is continuing her protest from home.

President Erdogan's war on the Kurds has extended outside of the borders of Turkey. The GMB has been part of the international condemnation of the illegal invasion and horrendous ethnic cleansing and genocide that has been waged on the previously peaceful Kurdish canton of Afrin in Northern Syria by Turkey and allied jihadists, including Daesh.

Following the decision by President Trump to pull out US troops from the region and despite some backtracking, there is now a very significant threat that Turkey will invade the Democratic Federation of Northern Syria (Rojava). Rojava is a beacon of light in the Middle East which must be protected. The people of Rojava have constructed a society based on grassroots democracy, tolerance, equality, ecology and women's self-liberation inspired by the writings of Abdullah Ocalan. Their society represents a historic step forward for the entire Middle East and an inspiration for all in the trade union movement.

This Congress resolves to:

- Reaffirm and continue to support the Freedom for Ocalan campaign for the release of the Kurdish leader Abdullah Ocalan and political prisoners held in Turkey as a crucial step in restarting the peace process;
- Promote the Freedom for Ocalan campaign in the GMB, TUC, Labour Party and the wider and international labour movement;
- Stand in solidarity with Leyla Guvan and all those on hunger strike to end the isolation of Abdullah Ocalan;
- Reaffirm solidarity with the HDP, independent trade unions in Turkey and the wider Kurdish liberation movement;

- Campaign for the immediate release of all trade unionists, teachers, journalists and campaigners for peace imprisoned by the Turkish state;
- Recognise and build links with the Democratic Federation of Northern Syria (Rojava).

**GMB UNITE BRANCH**

London Region

**432. PALESTINE SOLIDARITY**

This Congress notes the continuing oppression faced by Palestinian people in the areas throughout Palestine.

Congress also notes the commitment of GMB to support a peaceful outcome to the Palestinian problem by the introduction of a 2-state solution.

Congress instructs GMB to organise a solidarity trip to Palestine with the main purpose being to engage with our brothers and sisters in the Palestinian Trade Union Movement and raise greater awareness of the oppression being faced by their people.

**CWU STAFF BRANCH**

London Region

**434. CHINESE DETENTION CAMPS FOR MUSLIMS**

This Congress to bring pressure to bear on our Government to join other countries' condemnation of these camps and join the international call to close them down.

The Chinese Foreign Minister has said it is gossip that approximately 1 million Muslims are being kept in internment camps in the Xinjiang region and he hoped people would support the regional government's efforts to fight terrorism. The Foreign Secretary at that time, Jeremy Hunt, has stated this is 'broadly true' speaking in the House of Commons.

**EB01 BIRMINGHAM FORWARD BRANCH**

Birmingham & West Midlands Region

**435. DELEGATION TO CUBA**

This Congress proposes that in 2020 a delegation is sent to Cuba, drawn from its older and/or retired members to investigate and report on the provision of support to Cuba's

older population and supportive role they play with younger generations in their society. The programme should include visits to older people's Day Centres, meetings with the CDR (Committee for the Defence of the Revolution) and Trade Union representatives, and the opportunity to share experiences of working within our respective Trade Union and Labour Movements.

**DERBYSHIRE COMMUNITY BRANCH**

Midland & East Coast Region

**NATIONAL EQUALITIES CONFERENCE MOTION**

**436. ACCESSIBLE BUILDINGS C10**

This Congress acknowledges that many people with disabilities, especially those with mobility issues continue to find access whether on arrival or when at the building still an issue.

Issues faced include;

- issues with public transport to get there, parking if driving,
- working lifts and lifts that can be used in a fire evacuation,
- toilets that are truly accessible
- clear guidance in an accessible form of how to evacuate a building safely.

This Congress calls upon the CEC along with the NEF to develop a toolkit that can be used to assess both existing and new buildings and to work with CEC to ensure that all GMB buildings are assessed for accessibility but that any new buildings being bought/rented by GMB meet the criteria.

The Congress further instructs the CEC to campaign to ensure an incoming Labour Government has a clear commitment to deliver proper accessible buildings ensuring planning permission includes duties not only for new buildings but ones being renovated and extended.

**NATIONAL EQUALITIES CONFERENCE.**

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# RULE AMENDMENTS

(LINE NUMBERING REFERS TO RULES AS PRINTED IN THE GMB RULEBOOK)

## Rule 8 Congress of the union

- 1 The Congress (Ordinary or Special), made up of representatives from the regions of the union, holds supreme authority.
- 2 The Ordinary Congress will be held every year on dates decided by the Central Executive Council.
- 3 The Central Executive Council can choose to hold and arrange a Special Congress.
- 4 All delegates must be fully financial members. Each region will be entitled to send one delegate for every 1,500 financial members, as stated in the membership figures for the previous September. These delegates will be selected in line with clauses 5, 6 and 7 of this rule.
- 5 For 90% of delegates, each branch of a region may nominate one member to stand for election as a delegate to represent the region at the Congress. These nominations must be sent to the regional office no later than 31 December. The region will then print and issue lists during the third week of January, setting out the name and branch of each candidate. The closing date for voting will be 28 February. The candidates who receive the largest number of votes will be elected.
- 6 The region's remaining 10% of delegates will be appointed by the regional committee to ensure that the regional delegation properly reflects the balance of the regional membership in respect of industry, geographic spread, ethnicity, gender, disability, youth and sexual orientation. Appointments made under this rule will be made in line with guidance issued by the Central Executive Council.
- 7 Each branch will be invited to nominate one further member to be considered by the Regional Committee in appointing delegates under clause 6 of this Rule, and in appointing delegates to make up any shortfall in the delegation following the election process in clause 5 of this Rule. In making these appointments, the Regional Committee may also consider members

recommended by other committees, forums or post-holders within the Region.

- 8 The following will take part in the Congress and will have the right to speak but not to vote.
  - Central Executive Council members
  - The general secretary and treasurer
  - Regional secretaries
  - Section national secretaries
  - National industrial officers
  - General member auditors
  - Notwithstanding this clause, all members of the Central Executive Council attending Congress will have the right to vote in elections for the President and Vice-President.

### RA443.

**RULE NO: 8 TITLE: CONGRESS OF THE UNION**  
**CLAUSE NO: 2 LINE: 2**

Delete full stop after the word "Council" and insert:

"and shall be of at least five days duration".

Clause to read:

2. The Ordinary Congress will be held every year from dates decided by the Central Executive Council and shall be of at least five days duration".

### ESSEX PUBLIC SERVICES BRANCH

London Region

### RA444. x

**RULE NO: 8 TITLE: CONGRESS OF THE UNION**  
**CLAUSE NO: 4 LINE: 1**

Delete the full stop after "members" and insert the following words:

"or be a retired life member with at least five years membership of the union.

Clause to read:

4. All delegates must be fully financial members or be a retired life member with at least five years membership of the union. Each region will be entitled to send one delegate for

every 1,500 financial members, as stated in the membership figures for the previous September. These delegates will be selected in line with clauses 5, 6 and 7 of this rule

**ESSEX PUBLIC SERVICES BRANCH**

London Region

**RA445.**

**RULE NO: 8 TITLE: CONGRESS OF THE UNION**  
**CLAUSE NO: 4 LINE: 3**

On Line 3 delete the word “September” and replace with the word “August”.

Clause to read:

4 All delegates must be fully financial members. Each region will be entitled to send one delegate for every 1,500 financial members, as stated in the membership figures for the previous August. These delegates will be selected in line with clauses 5, 6 and 7 of this rule.

**PLAISTOW BRANCH**

London Region

**RA446.**

**RULE NO: 8 TITLE: CONGRESS OF THE UNION**  
**CLAUSE NO: 4 LINE: 3**

On Line 3 delete the word “September” and replace with the word “August”.

Clause to read:

4 All delegates must be fully financial members. Each region will be entitled to send one delegate for every 1,500 financial members, as stated in the membership figures for the previous August. These delegates will be selected in line with clauses 5, 6 and 7 of this rule.

**BEDS COUNTY BRANCH**

London Region

**RA448.**

**RULE NO: 8 TITLE: CONGRESS OF THE UNION**  
**CLAUSE NO: 5 LINE: 3**

After the word “Congress” remove full stop and insert the following sentence “and may also nominate another member as a substitute”.

Rule to Read:

5. For 90% of delegates, each branch of a region may nominate one member to stand for election as a delegate to represent the region at the Congress and may also nominate another

member as a substitute. These nominations must be sent to regional office no later than 31 December. The region will then print and issue lists during the third week of January, setting out the name and branch of each candidate. The closing date for voting will be 28 February. The candidates who receive the largest number of votes will be elected.

**CAMBRIDGE 2 BRANCH**

London Region

**Rule 9 Business of the Congress**

**1 A standing orders committee will be appointed before each Congress, and the constitution reported to Congress. No member of the Central Executive Council will be eligible to be a member of the standing orders committee. Each region will appoint one member for this committee. Each region will appoint one teller before each Congress.**

**2 The Congress will:**

- elect the President and Vice-President as set out in Rules 12 and 13;
- consider and make decisions on policies affecting the general, industrial, political or social welfare of our members;
- receive reports from the general secretary and treasurer (which will include reports from senior officials nominated by the general secretary) and the regional secretaries;
- consider and make decisions on all matters included in the agenda for the Congress; and
- confirm the elections of officials and general member auditors when necessary.

**3 The Congress by a majority vote shall have power to rescind, alter and add to any of these rules. Consideration of amendments to rules shall be restricted to the Ordinary Congress held in 2009 and thereafter to every second Ordinary Congress. The Central Executive Council shall, nevertheless, have power to submit to any Congress (Ordinary or Special) amendments to rules.**

**4 Any branch or regional committee or the Central Executive Council can put forward motions for inclusion in the agenda of the Ordinary Congress. In addition the National Equalities Conference can select one motion for submission to ordinary Congress. That motion will stand in the name of the National**

Equalities Conference and be moved by the region that originally submitted the motion to the NEC. Branches must put forward their motions to reach the appropriate regional secretaries by no later than 31 January. Regions must pass the motions to reach the general secretary by no later than 7 February. Any branch or regional committee or the Central Executive Council can put forward proposals to amend rules at Congresses named in clause 3 above.

5 The full agenda for Congress will be made available to members via the website

**RA451.**

**RULE NO: 9 TITLE: BUSINESS OF CONGRESS**  
**CLAUSE NO: 4 LINE(S): 2 & 11**

Words to be amended or deleted:

Line 2, after "Ordinary Congress"

Line 11, after "Clause 3 above"

Nature of Amendment e.g. Delete, Amend, Insert:

Insert:

Precise Words (if any) to be inserted:

Line 2: "Any branch may submit up to three motions under this rule"

Line 11: "Any branch may submit up to two rule amendment proposals under this rule"

**L25 BRANCH**

North West & Irish Region

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**Rule 18 Qualifying for office, and the definition of officers**

2 During their whole term of office, the following holders in both lists 'a' and 'b' below must pay the full amount of their union contributions in line with rules 45 and 46.

- a
  - Vice-president
  - Central Executive Council members elected under rule 11
  - Congress representatives
  - General member auditors
  - The regional president
  - Regional council members
  - Regional member auditors
  - Regional trustees
  - Branch presidents
  - Branch secretaries
  - Branch equality officers

- Branch youth officers
- Branch race officers
- Branch member auditors
- Collecting stewards
- Representatives going to authorised conferences
- Candidates for public organisations

**RA459.**

**RULE NO: 18 TITLE: QUALIFYING FOR OFFICE, AND THE DEFINITION OF OFFICERS**

**CLAUSE NO: 2a**

Insert the following new words to the bulleted list after "Collecting Stewards"

- Any agreed branch officer(s) as defined in the branch by-laws and branch development plan.

