

GMB

CONGRESS 2019

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BARBARA PLANT
(President)
(In the Chair)

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Held in:

The Brighton Centre,
Brighton

on:

Sunday, 9th June 2019
Monday, 10th June 2019
Tuesday, 11th June 2019
Wednesday, 12th June 2019
-and-
Thursday, 13th June 2019

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PROCEEDINGS

DAY FOUR
(Wednesday, 12th June 2019)

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FOURTH DAY'S PROCEEDINGS
WEDNESDAY, 12TH JUNE 2019
MORNING SESSION

(Congress assembled at 9.15 a.m.)

THE PRESIDENT: Delegates, I call Congress to order, please. Morning, delegates. I hope you all had a good evening last night. We are nearly there. It is great to see a sea of red in front of me. The first item on the agenda is the Standing Orders Committee Report No.5.

STANDING ORDERS COMMITTEE REPORT NO. 5

HELEN JOHNSON (Chair, Standing Orders Committee): This is only a short one. First of all, withdrawn motions. We would like to confirm that the following two motions were withdrawn from the rostrum yesterday: Motion 114, Representation on the National Equality Forum, and Motion 117, Support for Young Members Structures. Both motions were standing in the name of London Region.

Bucket Collections: Yesterday's bucket collection by GMB Scotland for Guide Dogs for the Blind raised a whopping total of £678. *(Applause)*

THE PRESIDENT: Well done. Any contributions? *(Further offers of donations were made from the regions)* Somebody wants to come and speak on Guide Dogs. Do you want to do your report first and let them come up afterwards? Yes, finish your report and we will do that.

HELEN JOHNSON (Chair, Standing Orders Committee): President, Congress, I move SOC Report No. 5.

THE PRESIDENT: Anyone want to come and speak on it? No? Can I put that to the vote, Standing Orders Committee Report No. 5, all those in favour please show. Anyone against. Thank you.

Standing Orders Committee Report No. 5 was ADOPTED.

THE PRESIDENT: Thank you, Helen. Mary would like to talk a little bit about the charity.

MARY ANN FINN (GMB Scotland): First-time speaker. *(Applause)* Thank you very much. It is a big thank you for the donations for the Guide Dogs for the Blind. We already have two but what I want is for every region to have a dog. I have had a pledge from Clyde Bonding that if I match £5,000 they will double it and give £10,000. Thank you Clyde Bonding. *(Applause)*

THE PRESIDENT: Excellent. Thank you, Mary. Before we move on to the first set of motions, if the speakers for Motions 93 and 96 could come to the front, and Tim would like to have a few words on behalf of Southern Region.

THE GENERAL SECRETARY: Good morning, Congress. I hope you are all well after a quiet night last night. I saw most of you during that time. I am told I had a

very good time as well. Someone said on the way in, “Your eyes look terrible.” I said, “You want to see them from this side.” (*Laughter*)

Whilst you have been sat here this week a situation has unfolded that I think you need to know about, and that is that Brighton & Hove Albion Football Club have sacked a number of their workers, sacked them by telephone, no process, no representation, no GMB presence allowed on site to represent these people.

Congress, I am not sure they were listening to my speech yesterday. We are a fighting trade union. We will never stand by and allow our members to be treated in this way. Brighton & Hove Albion Football Club treat your workers with respect. If you want to be in the Premier League then you should provide Premier League representation for your staff. (*Applause*)

So, on behalf of you all, I will leave them with this thought, either treat those workers with dignity and respect and allow them the representation they deserve, otherwise we will be contacting American Express, their sponsor, and I will be asking and demanding that they walk away from that football club. Congress, please support those workers at Brighton & Hove Albion Football Club. Thank you. (*Applause*)

THE PRESIDENT: Thank you, Tim. That was an important message that Tim needed to say this morning, to get it out there to those at the football club who are listening to us. We are on track. We are doing well. Can I again ask you to be disciplined about the speaking times? You have been really good so far. Hopefully, we will get through this business again today on time – not on time but get through the whole business in one day. Could I have the mover of Motion 93, please?