**EAST DEREHAM BRANCH**

London Region

**RA460.**

**RULE NO: 18 TITLE: QUALIFYING FOR OFFICE, AND THE DEFINITION OF OFFICERS**

**CLAUSE NO: 5**

Delete clause 5 and replace with:

"Members of new branches will be eligible for the offices of branch president, branch secretary, branch equality officer, branch youth officer, branch member auditor, collecting steward and any agreed branch officer(s) as defined in the branch by-laws and branch development plan".

**EAST DEREHAM BRANCH**

London Region

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**Rule 31 Members' superannuation fund**

4 Every member of the full benefit section of the fund who:

- reaches age 60;
- has been a continuous member for 40 years; and
- has retired from the trade;

will be entitled to a superannuation benefit of £64 a year.

**RA466.**

**RULE NO: 31**      **TITLE: MEMBERS’  
SUPERANNUATION FUND**  
**CLAUSE NO: 4**    **LINE: 5**

Delete £64

Insert £80

**NOTTINGHAM TEC BRANCH**  
Midland & East Coast Region

**Rule 34 Payments to branches**

1 The region will set aside for each branch a payment equal to 10% of the contributions of the members of that branch.

2 The branch will set up a branch fund, which it will use to pay in the payment from the region.

3 The branch will set out a summary of the branch fund payments in its financial report every three months. The payments will also be audited by the branch auditors.

4 Branch funds must not be used:

- to pay benefits or payments otherwise provided for in these rules;
- to fund activities which are meant to go against policies; or
- for any political object or purpose.

The funds can be used to make special payments(honorariums) to branch officials, in line with financial rules set by the Central Executive Council.

5 Any branch which does not provide their quarterly financial report in line with the timetable set by the National Administration Unit will not receive the next quarters payment from the region

**RA468.**

**RULE NO: 34**      **TITLE: PAYMENTS TO BRANCHES**  
**CLAUSE NO: 6**

Insert new Clause 6 to read:

“Any branch that does not submit four consecutive quarterly financial reports will have their branch account suspended and all financial matters will become the responsibility of the Regional Committee and Regional Secretary.

These arrangements will continue until such time the Regional Committee is satisfied that the branch in question has been returned and brought to order”.

**BARKING BRANCH**

London Region

**Rule 35 Branches**

3 Each branch will have a president, secretary, equality officer, youth officer, race officer and two auditors (except in branches of less than 100 members, which will only have one auditor), and a committee of no less than nine members. The president, secretary, equality officer and youth officer will all be members of the committee, and will act within the powers set out in these rules. There will need to be at least five members present at the committee meetings for any decisions to be valid (known as a quorum).

**RA471.**

**RULE NO: 35**      **TITLE: BRANCHES**  
**CLAUSE NO: 3**

DELETE CLAUSE 3

Replace with:

3. Each Branch will have the following core branch positions: a president, secretary, equality officer, youth officer, race officer and two auditors (except in branches of less than 100 members, which will only have one auditor), and a committee of no less than nine members. Outside of these core positions a branch can fill or not fill other offices at their discretion according to the needs of the branch. These roles should be defined by a branch by-law and set out in the Branch Development Plan in consultation with and agreement of the Regional Secretary and Regional Committee. The president, secretary, equality officer, youth officer will all be members of the committee, and will act within the powers set out in these rules. There will need to be at least five members present at the committee meetings for any decisions to be valid (known as a quorum).

**EAST DEREHAM BRANCH**

London Region

**RA472.****RULE NO: 38c      NEW TITLE: OTHER  
(New Rule)      BRANCH OFFICERS**

Insert new Rule 38c to read:

Rule 38c      Other Branch Officers

“Any other branch officer(s) outside the core branch positions, will be responsible for fulfilling their role in accordance with the branch by-laws and branch development plan”.

**EAST DEREHAM BRANCH**

London Region

**Rule 45 Contributions**

1      Once they join the union, members will pay a contribution in line with this rule.

Members who joined before 1 March, 2018 and all members in Northern Ireland will pay £3.15 a week and be classed as grade-1 members, unless they are:

- part-time members employed for 20 hours or less;
- young people under 18; or
- recruited as being unemployed;

in which case, they will pay £1.83 a week and be classed as grade-2 members.

Members who join on or after 1 March, 2018 will pay £3.16 a week if they opt in to the political fund and £3.15 if they do not, and be classed as grade-1 members, unless they are:

- part-time members employed for 20 hours or less;
- young people under 18; or
- recruited as being unemployed;

in which case, they will pay £1.84 a week if they opt in to the political fund and £1.83 if they do not, and be classed as grade-2 members.

Grade-2 members can choose to pay the contribution rate for, and be classed as, a grade-1 member.

The above grades are only used for deciding what contributions members should pay and the benefits they may receive.

2      Branch committees will have the power to fix the amount lapsed members (members who joined but later stopped paying contributions) need to pay to rejoin.

This amount will be between £3.15 and £10 for grade-1 members, and between £1.83 and £5.50 for grade-2 members, except in particular circumstances when we may increase the amount with the approval of the regional committee.

3      All members who reach retirement age but continue to work will pay full contributions.

4      In these rules, a ‘financial member’ is a member who owes up to six weeks’ contributions, and a ‘full financial member’ is a financial member who has been a member for at least six months and has paid contributions for 27 weeks in a row. In each case, ‘paying contributions’ means paying the full amount of the member’s appropriate contribution rate as set out in these rules.

However, to be entitled to any benefit under rules 53, 54, 56 and 57, the members must pay grade-1 or grade-2 contributions for 27 or 53 weeks in a row (depending on which rate applies).

*[Note: New rates come into force on 1 October 2018]*

**RA476** x**RULE NO: 45      TITLE: CONTRIBUTIONS  
CLAUSE NO: 7**

New line to be inserted

Insert

Precise Words (if any) to be inserted:

7      Members who are undertaking work on a volunteer or work experience basis, that a rate of 5p a week would apply.

**RHONDDA CYNON TAFF R45 BRANCH**

Wales & South West Region

**Rule 47 Paying reduced contributions when unemployed or ill**

1      This rule gives members:

- who are temporarily out of work, either through being unemployed or ill (this includes when the employer has a sick-pay scheme in force or when the member is pregnant); and
- whose ordinary wage is significantly reduced or stopped as a result;

the right to pay a reduced contribution to continue to be entitled to those benefits which they would normally be entitled to when paying full contributions, in line with the conditions set out in these rules.

2 If a member is ill but their employer does not have a sick-pay scheme in force, we may credit the member's contributions in full for up to 26 weeks in a row, in line with the conditions set out below.

3 The benefits of this rule will apply only to full financial members who have been a member for 52 weeks.

4 Any member who is out of work or ill and is covered by their employer's sick-pay scheme can apply to the branch secretary to have their contributions reduced to 5p a week. The member must do this no more than six weeks from the date they stopped working. The reduced rate will apply for the time the member is out of work or ill, and will allow them to continue to receive the same benefits as if they were paying full contributions.

5 A member cannot pay a reduced rate for more than 26 weeks in a row. If the member is ill or unemployed for more than 26 weeks, the branch secretary must notify the regional secretary. The regional committee will consider the member's circumstances and will either give or refuse permission for the member's reduced rate to continue for more than 26 weeks.

6 If a member is unable to work because of an accident for which they are receiving a cash benefit, they must pay full contributions while claiming this benefit. If the member's employer does not have a sick-pay scheme in force, the member will be allowed to pay the reduced rate. In all cases, the branch secretary should report the matter to the regional secretary. The member must continue paying full contributions when they return to work.

7 Members who are unemployed are responsible for applying to their branch to pay the reduced rate. Members who are ill or unable to apply themselves must get someone to apply on their behalf.

8 Without affecting rule 49.3, we will pay a member's contributions for any week they receive benefit under rules 49, 50 or 51.

#### RA477.

**RULE NO: 47 TITLE: PAYING REDUCED CONTRIBUTIONS WHEN UNEMPLOYED OR ILL**

Amend Title of Rule to read

Paying reduced contributions when unemployed or ill, or during a period of Maternity Leave or Shared Parental Leave

**MILTON KEYNES CITY BRANCH**  
London Region

#### RA478.

**RULE NO: 47 TITLE: PAYING REDUCED CONTRIBUTIONS WHEN UNEMPLOYED OR ILL**

**CLAUSE NO: 1 LINE: 2**

Delete first bullet point of Clause 1 and replace with:

- who are temporarily out of work, either through being unemployed or ill (this includes when the employer has a sick-pay scheme in force or when the member is pregnant); or is on a period of maternity leave or shared parental leave; and

**MILTON KEYNES CITY BRANCH**  
London Region

#### RA479.

**RULE NO: 47 TITLE: PAYING REDUCED CONTRIBUTIONS WHEN UNEMPLOYED OR ILL**

**CLAUSE NO: 4**

Delete Clause 4 and replace with:

4 Any member who is out of work or ill (including when covered by their employers' sick-pay scheme), or who is on a period of Maternity Leave or Shared Parental Leave, can apply to the branch secretary to have their contributions reduced to 5p a week. The member must do this no more than six weeks from the date they stop working. The reduced rate will apply for the time the member is out of work or ill, or is on a period of Maternity Leave or Shared Parental Leave, and will allow them to continue to receive the same benefits as if they were paying full contributions.

**MILTON KEYNES CITY BRANCH**  
London Region

**RA480.**

**RULE NO: 47 TITLE: PAYING REDUCED CONTRIBUTIONS WHEN UNEMPLOYED OR ILL**

**CLAUSE NO: 5**

Delete Clause 5 and replace with:

Clause to Read:

5. A member cannot pay a reduced rate for more than 26 weeks in a row. If the member is ill or unemployed for more than 26 weeks, or when their period of Maternity Leave or Shared Parental Leave exceeds this, the branch secretary must notify the regional secretary. The regional committee will consider the member's circumstances and will either give or refuse permission for the member's reduced rate to continue for more than 26 weeks.

**MILTON KEYNES CITY BRANCH**

London Region

**RA481.**

**RULE NO: 47 TITLE: PAYING REDUCED CONTRIBUTIONS WHEN UNEMPLOYED OR ILL**

**CLAUSE NO: 7**

Delete clause 7 and replace with:

Clause to read:

7. Members who are unemployed, or who are on a period of Maternity Leave or Shared Parental Leave, are responsible for applying to their branch to pay the reduced rate. Members who are ill or unable to apply themselves must get someone to apply on their behalf.

**MILTON KEYNES CITY BRANCH**

London Region

**Rule 52 Disablement grants**

**4 Where legal action has been undertaken in respect of an incident arising from which there is an entitlement to Total Disablement Benefit under this rule, and as a result of the legal action the member is awarded at least ten times the maximum level of the Total Disablement Grant, then the Total Disablement Benefit will not be paid to the member, and will be recoverable from the member if previously paid.**

**RA483.**

**RULE NO: 52. TITLE: DISABLEMENT GRANTS CLAUSE NO: 4**

Delete clause 4 outright

**EALING GMB BRANCH**

London Region

**Rule 53 Funeral benefit**

**1 If a full financial member, who has been a continuous member for 5 years dies, the regional secretary will, having been given a copy of the death certificate, pay the widow, widower, member of the family or nominated person a funeral grant of £350. (This person will need to show that they are responsible for paying funeral expenses.)**

**2 If the member owed any contributions before they died, we will take them from the funeral payment.**

**3 We will not pay this benefit if a member's widow, widower or relative makes a claim for fatal accident benefit under Rule 56.**

**RA484.**

**RULE NO: 53 TITLE: FUNERAL BENEFIT CLAUSE NO:1 LINE(S):1&2**

**Clause 1** If a full financial member, who has been a continuous member for 5 year dies, the Regional Secretary will, having been given a copy of the death certificate, pay the widow, widower, member of the family or nominated person a funeral grant of £350. (This person will need to show that they are responsible for paying funeral expenses).