UNION ORGANISATION: EDUCATION AND TRAINING FULLY FLEXIBLE SHOP STEWARD TRAINING MOTION 93

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

(Carried)

PAUL McGUIRE (GMB Wales & South West): Congress, the GMB’s core purpose is that every member should have the opportunity to discover and develop their talents and that is why we have workplace organisers and members accessing the lifelong learning as part of their membership benefits. Colleagues, GMB@Work is the key driving force for the union. Any plan that seeks to address the issue of under-representation of women must be relevant to GMB@Work. This indeed must come intrinsic to it and be part of the everyday life of the union.

In 2017, Congress in Plymouth, our 100th Congress anniversary, a special report was adopted on GMB reps' training which included the facilities to deliver a series of Webinar-based training and to establish additional e-learning opportunities available for workplace organisers. We are pleased with these developments which have been implemented. However, we feel there is still room for continuous improvement to have courses on offer to our reps who find it difficult to attend training Monday to Friday where childcare, disabilities, and part-time working become a massive hurdle when trying to schedule to take part in essential training courses.

Congress, we recognise that as an organisation the GMB actively promotes flexibility within the workplace to accommodate childcare, disabilities, and part-time working but we should also recognise the need for the same flexibility towards training our workplace organisers, which will encourage recruitment, development, and equal opportunities.

Colleagues, we commend the GMB for development and training and the strategies put in place to challenge an ever-changing world to provide the best possible training and development for our reps. We are continuously adapting to new challenges but we need also to look at ways of training our reps who struggle to attend courses and self-develop themselves as some other workplace organisers are able to. Let's support this motion and improve our delivery of training to reach every single representative in any core way. I move. Thank you. (*Applause*)

THE PRESIDENT: Thank you, Paul. Secunder?

SHARON JENKINS (GMB Wales & South West): First-time delegate, first-time speaker. (*Applause*) Congress, this motion sets out a request to look at a more flexible approach to training when scheduling and planning training courses. We recognise there are some issues across regions as to the types of courses that are available to reps, although all regions are given initial support and training at a standardised GMB@Work course for all new reps. At present, the majority of our training courses can exclude so many reps as they are often held during term time only in local GMB sub-offices on weekdays and during the hours of 9 a.m. to 5 p.m., and in some previous cases spread over 10 to 12 weeks. A proportion of reps do not make their training because of certain obstacles such as childcare and disability issues.

Colleagues, we need to take into consideration the needs of our reps and look at more flexible opportunities for reps to be able to attend courses and develop their skills equal to all. Congress, on equality in the Special Strategy Report we recognise that training resources are central to ensuring that GMB reps and activists have the skills needed to represent members on equality issues but also to bargain, recruit, and negotiate on members' central issues and needs. Colleagues, we need to seek and increase the number of workplace reps from all backgrounds by looking at how we deliver training for members in organised workplaces. Not all members have release to attend weekday training courses and many have caring responsibilities. This is more likely to be the case for women, BAME workers, young and disabled members. We believe that each region should be able to provide all self-training courses that can be delivered nationally and in regions if needed. This will develop and empower all

activists and reps regardless of any issues they have attending training and undertaking their day-to-day role as required. Please support. I second. (*Applause*)

THE PRESIDENT: Perfect, Sharon. Well done. Thank you. The mover of Motion 96.

TRANSGENDER TRAINING FOR GMB REPRESENTATIVES MOTION 96

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

(*Carried*)

LEANNE CHAPMAN (GMB Wales & South West): First-time delegate, first-time speaker. (*Applause*) Congress, GMB represents all workers. We stand against bullying and hatred. That must be and is our core value and will continue to be so in the defence of our trans workers. We recognise that many employers do not adequately understand trans issues nor do many working in the services that trans people rely upon. Colleagues, we must all recognise that to deal with these issues we must have representatives in place who are skilled, fully trained to support, service, and assist our trans members within their workplaces. This Congress recognises that no gender identity journey is the same. GMB understands that inter-sexually means members may face different challenges and have different needs based on BAME status or faith.

Colleagues, in the trans special statement endorsed last year at Congress it is stated that the GMB understands the different cultural, faith, and gender issues in different communities require more than a one-size-fits-all approach to inclusivity and we welcome that the GMB works nationally and regionally to provide training, advice, and guidance, that builds our trans workers toolkit in conjunction with specialists, such as Stonewall. Colleagues, we must support our trans workers, their branches, and reps, implement training, and identify the needs of our trans members. The trans workers' toolkit will be a fantastic asset and guide our reps and trans members moving forward. We recognise the Equality Act 2010 places a duty on the public employers to take positive steps to eliminate discrimination, foster good working relationships, and provide equality for all trans people. Our GMB reps should have adequate training and updates in relation to the Equality Act and ensure that the confidence to undertake equality impact assessments in relation to transgender needs and be able to embed equality objectives on behalf GMB members. Please support. I move. (*Applause*)

THE PRESIDENT: Well done, Leanne. Secunder? While the seconder is coming up can I ask movers and seconders of Motions 374, 376, 377, 379, 380, and 381, to make your way to the front, please.

WENDY COLE (GMB Wales & South West): First-time delegate, first-time speaker. *(Applause)* Congress, all trade unions need to be willing and able to assist trans members to get equal and non-discriminatory treatment at work. Many trans people face harassment and discrimination throughout their daily lives while walking in public places, while being customers, and service users, and crucially in employment. Colleagues, as a result of campaigning legislation is being strengthened to give our trans members more protection.

The reason I am so passionate about this motion is because of what happened to our transgender member, Emma, who is very happy for me to share her story with you all. Emma knew from the age of eight that she was in the wrong body and as Andrew she did what society expected, she got married and had children. Emma trusted her managers and agreed a process and plan through her transition. However, they pulled the rug from under her and put her on ill health capability. They did not stop there. They actually sacked her. We supported Emma through this and with the help of our regional organiser, Gareth, we got her reinstated. *(Applause)* We came to realise that there was a lack of support in Wales for Emma and for workplace organisers to be able to support her. There is also a lack of training for managers together with a real lack of understanding.

Colleagues, making an organisation trans-inclusive is imperative. We need to ensure our activists and workplace organisers are trans-inclusive trained to support our members. Congress, let's all be trans-inclusive, let's upskill ourselves to represent our trans members to the best of our ability across the UK. I second. Please support. *(Applause)*

THE PRESIDENT: Well done, Wendy. Well done. Does anyone want to come and speak against any of those motions? In that case, there is no CEC speaker because the CEC is supporting both motions. I will take them as a block. All those in favour of Motions 93 and 96 please show. Anyone against? They are both carried. Thank you.

Motion 93 was CARRIED.

Motion 96 was CARRIED.

SOCIAL POLICY: EDUCATION & TRAINING

THE PRESIDENT: The mover of Motion 374, please.

SCHOOL UNIFORMS

MOTION 374

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

(Carried)

ALAN LAW (London): If you browse any school or academy website you will see the uniform is compulsory. All students are required to wear full uniform with correct identification for attending school. It is expected that all students will wear the appropriate uniform unless a valid medical or cultural reason is given. Some students may have to wear extra head coverage for religious reasons. For instance, students may risk being withdrawn from the school if the school uniforms are not worn. There are a huge number of parents unable to afford to purchase a school uniform from a particular shop. The school name and logo is embroidered on each item at an extra cost.

As we have seen in the media, many families are living below the breadline. This means that this Government is not worried about that. We all know school budgets are cut year after year. Gaining profits from uniform sales helps schools make ends meet. Some schools and academies are now realising the hardship some families can suffer simply because they have to provide a certain uniform for the children. Some schools are now allowing uniforms to be purchased from other places, for instance, superstores and supermarkets. There would, therefore, be no embroidered school logo. Surely, schools could just have a sweatshirt embroidered as a compulsory item. This would clearly show the school's name and logo much needed on school trips, etc.

We the GMB should push this forward so that the Government makes it possible for uniforms to be purchased from superstores and other outlets. These are much cheaper than school shops. School shops can charge up to twice the price of a standard uniform. This change would help families to manage their budgets once more. Parents with more than one child are under enormous financial pressure from the schools to provide uniforms. I move. *(Applause)*

THE PRESIDENT: Thank you, Alan. Well done. Secunder?