Words to be amended or deleted:

**5 years**

Nature of Amendment e.g. Delete, Amend, Insert:

**1 year**

Precise Words (if any) to be inserted:

**Clause 1** If a full financial member, who has been a continuous member for 1 year dies, the Regional Secretary will, having been given a copy of the death certificate, pay the widow, widower, member of the family or nominated person a funeral grant of £350. (This person will need to show that they are responsible for paying funeral expenses).

**B10 BANBURY NO1 BRANCH**

Birmingham & West Midlands Region

**RA485.**

**RULE NO: 53 TITLE: FUNERAL BENEFIT**  
**CLAUSE NO: 1 LINE(S): 1 & 4**

Line 1 delete the figure “5” and replace with “3”

Line 4 delete “£350” and replace with “£500”

Clause to read:

1 If a full financial member, who has been a continuous member for 3 years dies, the regional secretary will, having been given a copy of the death certificate, pay the widow, widower, member of the family or nominated person a funeral grant of £500. (This person will need to show that they are responsible for paying funeral expenses.)

**EAST DEREHAM BRANCH**

London Region

**Rule 53 Funeral benefit**

**2 If the member owed any contributions before they died, we will take them from the funeral payment.**

**3 We will not pay this benefit if a member’s widow, widower or relative makes a claim for fatal accident benefit under Rule 56.**

**RA487.**

**RULE NO: 53 TITLE: FUNERAL BENEFIT**  
**CLAUSE NO: 2 & 3**

Delete clauses 2 and 3 outright.

**EALING GMB BRANCH**

London Region

**Rule 56 Fatal accident benefit**

**4 Where legal action has been undertaken in respect of an incident arising from which there is an entitlement to Fatal Accident Benefit under this rule, and as a result of the legal action there is an award of at least ten times the maximum level of the Fatal Accident Grant, then the Fatal Accident Benefit will not be paid, and will be recoverable if previously paid.**

**5 We will take any benefit paid under rule 52 (disablement grants), and any funeral benefit paid under rules 53 and 54, from the fatal accident benefit.**

**RA488.**

**RULE NO: 56 TITLE: FATAL ACCIDENT BENEFIT**  
**CLAUSE NO: 4 & 5**

Delete clauses 4 and 5 outright and renumber clause 6 as clause 4.

**EALING GMB BRANCH**

London Region

**RA489. X**

**RULE NO: 67 TITLE: YOUNG MEMBERS**

Add Rule 67 after Rule 66

Insert:

Rule 67

1. The organising, recruitment and retention of Young Members is to be considered an industrial and recruitment priority of the GMB.

2. GMB Young Members Summit shall be a standalone event.

a. GMB Young Members Summit, starting in 2020, will be held every 2 years over a full weekend.

b. The GMB Young Members Summit will be organised by the GMB Young Members Network Committee in conjunction with GMB National Office as set out in the Constitution of the GMB National Young Members Network.

4. The GMB Young Members Summit will be preceded the day before by a Young Members Organising School organised by GMB National Office with the aim of encouraging Young Members to become GMB Workplace representatives.

5. A consultation shall take place in order to bring a rule change to 2021 congress on a new Young Members structure.

**F29 – NORTH TYNE HEALTH & SOCIAL CARE BRANCH**

Northern Region



**RA490.** **RULE NO: 67****TITLE: FUTURE OF GMB YOUNG MEMBERS' NETWORK**

Insert:

**Insert Rule 67 and Rule 66**

Precise Words (if any) to be inserted:

The organising, recruitment and retention of Young Members is to be considered an industrial and recruitment priority of the GMB.

2. GMB Young Members' Summit shall be a standalone event.
  - a. GMB Young Members' Summit, starting in 2020, will be held every 2 years over a full weekend.
  - b. The GMB Young Members' Summit will be organised by the GMB Young Members' Network Committee in conjunction with GMB National Office as set out in the Constitution of the GMB National Young Members' Network.

The GMB Young Members' Summit will be preceded the day before by a Young Members' Organising School organised by GMB National Office with the aim of encouraging Young Members to become GMB Workplace representatives.

4. A consultation shall take place in order to bring a rule change to 2021 Congress on a new Young Members' structure.

**GMB ORGANISING BRANCH**

Yorkshire &amp; North Derbyshire Region

**RA491.** **RULE NO: 67 TITLE: YOUNG MEMBERS (NEW RULE)**

1. The organising, recruitment and retention of Young Members is to be considered an industrial and recruitment priority of the GMB.
2. GMB Young Members' Summit shall be a standalone event.
  - a) GMB Young Members' Summit, starting in 2020, will be held every 2 years over a full weekend.

b) The GMB Young Members' Summit will be organised by the GMB Young Members' Network Committee in conjunction with GMB National Office as set out in the Constitution of the GMB National Young Members' Network.

3. The GMB Young Members' Summit will be preceded the day before by a Young Members' Organising School organised by GMB National Office with the aim of encouraging Young Members to become GMB Workplace representatives.

4. A consultation shall take place in order to bring a rule change to 2021 Congress on a new Young Members' structure.

**B23 BRANCH**

North West &amp; Irish Region

## COMPOSITE MOTIONS

Composite	Composite Name	Motions included	Region to Move	Region to Second	Region priority
1	GMB Activists Email Addresses and GDPR	49, 50	LO	LO	
2	Accompanying Reps Funding	59, 60	LO	LO	
3	Unionline	84, 85	SO	LO	
4	Unionline Changes	86, 87, 89	LO	LO	
5	Reporting the Race Pay Gap	119, 120	LO	LO	
6	Gender Pay Gap	121, 122	LO	LO	
7	Menopause Policies	123, 125, 126	LO	SC	SO
8	Hidden Disabilities Campaigning	127, 128	LO	BI	
9	Dyslexia & Dyspraxia	129, 130	NO	LO	
10	Access to Buildings	135, 436	NEC	LO	
11	GMB Activist Mental Health Support	141, 142	BI	BI	
12	A Manifesto for Labour Law	163, 164, 165, 175	NW	NW	
13	Equal Pay & Glasgow Women's Strike	189, 190	SC	SC	
14	A Time to Grieve: The Parental (Leave and Pay) Act	194, 196	WSW	NO	
15	British Shipbuilding	224, 225	WSW	NO	
16	TV Licence Fee for 75 Year Olds	317, 318	BI	LO	
17	The Gas Industry	382, 383, 384	SO	LO	NO
18	Nuclear New Build	388, 389	LO	NO	
19	Accessible Public Transport and Vehicles	408, 409, 410	LO	LO	
20	Personal Independence Payment (PIP)	422, 423	LO	BI	

## Composite 1

- 49 GMB ACTIVISTS EMAIL ADDRESS FOR ALL  
WORKPLACE ORGANISERS (LO)  
50 GDPR AND GMB (LO)

### GMB ACTIVISTS EMAIL ADDRESSES AND GDPR

This Congress understands the need for GDPR to update the old Data Protection Act to conform with new technologies.

However, GMB guidelines say that reps shouldn't use work email systems to communicate with members. Whilst we appreciate that Branch Secretaries need a secure GMB email address, we call on GMB to look into providing ALL reps with a similar system so that they can be identified with GMB.

All reps communicate with members through email, social media and work digital communication platforms. We need to make it easy for workplace organisers to communicate and organise members whilst respecting their privacy. Therefore this Congress proposes to call upon the GMB to give all workplace organisers a secure GMB mailbox for communication to and from members in the workplace.

**MOVING REGION:** LONDON  
**SECONDING REGION:** LONDON

## Composite 2

- 59 REVISED PAYMENT FOR ACCOMPANYING  
REPS (LO)  
60 ACCOMPANYING REPS (LO)

### Accompanying Reps Funding

This Congress requests that in order to retain and encourage Accompanying Representatives that a new method of funding needs to be found to be sure members can be paid promptly for the valuable assistance they provide.

This Congress agrees that every GMB region should operate a pool of Accompanying Reps and that all Accompanying Reps expenses should be paid by the region and these fees would be deducted from the relevant branch's quarter.

Therefore avoiding the burden on branch administration and preventing the union from any potential Inland Revenue issues.

**MOVING REGION:** LONDON  
**SECONDING REGION:** LONDON

## Composite 3

- 84 UNIONLINE (SO)  
85 UNIONLINE (LO)

### Unionline

This Congress should continue to promote the fantastic work UNIONLINE has done for our members.

This Congress welcomes the change in policies to use the Branch Secretary and involve the Branch with accident claim forms, as it was before UnionLine was set up. The Branch can monitor the members' claims from the start until the claim is settled.

We need to ensure that UNIONLINE, our law firm owned by the Union for all members continues in the spirit it was designed for.

We call on UNIONLINE to:

- Produce short online video clips which will remove the stigma that legal services are hard to use and will assist our members better understand their services.
- Produce more materials whether it be videos or leaflets in accessible format to assist members whose first language might not be English. This will include third party authority to enable someone to speak on another member's behalf or providing translation services.

**MOVING REGION:** SOUTHERN  
**SECONDING REGION:** LONDON

## Composite 4

- 86 UNIONLINE SERVICE CHANGES (LO)  
87 UNIONLINE (LO)  
89 UNIONLINE (LO)

### Unionline Changes

This Congress fully supports UNIONLINE, our very own Union owned law firm which we are proud of as offering legal services for union members and their families, the first call for the legal needs of our members.

Congress is therefore concerned that not all GMB union members may have direct access to UNIONLINE in line with Rule 26.2.

This Congress agrees that

- the service UNIONLINE provides to our members is second to none and stands head and shoulders above any legal service offered by any other Union.
- our members have the absolute right to contact UNIONLINE in the first instance if they want legal assistance from our Union. and any deviation from this would be a clear breach of Rule.
- in order to retain this position the delivery of our UNIONLINE services needs to be reviewed on an on-going basis.

Congress also acknowledges the authority of Regional Secretaries, as authorised by the CEC, in providing legal assistance to our members. Congress is also aware that there are variations between regions as to the processes for the provision of these services.

However, where a review is undertaken or changes are sought in relation to service delivery and, or, provision then Regions will have the final say.

We call on Congress to ensure these vital and valued services are freely accessible for members and their families throughout all regions of the GMB and ask for reassurances that our valued law firm UNIONLINE will be available to all members as initially intended.

**MOVING REGION: LONDON**  
**SECONDING REGION: LONDON**

## Composite 5

**119 RACE PAY EQUALITY GAP (LO)**  
**120 MANDATORY REPORTING OF RACE PAY GAP (LO)**

### Reporting the Race Pay Gap

This Congress is disappointed that the race pay gap between black and white workers has never been formally addressed except through research and reports which have consistently confirmed that it exists year upon year. It is time that the race pay gap is addressed.

This Congress welcomes the publishing of the gender pay gap and the mandatory reporting on the government website. However, as in the case of the BBC, the gender pay gap like other equal pay reports has dismissed the racial parity in terms of pay.

The racial disparity in terms of pay gap is not addressed at any level be it in the gig economy, commercial, public, or manufacturing sector.

A recent report by the Resolution Foundation found that black workers are losing out on £3.2 billion a year in wages in comparison to white workers doing the same work.

The extent of the race pay disparity for 1.9 million black workers is stark and impacts the standard of living of those affected.

The TUC report on the pay gap for minority workers in respect of achieved qualifications revealed that students who entered the workplace after GCSE are paid 11% less than their white counterparts. Those who attained degrees, the pay gap increased to 23%.

The race pay gap impacts the standard of living of those affected.

We welcome the GMB National Equality Organising Strategy Report agreed at Congress 2018 which agreed to develop a toolkit as well as the gender pay gap for BAME workers and would like to see if the union responded to the Government consultation on Ethnicity Pay gap which ended in January.

To build on the report, we call upon GMB to:-

- Call for mandatory ethnicity pay reporting for employers with more than 50 employees and encourage workers to regularly carry out a pay audit;
- Take action to reduce race pay gaps so that jobs are awarded on ability and fairness;
- Work with the government to encourage employers to ensure apprenticeship schemes are of quality instead of low paid or voluntary work;
- Campaign for more investment in industries where BAME workers are over represented;
- Undertake research/report on the impact of BAME workers who were prevented from taking legal action against their employers on race discrimination due to the tribunal fees;
- Continue to campaign vigorously and visibly on equality impact on organisations policies;
- Continually monitor and ensure that the recommendations as set out in the McGregor-Smith Review "Race in the Workplace" are implemented.

We therefore call on Conference to:-

1. Work with GMB sponsored MPs to work with us for legislation for companies to report and publish their race pay gap.
2. Campaign in whatever way to raise awareness of the race pay gap and organise in workplaces for employers to publish this data.
3. Raise awareness of this inequality through fact sheets, briefings, etc or whatever means.
4. Work with relevant organisations such as TUC to campaign for employers to publish this data.
5. Ensure that the issue of the race pay gap is at the forefront in any restructure, redundancy or other reorganisation in the workplace.

**MOVING REGION: LONDON**  
**SECONDING REGION: LONDON**

## Composite 6

- 121 GENDER PAY GAP (LO)
- 122 GENDER PAY (LO)

### Gender Pay Gap

This Congress notes the fight for Equal Pay for women.

This Congress recognises the action taken by Government to request UK companies with 250 or more employees to publish their gender pay gap and gender bonus gap data.

However, the system used to calculate the gender pay gap or the difference in average earnings between women and men, is not straightforward for everyone to understand.

Congress is called upon to do more to train, educate and empower its reps to help reduce the gender pay gap within their workplaces.

In addition to producing a toolkit, Congress calls on GMB to train, educate and empower its reps to use this issue as an equality bargaining tool to reduce the gender pay gap within their workplaces.

**MOVING REGION: LONDON**  
**SECONDING REGION: LONDON**

## Composite 7

- 123 WORKING CONDITIONS (SC)
- 125 GET THE M2M POLICY INTO THE WORKPLACE (LO)
- 126 MENOPAUSE AWARENESS TRAINING (SO)

### Menopause Policies

This Congress is aware that most women are subject to monthly periods or the menopause.

Congress, where are the menopause policies for all our members? We as a union need to address this again and again until we get it right for our members

This is something that had gone on for years with all unions, what we are now seeing is that some areas have a Menopause Policy. If an area has the Menopause policy why can't it be put forward for all of the UK?

Can this policy be adopted by any workplace, council, office, NHS, anywhere where there are women working under conditions that are unacceptable to their health?

Women members of the GMB would welcome help from a policy that is backing their health and safety at work.

The South Lanarkshire branch in Scotland has produced a local Menopause Policy and this has been accepted by all members and management and is now up and running. We ask congress to campaign for this local policy to be accepted by the GMB.

Menopause doesn't just affect women but everyone both directly and indirectly and across all equality strands so we welcome TUC efforts in introducing a new 1 day training course around Menopause Awareness.

London Region GMB Sisters survey "Menstruation To Menopause – it's not an easy ride" had over 1350 responses. Members outlined a number of problems women and trans men experiencing menstruation and menopause face in the workplace such as:

- Many women have to take time off from work to deal with symptoms
- Many women are subject to disciplinary action as a result of triggering sickness absence policies
- Most employers do not have policies to support women in these circumstances

- London GMB Sisters developed a comprehensive model workplace policy which can sit alongside current workplace sickness absence policies and this has gained media and member interest.
- We call on Congress to:
  - Promote the policy throughout our structures as a means for member engagement and as a recruitment opportunity
  - Encourage our post holders to include this issue in their bargaining processes
  - Use our M2M fans as merchandise to compliment the campaign
  - create a GMB Union training course around Menopause Awareness similar to TUC course or add it as part of Equality or Health & Safety training
  - lobby MPs to get behind our GMB campaigns.

**MOVING REGION:** LONDON  
**SECONDDING REGION:** GMB SCOTLAND  
**PRIORITY IN DEBATE:** SOUTHERN

## Composite 8

127 CAMPAIGN TO SUPPORT THOSE WITH HIDDEN DISABILITIES. (LO)

128 HIDDEN DISABILITIES (BI)

### Hidden Disabilities Campaigning

This Congress believes that hidden disabilities pose an unacceptable burden on those living with them and calls on the GMB to lead the way in raising awareness of them and supporting members with them.

Thousands of our own members, colleagues, friends and families, may be suffering with hidden disabilities without us even knowing. The stigma around non-visible afflictions can mean that sufferers often do so in silence, with a “stiff upper lip”.

Mental Health problems received increasing publicity and wider public awareness over recent years, but we can do more. Many other non-visible disabilities including the effects of heart disease, diabetes and cancers can go unrecognised.

This Congress to recognise that hidden disabilities such as Crohn’s and Inflammatory Bowel Disease are not treated with the same sensitivity that physical disabilities are, even though they can be just as difficult to manage in life and work.

Congress applauds organisations such as Transport for London with their “Please Offer Me a Seat” cards and badges are going some way to improve things, but the GMB should be at the forefront of the fight to ensure all people are treated with respect and offered the support that they need.

Congress calls on the GMB to campaign for wider awareness of all disabilities seen and unseen. Moreover, Congress calls on the GMB to provide training and resources to all reps and activists to ensure that sufferers of hidden disabilities in all our workplaces are confident of the best support.

We would like the issue of hidden disabilities to be put firmly on the bargaining agenda of all workplaces so that Officers and Representatives must address these issues through collective bargaining.

**MOVING REGION:** LONDON  
**SECONDDING REGION:** BIRMINGHAM & WEST MIDLANDS

## Composite 9

129 DYSLEXIA (LO)

130 GMB DYSPRAXIA CAMPAIGN (NO)

### Dyslexia and Dyspraxia

This Congress is impressed by the GMB “Thinking Differently at Work” document produced by the Equality Through Inclusion Department and the industrial research and policy team. This support guide to dyspraxia was not only interesting but extremely helpful and practical.

This Congress applauds the way in which the GMB is tackling outdated views of a condition that affects children and adults alike.

Congress is appalled that countless thousands of our citizens and many GMB members have been written off currently and in the past by the way in which the education establishment and the lack of training for tutors and learners alike has meant that people with Dyspraxia have been failed.

Congress notes the really helpful and supportive work that Labour MPs have given to the GMB in launching an important part of our equality agenda.

Congress notes that the GMB's Thinking Differently at Work campaign includes a really helpful dyspraxia guide. We call on Congress to support continued work for awareness and support for neurodiversity and ask that a similar document be produced for our dyslexic members.

Congress calls on all employers to create more inclusive environments, tackle discrimination in the workplace and address neurodiversity through their people management policies and practices.

Congress calls on Government to embrace our campaign as part of its measures regarding workplace and education support, and in respect of the Labour Party, Congress calls on its manifesto for Government at the next election to include the GMB Dyspraxia Campaign as part of its policies at work and in schools.

**MOVING REGION: NORTHERN**  
**SECONDING REGION: LONDON**

## Composite 10

**135 ACCESS TO BUILDINGS (LO)**  
**436 ACCESSIBLE BUILDINGS (NEC)**

### Access to Buildings

This Congress acknowledges that many people with disabilities, especially those with mobility issues continue to find access whether on arrival or when at the building still an issue.

This Congress is concerned at the difficulties our members with mobility problems face when trying to access their workplace or visiting other premises.

Whilst Congress welcomes efforts to make working smarter, including home working, we are concerned that not enough reasonable adjustments are made to make buildings more accessible.

Among the problems/ Issues our members encounter are:

- Lack of truly accessible public transport/ issues with public transport to get there

- Lack of enough accessible parking if driving; and allocated parking places near workplaces which members may need to access;
- Lack of working lifts and lifts that can be used in a fire evacuation, including not installing lifts able to be operated during fire evacuations;
- toilets that are truly accessible
- Lack of consultation on needed reasonable adjustments;
- clear guidance in an accessible form of how to evacuate a building safely.

We call upon Congress to lead campaigns both within GMB and with our Labour political colleagues. The aim of the campaigns is to raise and highlight the difficulties our members are facing and to ensure that enough resources are allocated.

This Congress calls upon the CEC along with the NEF to develop a toolkit that can be used to assess both existing and new buildings and to work with CEC to ensure that all GMB buildings are assessed for accessibility but that any new buildings being bought/rented by GMB meet the criteria.

Congress further instructs the CEC to campaign to ensure an incoming Labour Government has a clear commitment to deliver proper accessible buildings ensuring planning permission includes duties not only for new buildings but ones being renovated and extended.

**MOVING REGION: NATIONAL EQUALITY FORUM**  
**SECONDING REGION: LONDON**

## Composite 11

**141 MENTAL HEALTH SUPPORT FOR REPS (BI)**  
**142 GMB ACTIVISTS MENTAL WELLBEING SUPPORT (BI)**

### GMB Activist Mental Health Support

This Congress recognises the hard work and dedication that our GMB representatives and activists do and the huge contribution they make in supporting our members. However we also accept that because of their dedication and willingness to take on board everyone else's problems and concerns, this sometimes has a detrimental effect on their own mental wellbeing.

This Congress call upon GMB to work with recognised support networks and provide clear signposting so reps can seek support to aid their own health and wellbeing and ensure that all Branch Secretaries and Branch Equality Officers receive mental health awareness training to support reps.

Conference, employees (our members) in most workplaces will have occupational health/ mental health support. GMB officers and staff also have this support in place when needing additional help for their own health and wellbeing. However, workplace representatives do not have this facility made readily available to them through the union.

All too often, very good reps become mentally unwell or even quit their role because of the extreme pressures and demands put on them unknowingly by our members. They may be unable or unwilling to turn to their employer for support in case they are perceived as weak and not up to the role. They are reluctant to turn to their fellow reps or branch officers who are often under the same or similar pressure.

Due to confidentiality they are unable to, or are uncomfortable in speaking to their line manager or occupational health and may not want to burden their branch officers, who themselves are lay reps and not trained in mental health.

We often talk of our reps being the lifeblood of the GMB. One in four of us will experience mental ill health and in today's environment, more and more of our casework has a mental health element, too often our members see us as counsellors as well as reps. Without realising, reps often undertake this role with little or no thought to their own mental health. This can have consequences in their own jobs and home life if they need to take time off work due to stress and mental ill health.