LORNA GAYLE (London): President, Congress, we all know that school uniforms can be very costly, especially if you cannot afford it in the first place. The price of school uniforms has risen. The average school uniform costs £340 per year per secondary school aged child, up 7% from 2015. There has also been a 2% rise in the cost of school uniform for children at primary school. In many cases you have seen we have children of a bigger size. This means they would have to buy adult size at an even higher cost. The price includes 20% VAT which make it excessively high and almost unaffordable for many. Where there are more than one child attending uniform based schools, there should be a concessionary reduction in the cost or a cheaper

outlet. Pressure should not be put on the unemployed and low income families to pay these highly inflated prices.

Let us call on the Government to look at alternative ways that school uniform can be bought at a more realistic and affordable price for every family in this country, regardless. I second this motion. (*Applause*) Please support.

THE PRESIDENT: Thank you, Lorna. The mover of Motion 376.

THE GOVERNMENT NEEDS TO HEAR THIS FOR DEAF CHILDREN MOTION 376

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

(Carried)

RICHARD MORGAN (Midlands & East Coast): President, Congress, more than a third of councils in England are cutting educational support by a total £4m for deaf children, according to figures obtained by the National Deaf Children Society. Figures gained through a Freedom of Information request show that the councils in these areas are cutting 10% on average from deaf children's services, which are already near breaking point. In the last four years, one in ten specialist teachers of deaf have been cut, meanwhile deaf children are falling behind at every stage in the school and at GCSE two-thirds of deaf children fail to achieve Grade 5 in both English and Maths. This is a key government target which they are setting them up to fail. The cuts come as councils across England struggle to meet the growing demand for support for children with special needs. Deaf children could achieve anything and everything other children can but to do this it is crucial they get the right support. Despite councils having a legal duty, a legal duty, to support deaf children we are seeing that the vital support system they rely on for their education being torn apart. There must be additional and ongoing funding from government to enable councils to support high needs children and their families, otherwise councils may not be able to meet the statutory duty to the children and they could miss out in mainstream education.

I am confident that Congress will share my region's concern that a generation of deaf children are being further disadvantaged by the government's heartless policy of austerity cuts for those who are most in need of educational support. The Government needs to hear this for deaf children. This Congress calls upon the GMB to lobby MPs and Government to reduce the sharp decline in training of fully trained teachers for our deaf children and to increase support for funding the support staff, which are mainly our members.

Congress, these children are our future. This Tory government of privilege and entitlement are unable to govern. They must get out of the way and let Labour govern for them. They have shown themselves to be totally incompetent and unable to do the job. Now, if the Labour Party adopts our GMB policies to move forward they will make it at a stroll. Now time to stand up to the plate and move on. Congress, I move. *(Applause)*

THE PRESIDENT: Well done, Richard. Secunder.

STEPHEN ALEXANDER (Midland & East Coast): President, Congress, deaf children have the same potential as any other child but the lack of crucial support in the form of trained deaf tutors is severely undermining their chances of achieving. Austerity cuts have led to budget reductions, lack of funding for training, and a failure to recruit, which has resulted in a 14% reduction of qualified teachers of the deaf. A quarter of local authorities only have one specialist deaf tutor per 80 students and 15% have only had one per 100. Whilst every local authority is different, the sheer volume of children needing support means corners are being cut but this is going to get worse. 45,000 deaf children are approaching a little cliff edge in the terms of their education as 57% of the existing specialist staff are due to retire in the next 10 to 15 years. This lack of investment not only has to stop but must be reversed and quickly if we are to avoid these children being discriminated against. Deaf children risk having their futures decimated as the system for supporting them in education is in complete disarray. Congress, I ask you to support this motion. I second. *(Applause)*

THE PRESIDENT: Steve, thank you. Brilliant, I wish I knew more signing, I really do. The mover of Motion 377.

ART AND CULTURE – ACCESS FOR WORKERS IS A TRADE UNION ISSUE

MOTION 377

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

(Carried)

CATHERINE PINDER (Yorkshire & North Derbyshire): In truth what I am here to talk about is central to all we do, equality and fairness. We all know that after almost a decade of Tory austerity the playing field is not level. Access to arts and culture, which is about much more than trips to art galleries, museums, and theatres, it is crucial for our education, health, and wellbeing. The creative industries and all the opportunities that come with it are dominated by those from our privileged backgrounds, those who can afford to pay for private tuition for their kids, or send them to expensive schools. The rest of us faced with a curriculum decimated and a decade of cuts to our schools do not get a look in. The fact that children from low income families are half as likely to learn a musical instrument than their wealthy peers speaks for itself.