We therefore call on the CEC and senior management team to explore ways of providing our lay activists who may be suffering with mental ill health with extra advice and support. This could initially be in the form of dedicated regional officers who are suitably trained and available to deal with providing support to those activists who are struggling to cope with the stresses and strains that sometimes come with a commitment to our GMB family life.

**MOVING REGION:** BIRMINGHAM & WEST  
MIDLANDS  
**SECONDING REGION:** BIRMINGHAM & WEST  
MIDLANDS

## Composite 12

- 163 ROLLING OUT A MANIFESTO FOR LABOUR LAW (NW)
- 164 CREATE A MINISTRY OF LABOUR (NW)
- 165 SUPPORT SECTORAL COLLECTIVE BARGAINING (NW)
- 175 EQUAL RIGHTS FROM DAY ONE FOR ALL WORKERS (NW)

### A Manifesto for Labour Law

This Congress supports the Institute of Employment Rights' (IER) Manifesto for Labour Law – a complete policy framework for UK labour laws which would place sectoral collective bargaining at the heart of industrial relations to stimulate economic growth and reduce inequality.

The aim of the Manifesto is to shift the focus of labour law away from individual rights to collectively bargained standards, widely recognised as a more effective way to ensure fairness and to prevent the exploitation of the most vulnerable.

The Manifesto also recommends strengthening the statutory rights' safety net; improving enforcement mechanisms to ensure laws and collective agreements are followed; and enhancing trade union rights so that workers and their representatives are protected in the workplace, and have the opportunity to build on sectoral collective agreements at enterprise level.

This Congress calls for the creation of a Ministry of Labour, led by a Secretary of State with a cabinet seat to give workers a voice in government and to plan for the workforce the UK needs. Its responsibilities should include the immediate introduction of a Collective Bargaining Act; achieving full employment in secure, high quality jobs, and a National Economic Forum on which workers, employers, government officials and independent academics will plan for future industrial challenges and scrutinize the impact of policy on all sections of society.

This Congress calls for changes in labour law to focus on collectively agreed labour standards rather than statutory minimums. Congress aspires to bring the UK up to the standard of our European peers where sectoral collective bargaining is the dominant form of industrial relations, particularly in the strongest economies such as Germany, Sweden and Norway.



Research shows sectoral collective bargaining is good for the economy by stimulating demand through higher wages, which helps to reduce the deficit by increasing tax receipts and reducing reliance on state benefits.

This Congress supports workers efforts to organize and negotiate not just within single enterprises but across entire sectors.

This Congress calls for GMB to lobby for a new universal status of 'worker', replacing the current division that make 'workers' eligible for fewer rights than 'employees' and removes the confusion over employment status in the gig economy.

Where contractors are genuinely self-employed, the onus will be on the employer to prove this, rather than the current situation where workers are required to prove they are not self-employed.

**MOVING REGION: NORTH WEST & IRISH**  
**SECONDING REGION: NORTH WEST & IRISH**

## Composite 13

**189 EQUAL PAY (SC)**

**190 GLASGOW WOMEN'S STRIKE (SC)**

### Equal Pay & Glasgow Women's Strike

This Congress notes and congratulates GMB Scotland and the Glasgow Women's Strike of October 2018, undertaken by predominately low-paid women workers employed by Glasgow City Council, including cooks, cleaners and carers. It has been a long fight to secure equal pay in Scottish local government with working women continuing to experience huge resistance in seeking equality as workers and as trade unionists.

Congress considers that these working women in Glasgow, and in other local authorities, were failed by their employers and by successive politicians and officials in local and central government but also acknowledges that most of Glasgow's equal pay claimants are represented, not by their unions, but by third party lawyers.

Congress believes that Glasgow, and Scotland's equal pay scandal, can be, at least partly, attributed to women being excluded from power and decision-making, and considers that it could not have continued for so long had more women, earlier, been in positions of power, influence and decision-making over the

long-running dispute, and on all sides, including in management, political parties and in trade unions.

Congress, in expressing its solidarity, acknowledges also the sexist response which the Glasgow women strikers garnered and that women workers, particularly carers, were told that the nature of their work should prevent them from taking industrial action and also by the dismissal of their action as variously – politically motivated; stoked up by union leaders; and that they did not know why they were on strike. Congress rejects these characterisations and repudiates firmly the attacks on the Glasgow women strikers, and their unions.

Congress further notes that a final pay-out agreement was reached in January 2019, but that second and even third wave equal pay claims, and other forms of unequal treatment, continue to be fought across Scotland, including in other councils, and in the private sector.

Congress further notes the outline agreement to settle the outstanding claims reached between Glasgow City Council and the claimants' representatives in January 2019 and welcomes the role of the strike in securing this outcome and the action which has been led by GMB Scotland's members in Glasgow to turn weakness into collective strength to fight and win again.

Congress acknowledges that GMB's own median gender pay gap is 32.4%, reflecting the fact men continue to hold more senior positions within the union than women.

Congress calls on GMB Union to support campaigns that fight for women's work to be valued and to end pay discrimination in every nation and region.

Congress calls on the CEC to commit to the following:

- Putting resource in to learning the lessons of this historic equal pay campaign by committing to capturing the dispute, including the negotiations, legal limitations, and industrial organisation involved throughout, either via film, book or another suitable method, which can be disseminated to others in the union;
- Ensuring the GMB's organising strategy learns the lessons from Glasgow and explicitly builds around gender issues;

- Ensuring that reps across all of our sectors are specifically trained to deal with equal pay claims, from representing members via grievance in the workplace, to potential strike action; and
- Exploring a similar campaign to STUC President, Lynn Henderson's, "Step Aside Brother" campaign which highlights that brothers in the movement have to be conscious of the roles they fill and whether they can 'step aside' to support women.

**MOVING REGION: GMB SCOTLAND**  
**SECONDING REGION: GMB SCOTLAND**

## Composite 14

- 194 THE PARENTAL (LEAVE AND PAY) ACT (WSW)  
 196 A TIME TO GRIEVE: REMOVING THE STIGMA SURROUNDING MISCARRIAGE & INFANT LOSS (NO)

### A Time to Grieve: The Parental (Leave and Pay) Act

This Congress – acknowledges that the Parental (Leave and Pay) Act, scheduled to be introduced by the Government in 2020, that will give some employed parents statutory right to two weeks bereavement pay leave, is to be welcomed in principle.

This Congress is concerned by the fact that 1 in 4 pregnancies end in loss. Currently there is no legislation to ensure that both parents are able to have leave from work to mourn their child.

Unfortunately, many bereaved parents will be excluded from benefiting from the Act due to the restrictions contained in the detail, ie the age range of the deceased being defined as "under the age 18, or by still birth from 24 weeks of pregnancy" and not solely on the fact that the parent is bereaved. Also, qualification for payment for the leave and the reclaiming of the cost by their employer, only applies when the parents has a length of service over of twenty six weeks with their employer.

This means that bereaved parents of a deceased 19 year old or above falls outside of the Act for the right to statutory paid bereavement leave, this cannot be morally right, all bereaved parents should be treated equally under the Act.

The grief that a parent feels is not regulated by the age of the circumstances of the deceased, or by their length of employment, but by the actual tragic loss that they are experiencing. The parents coming to terms with their loss and having to deal with the formal administrative procedures that have to be undertaken at this very sad and stressful time has no bearing related to the age of the deceased.

Congress calls for a change in the law to allow the mother one month's and the father a minimum of two weeks paid leave rather than applying for compassionate leave or having to go down as sick, which adds significant financial implications to an already difficult time.

Congress calls on the GMB to lobby the Government to ensure that the current lack of provision for grieving families is revised to better support all workers' rights to a time to grieve free from stigmatisation.

This Congress calls for the GMB to lead a campaign and lobby Government to amend the Act, removing restrictions, so that all bereaved parents are treated equally and with compassion, as no parent should have to cope with the death of their own son or daughter.

**MOVING REGION: WALES & SOUTH WEST**  
**SECONDING REGION: NORTHERN**

## Composite 15

- 224 THE REVIVAL OF BRITISH SHIPBUILDING (WSW)  
 225 BRITISH SHIPBUILDING (NO)

### British Shipbuilding

This Congress is disgusted that recent announcements by Government of increases in expenditure on auxiliary and support ships, has been accompanied by an increase in contracts being given to companies outside of the UK.

Congress notes the abysmal way earlier in this decade in which the Tory led Coalition Government had aircraft carriers built with no aircraft on. Now a potential a potential expenditure on a series of projects could have provided vital work and secured jobs and much needed prosperity to a number of communities in the UK.

Congress believes that this Whitehall model of giving work abroad can only fuel a feeling of communities that they are being left behind.

This Congress proposes that the GMB do all it can to help revive the crumbling British shipbuilding industry, with the lobbying of the Government to invest/nationalise the industry, not just for the military side of things but also the commercial side. This will put much needed work up and down the country in communities that rely on this highly skilled industry. Most of these communities are in generally low paid areas with high levels of poverty and shipbuilding is the only major industry there, the closure of shipyards up and down the country has devastating effects on the local economy, for instances the closure of Appledore Shipyard is set to cost the local area at least £20 million every year in lost revenue taxes and the local supply chains that supply the yard. That is simply devastating for already one of the poorest areas in the country in regard to pay and cost of living.

The state of British shipbuilding is in a dire situation and unless something is done it could die completely with only two yards controlling the monopoly of MOD builds. At one time British shipbuilding dominated the world. As late as the 1950s, a quarter of all ships sailing the seven seas were built in Britain. Now, sixty years later, that figure is less than 1%.

Congress therefore calls on both Government and the Labour Opposition, to signal that they will urgently readdress procurement guidelines so that favoured status is given to UK employers, provided work is given to a permanent UK workforce.

The time for action is now, we need to put British shipbuilding back on the map again, we are an island nation and shipbuilding through the centuries runs through our veins. Let's get Britannia ruling the waves again!!

**MOVING REGION: WALES & SOUTH WEST**  
**SECONDING REGION: NORTHERN**

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**Composite 16**

- 317 THE WITHDRAWAL OF FREE TV LICENCE FEE FOR 75 YEAR OLDS (LO)
- 318 TV LICENCE (BI)

**TV Licence Fee for 75 Year Olds**

This Congress calls upon the Government to stop the withdrawal of TV licence fees for 75 year olds and over.

This Congress is concerned about the plans to end free TV licences for those people over 75 years old. This will leave our older generation who are less mobile and possibly living on their own to attempt to find finance for the current licence fee out of very often meagre retirement pensions. Originally the Labour Party awarded free TV licences to all 75 year old pensioners, understanding that very often this is the only entertainment and information platform they will have but a Conservative Government decided pensioners weren't worth this, cleverly putting the burden on the BBC to fund this. They have now put pressure on BBC to reduce costs and resulting in this valuable asset being very likely to be removed.

At the moment we are aware that the BBC wants to withdraw this so called perk or privilege to 75 year olds.

All pensioners of 75 years old or older will be disadvantaged by this but especially those with disabilities both physical and mental and those who are isolated from society this may be because they live in the countryside many miles from anywhere or because like a lot of older people the social interaction between them and their neighbours is non-existent. In today's world with the pressures on ordinary peoples' time and accessibility means neighbours will have less chance to interact with our elderly residents, also in today's world a lot of children have moved to live around the world and cannot be near to their parents.

Most pensioners only have their TV licence as a comfort.

If the BBC want 75 year olds to pay for the privilege of watching BBC1 and the repeats then give them the option.

If you want to watch SKY you have to pay.

We therefore call on the CEC to mount a vigorous campaign with the Government to restart the funding for this scheme in order that those of our population who have built this country to what it is today enabling them to enjoy their retirement. This is only fair now that the Prime Minister is asserting that austerity has finished, therefore give these people the justice they deserve.

I call on Congress to support this motion.

**MOVING REGION: BIRMINGHAM & WEST MIDLANDS**  
**SECONDING REGION: LONDON**

## Composite 17

- 382 KEEP THE GAS INDUSTRY OPEN (LO)  
 383 RESIST CLOSING THE GAS INDUSTRY (SO)  
 384 GAS INDUSTRY (NO)

### The Gas Industry

This Congress is alarmed that the Government is taking a very hands off approach to our gas industry and the potential threat to thousands of GMB members and their families. Congress notes that the UK climate causes invariably a heating crisis each winter, with uncertain supply of gas as a vital UK energy resource.

Congress believes that the UK's gas storage requirement is woefully inadequate and not fit for purpose, which by itself could cost jobs with the very real possibility that industrial users will be required to limit their usage of gas on an on-going basis.

In the light of recent announcements over previous months that some companies are shelving energy storage projects, Congress believes the Government must now step in to defend our national interest to make sure consumers and industrial users are protected from volatile prices which insufficient storage brings.

Congress notes that in August 2018 Friends of the Earth produced a report on home heating agitating for gas to be replaced for home heating in the UK.

This Congress strongly opposes the call by Friends of the Earth for the UK to close down the gas industry and instead use electricity and other systems for heating of homes in the UK.

The report called for closing down the gas industry with the loss of tens of thousands of gas workers jobs. It also called for every household to rip out existing heating systems. Friends of the Earth estimate that it would cost up to £10,000 per household for new systems when existing boilers and radiators and pipes are scrapped. Energy bills for heating would treble. Massive new energy sources would be needed to supply probably four times more electricity than we currently consume in the UK.

In addition to these cost per household are the costs of installing the huge expansion in energy sources that would be needed to generate and distribute electricity to heat homes. Estimates

vary but it is likely that electricity consumption on home heating, even with maximum insulation, to replace gas would expand by capacity by more than 400%.

Friends of the Earth don't like nuclear power stations. The power, they say, would come from intermittent sources like wind, solar and other renewable energy sources, to generate electricity to heat homes at three times the current price for gas. When the wind is not blowing, then is the plan to switch off power to factories and homes and to import power from other countries and use not yet developed sources?

This is not a plan GMB members or the electorate are likely to support.

Congress considers this to be a grossly irresponsible and hugely expensive plan for the UK energy mix.

Across the world, nuclear power stations, renewables and gas as a transition fuel are seen as the way to reduce carbon emissions as the global economy moves to low and zero carbon energy sources.

Internationally gas is seen as a stepping stone fuel to reduce carbon emissions as the global economy transitions to low carbon energy sources. In this international energy mix are renewable energy sources, nuclear power stations and gas for space heating. Global warming is a global matter that only action on a global scale can deal with it. The UK should be part of the global policy response to the global problem of global warming. Attempts by organizations like Friends of the Earth for the UK to unilaterally get ahead of the international movement as a gesture to "show leadership" should be resisted as expensive and futile.

Congress rejects any unilateral action by the UK to show leadership by closing the gas industry as a very expensive and futile gesture.

Congress welcomes the Just Transition statement by the four energy unions including GMB.

Congress calls on the Central Executive Council to strongly and sternly resist the imposition and the attempts to levy these charges on hard pressed GMB members' households and to resist all attempts to close the gas industry and to oppose closure of the gas industry on energy and environmental grounds.

Congress endorses previous GMB energy policy priorities for reliable, reasonable prices and low carbon energy sources with subsidies to be paid from general taxation.

GMB should campaign for a low carbon economy with four basic principles: reliable, reasonably priced, low and zero carbon energy sources with subsidies to be paid to investors funded from general taxpayers. GMB should now focus on “how” we move to this low carbon future in line with these principles.

These huge decisions on the exact energy mix and prices and who pays the subsidies should be determined by government and Parliament with households and taxpayers centre stage in these discussions. It is time to add actual substance to the call for a Just Transition.

Congress calls on both the Government and the Labour Party if in Government, to recognise that in the real world, gas is going to be needed to heat our homes as part of a diverse energy mix whilst we transition to a lower carbon economy.

**MOVING REGION:** SOUTHERN  
**SECONDING REGION:** LONDON  
**PRIORITY IN DEBATE:** NORTHERN

## Composite 18

**388 NUCLEAR BUILD (NO)**  
**389 PUBLIC INVESTMENT IN NEW NUCLEAR POWER STATIONS (LO)**

### Nuclear New Build

This Congress notes the future of proposed new build nuclear power stations in parts of the UK has been put at risk with some recent announcements from companies operating within the Private Sector.

In addition Congress notes with huge regret, the failure of Government to consider underwriting nuclear new build projects or to take a more interventionist approach to meeting its own basic responsibilities which is to guarantee we have enough electricity for our homes and industries.

This Congress views with concerns the collapse of private sector investment into new nuclear power stations in Cumbria and North Wales.

A fleet of at least six new nuclear power stations are needed to provide reliable zero carbon electricity to replace coal powered stations being phased out and existing nuclear power stations nearing the end of operating life.

There is currently no other low or zero carbon reliable source of electricity available to keep the nation running on the one in six days on average when the wind is not blowing and the frequent periods when there is no sun. Claims to the contrary by Greenpeace and Friends of the Earth are just claims. The reality is that these organisations have no viable plan to move the global economy to a reliable low carbon cost effective energy future. When the policy of relying on renewable energy sources alone was tried in Australia it led to electricity blackouts and has been abandoned.

There are some politicians in the Labour Party that are advocating for the UK to make this same policy mistake to rely on renewable energy sources alone. Congress calls on the Central Executive Council to strongly resist attempts to make this Labour Party or UK Government policy.

Congress calls for public investment to build the new fleet of at least six new nuclear power stations in the same way that public investment was used to build the first generation of existing nuclear power stations.

Congress endorses previous GMB energy policy to retask the Nuclear Decommissioning Authority into the Nuclear Development Authority with responsibility to ensure that the fleet of at least six new nuclear power stations are on stream in time to meet carbon emissions reduction targets. Only Hinkley Point C is being built with investment from companies owned by the French and Chinese Governments. Congress calls on the UK Government to follow suit and get on with building the needed stations in Cumbria, North Wales, Gloucestershire, Essex and Suffolk.

Congress calls for a radical rethink to how Government is approaching this vital sector. Congress calls on the Labour Party to provide a clear and unambiguous message to GMB members that they will guarantee that nuclear new build projects that are currently stalled, will go ahead under a Labour Government.

**MOVING REGION:** LONDON  
**SECONDING REGION:** NORTHERN

## Composite 19

**408 CLOSURE OF ROADS TO WHEELCHAIR ACCESSIBLE VEHICLES (LO)**

**409 ACCESSIBLE PUBLIC TRANSPORT (LO)**

**410 DISABILITY ACCESS ON TRANSPORT FOR LONDON (TfL) SERVICES (LO)**

### Accessible Public Transport and Vehicles

This Congress is concerned at the continuing failure of TfL to extend accessibility throughout the underground network and beyond.

This Congress is aware that a lot of London's roads are being closed to cars and taxis and only allow access to buses and cycles.

The closure of such roads impacts wheelchair accessible vehicles and so is unfair to disabled travellers who may require vehicular access to certain areas of London.

This Congress notes that disabled people deserve a more accessible public transport system. The detriment faced by disabled people is completely unacceptable and humiliating.

Many members suffering from physical and hidden disabilities are not offered the same standard and ease of access to public transport systems as able bodied people are which is unacceptable, unfair and clearly discriminatory.

We call upon Congress to:

1. Actively and positively support the demand of those who self-define as disabled passengers for a more accessible public transport system that equally facilities all its users.
2. Instruct GMB to make representations to the Mayor of London to improve access for disabled people on the underground as a matter of urgency.
3. Fully engage with its respective Mayors of Cities (if they have one) and public transport providers in meaningful consultation on seriously improving disabled access to all areas of the public transport system.

4. Promote new thinking on ways to improve disability access through new internal and infrastructure programs (ramps & lifts) and mechanical aids (wheelchair stair-lifts) for disabled passengers to use or simply to provide better trained staff who actually understand and respect the needs of those who self-define as disabled passengers who use the public transport system.

5. Work with Transport for London (TfL) to consider allowing wheelchair accessible taxis and Private Hire vehicles to access areas such as Bank Junction, Tooley Street and other restricted access roads.

**MOVING REGION: LONDON**

**SECONDING REGION: LONDON**

## Composite 20

**422 PIP (PERSONAL INDEPENDENCE PAYMENT) BENEFIT ASSESSMENT AND REVIEW PROCESS (LO)**

**423 PIP (BI)**

### Personal Independence Payment (PIP)

This Congress notes that since 2013, this Government has been moving claimants (our members who self-define as disabled) from DLV (Disability Living Allowance) to PIP (Personal Independent Payment) and we are aware of GMB opposition to the PIP assessment and review process.

We call on this GMB Congress and its associated disability groups to:

- Fully support this motion ensuring our members who self-define as disabled get the support they need and are clearly entitled to when having to continually go through PIP assessments and reviews.
- Lobby all political parties at the highest levels demanding a timely and much needed urgent review calling on this Government to overhaul the PIP assessment and reviews process and how the process is managed.
- Utilise expert legal (UNIONLINE) advice to achieve what is not an unreasonable or unrealistic expectation.

- Raise awareness and call for a campaign to stop the ridicule of people who are genuinely ill. No one should go into these interviews alone. These interviews are unprofessional and a large majority are questioned so intensely and disrespectfully that they break down and don't pursue their claim from fear. No one should be treated like this; they should be treated with compassion.

This will ensure our members who self-define as disabled get the benefits they are entitled to.

**MOVING REGION: LONDON**  
**SECONDING REGION: BIRMINGHAM & WEST  
MIDLANDS**

## CENTRAL EXECUTIVE COUNCIL RULE AMENDMENTS

(LINE NUMBERING REFERS TO RULES AS PRINTED IN THE GMB RULEBOOK)

### CECRA1

Rule 12.1

Line 3 delete “chair the Congress after that at which they are elected”

Line 12 after ‘term of office’ insert “(which commences at the end of the Congress at which they are elected)”

Line 12 after ‘will chair’ insert “Congress and”

Clause to read:

1 The president will be elected in 2005 and at every fourth Ordinary Congress from then on, from among the members of the Central Executive Council. The president will hold office for four years, and be eligible to be nominated and re-elected after their four-year term of office. With effect from and including Congress 2018 in the event an election is required at Congress in an intervening year to fill a casual vacancy, it shall be from among the members of the Central Executive Council and the president then elected will serve the balance of the period of office until the next election is due in line with this rule. Nominations for president will be made by a regional committee, a regional council or a regional pre-Congress delegation meeting. During their term of office (which commences at the end of the Congress at which they are elected), the president will chair Congress and all meetings of the Central Executive Council and other union meetings the Central Executive Council may hold. They will also:

- be responsible for making sure Congress carries out its business in a proper way;
- sign the minutes (the general secretary and treasurer will also do this);
- make sure all members of Congress keeps to these rules; and
- go to the TUC and Labour Party Conferences, and other conferences as appropriate.