It is a vicious circle that must be broken and why is it important, because we need to fight for our children to be equipped with the skills they need to flourish giving them access to subjects that should be a right, not a privilege. The arts gives people the confidence to express themselves and flourish when otherwise some may struggle in an academic setting learning key life skills and work skills such as public speaking, interacting with others, and developing ideas. I can bear witness to what can be achieved when young people have a level playing field. BL5 has many young members who make a significant contribution to our union. Emily Warrilow who has campaigned to get a dangerous building demolished and delivered political awareness in schools. Gina Harding, who campaigned with me day in, day out, for the Labour Party and as the branch Comms officer. Joshua Smith, who is on our REC, and Jawad Khan, who achieved at 21 the incredible position of number three on the slate for the Yorkshire & Humber Labour Party European elections. *(Applause)* All of them are at Congress as either delegates or visitors and our region is rightly proud of what they continue to achieve with the support of the branch, region, and national. All of our youth should have the right to experiences which enhance their life. The economy is changing and cultural activities are becoming increasingly important. If we are to tap into that and the socioeconomic regeneration that comes with it, we need to make sure we are equipped so that benefits flow out of London and into our communities. It is about future proofing, the world of work is changing, the automation of the workforce, artificial intelligence, and the fourth industrial evolution, will transform our relationship with work. We need to be ready. We need a well-rounded generation who have been taught to explore and create, young people with resilience who can adapt to the challenges we will face in years to come.

So, how do we as trade unionists take on this battle? In short, we campaign and fight for equal access to cultural education, for everyone to have the same opportunities regardless of background or parent's income. We continue to fight against the cuts that are devastating our schools, against the abuses of labour that are rampant in our

gig economy and for a national living wage that lifts people out of poverty. We explore new ways of working with creative industries and give the arts the weight they deserve. In these uncertain political times, it is more important than ever to fight for equality of opportunity in all aspects of life and the reward will be well rounded individuals working with and enjoying their communities, confident people willing to expand their horizons and advocate to those who seek to exploit. Ultimately, it is about doing what we have always done at the GMB, and what we do so well, taking on the vested interests and fighting to make sure that no one is left behind. Congress, I move. *(Applause)*

THE PRESIDENT: Well done, Cath. Well said. Thank you. Secunder?

GLYN WYDELL (Yorkshire & North Derbyshire): Good morning, Congress, President. I am privileged to live in an area in Yorkshire with a world renowned proud history of brass and choral music. I had free lessons at school, free music lessons at school as a child. Children must now pay a minimum of £62 per term to access this service. This completely disenfranchises many children from vulnerable backgrounds and low paid families. Access to music and the arts and our country's heritage should be free and available to all. I know Cath has already talked in detail about just how damaging cuts to our schools have been in terms of arts and culture subjects, austerity once again robbing our children of the start in life they deserve. It is not just our schools that are feeling the pinch in terms of arts and culture.

I pick up just one area in particular that is bearing the brunt, our local authorities. As you well know, our local authorities have been cut to the bone over the past nine years. By 2020 they will have been cut by the staggering sum of nearly £16bn. Some councils are struggling to fund even basic statutory services so it was inevitable that funding on what some might say is superfluous activities suffered. As Cath has already articulated, spending on arts and culture is far from superfluous but impossible decisions have to be made and millions miss out as a result. Funding for our musicians, art galleries, cultural centres, and libraries, has to come from somewhere, more often than not it is a cash-strapped local authority, the Arts Council make up some of the shortfall but not nearly enough, and the spend tends to benefit disproportionately London and other big cities.

So, whilst our local authorities are struggling to make ends meet, we are not going to see the investment in arts and culture that we need, the type of investment that brings not only vital access to these cultural activities but benefits the economy and provides jobs. Thank you. *(Applause)*

THE PRESIDENT: Thank you, Glyn. Well done. The mover of Motion 379.