### CECRA2

Rule 13.1

Line 11 delete “If the president is absent from a meeting of the Central Executive Council, the vice-president will chair the meeting”

Insert “The vice-president will deputise for the president in chairing any meetings which fall to be chaired by the president under rule 12.1

Clause to read:

1 The vice-president will be elected in 2005, and at every fourth Ordinary Congress from then on, from among the members of the Central Executive Council. They will hold office for four years. Nominations for vice-president will be made by a regional committee, a regional council or a regional pre-Congress delegation meeting. In the event of a casual vacancy the Central Executive Council will appoint a vice-president to hold office until the next Congress. With effect from and including Congress 2018 in the event an election is required at Congress in an intervening year to fill a casual vacancy, it shall be from among the members of the Central Executive Council, and the vice-president then elected will serve the balance of the period of office until the next election is due in line with this rule. The vice-president will deputise for the president in chairing any meetings which fall to be chaired by the president under rule 12.1 and be responsible for making sure business is carried out in a proper way.

### CECRA3

Rule 35.15

Line 10 delete “If successful,”

Clause to read:

15 The regional committee will have the power to suspend or remove from office any branch officer who:

- acts incompetently or dishonestly; or
- fails to carry out any instructions or decisions of the Central Executive Council, regional council or regional committee; or
- for any other reason it considers reasonable



In giving its decision, the regional committee must tell the member, in writing, of their right to appeal.

Branch officers who are suspended or removed from office can appeal in writing within one month to the general secretary. The general secretary will refer the case to the Central Executive Council, who will make the final decision. Before the regional committee and the Central Executive Council, the branch officer will have the rights set out in rule 5.8. The Regional Committee or Central Executive Council may order an appeal to be struck out for scandalous, vexatious or unreasonable behaviour by an appellant or for excessive delay in proceeding with the case. Before making such an order the appellant will be sent notice giving them an opportunity to show why the order should not be made. A member who, for any reason, has been disqualified from holding a particular office will not be eligible to be nominated for and elected to any other office without the regional committee's approval.

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#### **CECRA4**

Rule A3.3

Line 2 delete "second", insert "fourth"

Clause to read:

3 A section national president will be elected in 2008 and at every fourth Section Conference from then on, from among the members of the Section Conference elected in line with rule A3.2 for that year, and from the members of the Section National Committee. The section president will hold office for four years, chair the Section Conference after that at which they are elected and be eligible to be nominated and re-elected after their four-year term of office. In the event an election is required to fill a casual vacancy at an intervening Section Conference the section national president then elected will serve the balance of the period of office until the next election is due in line with this rule. During their term of office the section president will chair all meetings of the Section National Committee.

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#### **CEC RA16**

##### **Rule 15 Electing a general secretary and treasurer**

Clause 1, Line 2 after "five years" insert "or some shorter term, if this is agreed by the holder of the office and the Central Executive Council"

Clause to read:

1 This rule will apply to how the general secretary and treasurer is elected. They will hold office for five years, or some shorter term, if this is agreed by the holder of the office and the Central Executive Council.

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#### **CEC RA17**

##### **Rule 15 Electing a general secretary and treasurer**

Clause 2

Delete Clause 2 and substitute :

2 The Central Executive Council will ask branches for their nominations on whichever is the earlier of:-

- a. six months before the 5 year term of office of the holder of the office runs out, or
- b. dates determined by the Central Executive Council if a shorter term of office is agreed in line with clause 1; or
- c. if there is a vacancy, as soon as possible after taking account of any relevant matters.

Branches should send their nominations to a returning officer appointed by the Central Executive Council.

*(CEC Rule Amendments 16 and 17 will take effect immediately, if agreed by Congress 2019)*

## CEC POSITIONS ON REMAINING EXISTING POLICY MOTIONS

### 94. POLITICAL EDUCATION FOR LAY MEMBERS (NW)

This motion is welcome and CEC agrees with the content but it is existing policy covered in both the CEC Statement on Political Strategy Update to Congress in 2018, particularly sections 3.5 and 3.6 which state:

3.5 GMB reaffirms our commitment to train and support members who have union values at their core, in standing for public office, but also the long term political development of GMB members to ensure we have a voice in all aspects of political life.

3.6 Congress asks the union's political team to:

- a. Continue to run candidate development training and to support GMB candidates who want to stand for office
- b. To develop a longer term training package that will be available to members nominated by GMB regions to help GMB Political Leaders to become well rounded, fully trained political activists who can make the case for GMB members and the issues we care about. A political curriculum should be developed that begins at general awareness of why politics is important, through to how to stand for political office.
- c. To campaign to abolish political restrictions on local government workers standing for public office that effectively ban our local government members from representing their areas politically.
- d. Coordinate political action to elect Labour representatives with our regions and activists, supporting and growing activism through training, communication strategies, social media activity and collaborating with the Labour Party on community organising and workplace projects.

### 137. MANDATORY TRAINING ON DOMESTIC ABUSE (SW)

It is already GMB policy that domestic abuse policies should be mandatory for employers. This position was set out in Composite 5 of Congress 2017, on Domestic Abuse in the Workplace, which called 'on GMB to create a domestic abuse charter and to campaign to make domestic abuse in the workplace policies mandatory and calls for a zero tolerance campaign to be created and executed across all sectors that deal directly with the public or clients.'

### 139. FORCE EMPLOYERS TO ADDRESS MENTAL HEALTH IN THE WORKPLACE (NW)

As per 2017 CEC Statement on Mental Health at Work; Motion 78/2015. These already commit GMB to campaign for improvements in the management of mental ill-health in the workplace and beyond, and we have been doing so since before 2015.

### 149. DEFIBRILLATOR IN THE WORKPLACE (NW)

A motion on this issue (118/2018) was passed at Congress last year. We are still in the process of developing a campaign on the issue, but this would simply replicate our existing position.

### 155. PROTECTING OUR COASTLINE FROM EROSION FROM 1960'S LANDFILL SITES (BI)

Although this motion draws attention to the specific issue of the erosion of landfill sites, Congress has already adopted a broad statement that the government should ensure that 'all coastal areas of the UK are equipped with the necessary flood and coastal protection mechanisms to guard against erosion,' and coastal landfill sites would be covered by this statement (2011:67).

### **156. FURTHER REMOVAL OF PLASTIC WASTE (LO)**

We believe that this motion is in line with existing policy, covered in Congress 2018 Composite 11 'PLASTIC POLLUTION (128, 130, 131, 132)'. This Composite was referred and the development of policy positions on the issues of plastic waste, guided by this composite, is ongoing.

### **159. PENSION AGE (BI)**

The motion calls for a campaign to lower the age of retirement to 65. This has been widely debated at previous Congresses; in 2015 Motion 116 Retirement Age, asked for the same campaign to be launched, and was carried with qualification. The CEC position for this motion was "[In 2014] composite motion 3 (Motions 49&50) was carried with a qualification stating that "we recognise that there is no one size fits all approach to retirement and many will be able to work past traditional pension ages and are willing to do so. As such, and in line with striving for the best pension provision, we would wish for greater flexibility around when pensions can be accessed and for state pension provision to ensure poverty free retirements for all, with a great focus on those who need support due to low income or inability to carry on in work." This remains the case, and so the motion should be qualified accordingly."

### **160. EARLY RETIREMENT ENTITLEMENT (NW)**

The issues raised in the Motion were covered in the Special Report on Pensions passed by Congress 2017. GMB has long recognised that age is an arbitrary determinant of retirement age and that greater weight should be placed on location, occupation and socio-economic status when determining retirement ages. Pension schemes should also offer a retirement age range and other greater protections in line with the 2017 Cridland Report.

### **176. EXTENDING EMPLOYMENT RIGHTS FOR UNFAIR DISMISSAL FROM DAY ONE OF EMPLOYMENT (YO)**

GMB has longstanding policy for employment rights for unfair dismissal from day one of employment and to oppose the extension of the Congress 2012 adopted policy to oppose the extension of the unfair dismissal qualifying

period to 2 years introduced in April 2012 in a number of Motions: Composite 3 Claims to Employment Tribunals, Composite 4 Employment Tribunal Fees and Unfair Dismissal, Composite 5 Employee Funding for Employment Tribunals. Subsequent Congresses in 2013 and 2015 2018 endorsed similar Motions as Existing Policy for example Motion 133 Qualifying Period – Tribunal Claims at Congress 2015. In so doing the union has emphasised that GMB policy is for full unfair dismissal rights from day one of the employment and not one year.

### **177. REDUNDANCY RIGHTS FROM DAY ONE (NW)**

GMB has longstanding policy for full employment rights from day one of employment, see Motion 176 above (though but we have not had a specific motion on redundancy).

### **186. TRACKERS AND OTHER SURVEILLANCE EQUIPMENT IN THE WORKPLACE (LO)**

Motions covering the use of work-related tracking and surveillance devices were passed at Congress 2017 (Motion 106) and determined to be existing policy in 2018 (Motion 144). Whilst we could not refuse the usage of personal trackers (in circumstances such as lone working), there would be merit in the development of new guidance on this topic and we will seek to pursue this.

### **193. PREGNANCY DISCRIMINATION (LO)**

Motion 193 seems to be the same or a similar Motion to one that was submitted by the same Branch to Congress 2017 "Pregnancy Discrimination" and formed part of Composite 11 Pregnancy and Maternity Related Discrimination. Composite 11 was carried by Congress 2017 and a Model Agreement on Pregnancy and Maternity was launched at the National Equality Conference 2017.

### **212. RETAIL WORKERS LOSING OUT TO PROFIT AGAIN (NW)**

While we are fully supportive of this motion, it is existing GMB policy to campaign for a real living wage, safe working conditions, and parity between people and profit across all industrial sectors, including retail. It is longstanding

Congress policy that GMB should campaign for a real living wage of at least £10 an hour (see 2016:128). The 2015 CEC Special Report on Your Health, Your Safety committed GMB to lobbying activity, including of MPs, 'to ensure that health, safety and environment issues retain a high profile and remain in the public eye.' The principle of championing the interests of working people over those of profit-making has been endorsed numerous times by Congress and is intrinsic to our activities as a trade union.

### **226. OUTSOURCING OF LOCAL GOVERNMENT CONTRACTS (NW)**

GMB has longstanding policy that stands in opposition to the outsourcing and privatisation of public services. Specifically, Congress 2018 endorsed the statement that: 'GMB believes that services formerly provided through the public sector should be taken back into public ownership' (CEC Statement on Outsourcing and Public Ownership, 2018).

### **237. STOP AWARDING PUBLIC SECTOR CONTRACTS TO PRIVATE SECTOR CONTRACTORS (BI)**

It is existing GMB policy to oppose privatisation and outsourcing, and to support the return of public service contracts to public ownership. This position was recently affirmed by Congress when it passed the 2018 CEC Statement on Outsourcing and Public Ownership.

### **242. MULTI-TIER EMPLOYMENT IN THE NHS (LO)**

GMB has existing policy against two-tier workforces and in favour of equal 'day one' rights for those employed through agencies and outsourced providers (2012:C4) and for Agenda for Change to apply to all NHS workers (2005:227). Ultimately, it is also GMB policy to stop the outsourcing of NHS services (CEC Statement on Outsourcing and Public Ownership, 2018).

### **247. SUITABLE MANNING LEVELS IN CARE HOMES (YO)**

This motion calls for a legal minimum level of staffing including skills requirements in care homes. This is existing GMB policy. Composite 12 passed by Congress 2013 stated that GMB should support 'legislation ... where by the ratio of care

assistants to Service Users is more realistic and also ensure that before a person goes to work in a care home of any kind they have a minimum of a NVQ Level 2 Certificate or similar in Health Care.'

### **250. RENEW THE FIGHT AGAINST ACADEMIES AND FREE SCHOOLS (YO)**

GMB has consistently opposed the hidden privatisation and fragmentation that academisation represents. The 2018 CEC Special Report and Schools and Colleges, which was passed by Congress, called for 'an end to outsourcing and excessive executive pay' and called 'on the next Labour Government to reform the education system to restore the oversight and co-ordinating role of democratically accountable local authorities.' We believe that these positions cover the proposals in this motion.

### **258. STOP CORPORATIONS USING TAX TRICKS (NW)**

GMB has longstanding policy on opposing tax haven and offshore accounts. These were discussed in 2010 C6 UK Taxation and Corporation Tax, 2011 C12 Tax Avoidance and Tax Evasion, and 2014 113 Tax avoidance HMRC Funding, which specifically calls for GMB to work with a future Labour Government to increase resources to the HMRC to take on tax avoidance, evasion, and close loop holes.

### **266. NATIONALISE THE ECONOMY FOR ALL (MI)**

GMB has longstanding policy in support of the public ownership of public services and major industries. The 2018 CEC Statement on Outsourcing and Public Ownership, which was passed by Congress, reaffirmed our commitment to the nationalisation of the 'commanding heights' of the economy and ending PFI.

### **267. SAFEGUARD FOR EMPLOYEES HOLDING SHARES IN PREVIOUSLY NATIONALISED COMPANIES (NW)**

This issue was addressed in the 2018 CEC Statement on Outsourcing and Public Ownership, which was passed by Congress. This stated that: 'During privatisation employees

were encouraged to enter into share schemes, and a number of our members did so in good faith. It is important that they will not be left out of pocket through no fault of their own and GMB calls upon the Labour Party to safeguard their financial interests.' GMB successfully obtained this undertaking from the Labour Party in respect of its campaign for public ownership of the water sector.

### 269. FAILING ACADEMIES (LO)

It is existing GMB policy that when academy schools or trusts fail those schools should be brought back under local authority control. The 2018 Special Report, which was passed by Congress, said: 'GMB believes that when academy sponsors fail or walk away from a school then that school or group of schools should revert to local authority maintained status.'

### 271. ACADEMIES (LO)

It is existing GMB policy that schools should be under democratically accountable local authority maintained status, and that our campaigning efforts to achieve that aim should be focused on schools and communities where there is support for a return to local authority maintained status (2018 Special Report on Schools and Colleges; 2018: 342,343,344,345)

### 286. PROTECTING WORKERS' RIGHTS AFTER BREXIT (BI)

The Motion is very much in line with the CEC Special Report Brexit and Beyond Protecting GMB Members Futures supported by Congress 2017. This called for a commitment by the UK Government to ensuring that UK legislation on workers' rights should never fall behind those of EU member states and called for a commitment to match progress made to protect workers (5.4). The Motion is existing policy. The CEC may be making a further statement to Congress in June on Brexit.

### 295. RENATIONALISATION OF SERVICES (LO)

We have existing policy on matters contained within this motion. In 2014 Motion 153 called for a "new Clause 4 of the Labour Party Constitution, with the following explicit commitments:

1. A National Health Service, free at the point of use, based on need not ability to pay
2. A fair and equitable system of tax
3. A fairer distribution of the nation's wealth
4. An education system giving the chance of lifelong learning to all
5. An economy which benefits all not the few, with public ownership of utilities, rail transport and other industries of strategic importance
6. A path from cradle to grave, build on the foundations of the above, giving every citizen the chance to achieve their aspirations and allowing them to live with dignity, without fear of poverty." The CEC Statement on Public Ownership and Control from Congress 2018 also laid out our policy position on nationalised industries.

### 300. LOCAL GOVERNMENT EMPLOYEES STANDING FOR ELECTION FOR COUNCILLOR (NW)

It is already GMB policy that political restrictions should be lifted for local government workers for the purpose of standing for office, below Chief Officer grades. This was agreed by Congress 2018 when it passed Motion 254 on Political Restrictions.

### 307. ASYLUM SEEKERS' RIGHT TO WORK (YO)

Composite 19 'Rights of Asylum Seekers and Refugees (272, 273) called for Congress to "Support(s) the demand to allow the right to work and join a trade union for all asylum seekers/refugees." This motion is in line with this composite of motions carried in 2018.

### 312. SUPPORT FOR SHOW RACISM THE RED CARD (YO)

Composite C25 from Congress 2005 "Racism Fascism and the BNP (M282-284) was carried with qualification, and encourages branches to affiliate to Show Racism the Red Card. There is no barrier to branches affiliating to the group and their presence at numerous Congresses since then, only further embeds them within our democratic structures.

### 315. BANKING AND THE POOR (NW)

We support the sentiment as well as the aims and objectives of this motion. However it is already Congress policy to oppose the withdrawal of cheque facilities (2010:153), as well as the closure of bank branches and post offices, especially in isolated communities (2015:271), and in addition to oppose the closure of other high street shops (2014:197)

### 338. A FORM OF LEGAL AID TO BE FULLY RESTORED SO EVERYONE HAS ACCESS TO JUSTICE (LO)

The Motion is in line with a number of previous Congress decisions relating to Legal Aid calling for a properly funded legal aid system which would assist the poorest and most vulnerable in society, see for example Motion 142 Justice for Working People carried at Congress 2010, Motion 212 Legal Aid Reforms, carried at Congress 2011, and Motion 175 Legal Aid Reform carried at Congress 2012. The Motion is existing policy.

### 343. THIRD PARTY SEXUAL HARASSMENT WITHIN THE SECURITY INDUSTRY (LO)

The Motion is in line with Composite 22 Section 40 Equality Act 2010 carried at Congress 2018 calling for the re-instatement of Section 40. The same Branch submitted the same or similar worded Motion to Congress 2018 (Motion 315) and this formed part of Composite 22 at Congress 2018. The Motion is existing policy.

### 351. NHS PRESCRIPTION CHARGES (BI)

This is existing policy in line with motion 164 "Abolition of Prescription Charges" passed at 2008 Congress, which called for prescription charges to be abolished across the UK.

### 352. FREE PRESCRIPTIONS (BI)

This is existing policy in line with motion 164 "Abolition of Prescription Charges" passed at 2008 Congress, which called for prescription charges to be abolished across the UK.

### 353. FREE HOSPITAL PARKING FOR PATIENTS, VISITORS AND NHS STAFF MEMBERS (YO)

Composite 20 from Congress 2009 called for the abolition of car parking charges at all NHS properties which was carried. An update to this policy came from motion 217 in 2014 which suggested GMB campaign for an hour of free car parking in hospitals, as an interim measure if this cannot be immediately achieved.

### 354. NHS PARKING CHARGES (BI)

Composite 20 from Congress 2009 called for the abolition of car parking charges at all NHS properties which was carried. An update to this policy came from motion 217 in 2014 which suggested GMB campaign for an hour of free car parking in hospitals, as an interim measure if this cannot be immediately achieved.

### 355. HOSPITAL CAR PARKING FEES (BI)

Composite 20 from Congress 2009 called for the abolition of car parking charges at all NHS properties which was carried. An update to this policy came from motion 217 in 2014 which suggested GMB campaign for an hour of free car parking in hospitals, as an interim measure if this cannot be immediately achieved.

### 359. GP APPOINTMENTS (BI)

GMB has previously noted the difficulty with getting GP appointments ('GP Waiting Times', motion 214, Congress 2014) and that this situation is made worse by austerity. GMB has consistently campaigned against austerity, and for more resources for the NHS. The CEC does not believe this motion calls for action the union is not already taking.

### 362. BOWEL CANCER SCREENING (BI)

Congress has previously acknowledged the importance of early detection and screening for bowel cancer, recognising that this offers the best chance of beating the disease. For example, Composite Motion 17 from Congress 2010 called for increased resources to allow those at risk of bowel cancer, either through age of family history, to have a periodic colonoscopy as one of the most effective means of

screenings. As this motion rightly notes, there is an inequality in that early detection is more likely for those living in Scotland who are able to access routine screenings at an earlier age. GMB policy is to oppose postcode lotteries in the NHS that mean that a patient is eligible for treatment in some areas but not in others (Congress 2006 Motion 245, Postcode Lottery), and on this basis will continue to call for these inequalities, including with bowel cancer screening, to be addressed.

### 367. CARE HOMES (LO)

This motion rightly states that poor standards in too many care homes are not the fault of their hard-working staff, but a lack of funding and resources allocated to the sector- something that has been raised at successive GMB Congresses, and the impact that leaving the EU may have on already struggling staffing levels. As part of GMB's continuing work on this issue, GMB Union is acting as the Secretariat for the newly established All Party Parliamentary Group on Social Care (APPG Social Care) - a cross-party group of MPs who have come together to look at the care system, funding and state of staffing in the sector. The APPG is about to launch an inquiry which will be working with partners including academics, care providers, charities, local authorities to make some concrete solutions to these problems once and for all.

### 375. FREE SCHOOL BREAKFASTS (BI)

Congress 2013 passed motion 183 'Breakfasts in Schools', which called for the same actions as this motion and GMB has been campaigning on the issue since.

### 395. HOUSING FOR THE HOMELESS (YO)

This motion's contents are covered by the Congress Charter for Housing 2017, and therefore this motion should be considered existing policy. We have longstanding commitments to campaign for better housing standards, including alongside other trade unions and political and civic groups (see 2006:239, 2009:190, 2013:C19, 2014:C23, 2015:343, 2017:336). We continue to raise the issue through political channels and through publicity.

### 399. HELP PREVENT ROGUE LANDLORDS (LO)

GMB has longstanding policy on increasing the regulation of private rented accommodation, tenants' rights and greater duties for private landlords. Last year Congress carried composite motion C25 Private Landlords License 2018 and prior to this in CEC Special Reports on Housing were passed in 2014 and 2016. The Housing Act 2004 provided Councils with the powers to introduce licensing of privately rented housing properties in areas with the aim of improving conditions for local occupiers and the surrounding community but not all have used these powers.

### 407. RAIL TRAVEL (LO)

This motion calls for GMB to support the renationalisation of the railways and to back the campaign to keep guards on trains. Public ownership of the railways is longstanding GMB policy, as re-stated by the 2018 CEC Statement to Congress on Outsourcing and Public Ownership. It is also our policy to support the campaign to keep guards on trains (Motion 251 Keep Train Guards on Trains, Congress 2014).

### 413. WELFARE REFORM (NW)

GMB has longstanding policy for a reformed and humane benefits system which treats people with dignity. We will continue to reflect this in discussions with the Labour party in the development of its next manifesto. Composite 26 from Congress 2018 best exemplifies this which called for an overhaul of UC and for the "Labour Party to as part of its manifesto to overhaul the system so that we get back to the system where the benefits system, whilst making work pay, does not penalise and demonise those who for whatever reason are unable to work or finding it hard to obtain work."

### 414. UNIVERSAL CREDIT (YO)

GMB has existing policy opposing the injustices of universal credit and its rollout. (C26 Universal Credit 2018)

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#### **424. INTERNATIONAL SOLIDARITY (LO)**

GMB have been proud to support the work of Banana Link for almost 15 years, following a motion passed at Congress 2005 and there are currently no plans in place to cease this relationship. This motion rightly calls for working class solidarity across borders, particularly relevant in the context of withdrawal from the European Union, however, the motion does not call for actions which the union is not already undertaking as appropriate and for this reason, the CEC believe it constitutes existing policy.



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