SKILLS FOR LIFE FOR YOUNG PEOPLE MOTION 379

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

(Carried)

NATHAN CLARKE (London): President, Congress, clearly I myself am someone who can be considered at least somewhat close to what a young person is. In actuality it will be a decade this year since I left high school and truth be told I cannot remember it that fondly. I do remember a little mandatory module that was chucked in during my AS levels, something called General Studies, which was meant to be about life skills. Every week my peers and I would attend this hour lesson where within five minutes we would discover half the class had not bothered to turn up and for those that had the teacher would chuck on whatever VHS they had lying around to keep us entertained for the next 55 minutes. Occasionally, we were given leaflets that explained why voting was important, or the political issues of the time, but those were quickly lost in the paperwork that a student received day in, day out.

As you can probably guess, the lessons were not taken seriously by neither student, nor teacher, nor school. I emerged into society green as grass and not at all wise in the ways of the world or how to conduct myself as an adult. Much like Game of Thrones Jon Snow I knew nothing. I took up my first job at 20 years old and somehow by either a sheer miracle or will of the gods I managed to maintain eight years of continuous employment and have had to muddle my way through all of the skills that the motion speaks of, my finances, my living accommodation, political voting, and I have made some serious mistakes along the way. I did not even have a clue what a trade union was and it was not until four years ago when I got myself in a spot of bother at work that I, desperate and turning for help at any corner, stumbled across GMB. I think we can all agree on one simple thing, our education system needs looking at, it needs bolstering and it needs investment, and it needs modernising for a 21st century world. This would be a great place to start, getting our next generation ready for adult life giving them the tools and the knowledge to be ready for the world at large. I needed those skills and even though my school ran it in the curriculum it was not fit for purpose, it was never taken seriously, and at 17 it started too late to be useful. There will be hundreds of other schools, perhaps thousands, across the country that do not even run this in the curriculum at all and then for them there is almost no chance of our next generation being taught these skills as part of their education. Congress, I thank you for listening and I would ask you to support this motion. I move. *(Applause)*

THE PRESIDENT: Thank you, Nathan. We are glad you found the GMB. Well done. Secunder?

DANIEL DURCAN (London): First-time delegate, first terrible hangover. (*Laughter*) President, Congress, as you heard this motion looks to improve life skills for young people. I am sure many of us here when we were about 17 or 18 in our first job were asked to work another 30 minutes, or something like that. We were not paid for that time. Maybe some of you said, “No,” but most of us here would have tried to make a good impression and done it, but that is theft and this motion is about teaching young people about their rights in the workplace as well as a range of life skills. Young people are treated by employers as a soft target, it is easy to exploit young people in the workplace, get them to do that little bit more time at work or get them to work a bit harder, bully them a bit, and if we do not include a good skills life curriculum it is going to continue. Much of the current skills for life provision is terrible. As Nathan mentioned, in the schools it is not a good class. The teachers are not interested. On top of that where it is reasonable it tends to be a private provision so it tends to be voluntary sector organisations or, quite shockingly, corporate CSRs. If we do not push the Government to give good skills for life the people who are going to teach it is one of the big providers, such as Barclays. They are not going to encourage young people to fight for their working rights and to stand up for themselves in the workplace and to stand up against bullying, and to join trade unions.

We need to push the Government to do this properly. We need a good skills for life, we need young people knowing about their workers’ rights and about trade unions, and all that type of thing, so please support this motion. (*Applause*)

THE PRESIDENT: Well done, Dan. Thank you. The mover of Motion 380.

PROVISION OF PAYSLIPS MOTION 380

380. PROVISION OF PAYSLIPS

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

(Carried)

DANIEL PRESTON (Yorkshire & North Derbyshire): First-time delegate, first-time speaker. *(Applause)* Congress, do you get a payslip? Do you know how to tell if you are being paid correctly and if your deductions are right? Imagine you do not get a payslip. Your employer could pay you anything and you would not know it was wrong, never mind if the tax code is incorrect, if the pension contributions are being made, or if your salary rate is below the minimum. Without a payslip or an understanding of what is on it, the employer could tell you anything and you would not know there was a problem. Let's say you decided to challenge your employer. The only recourse to get a payslip is to raise a grievance and make trouble for them. If you have this problem, then you are most likely working where complaining will end up with you losing your job.

There are too many employers who disregard every piece of employment legislation that required them to provide payslips and to calculate their employees' pay accurately, and they will find ways to get rid of people that question the lack of payslips. Stopping this despicable behaviour is done by creating a workforce that will be willing to work without getting a payslip. If getting a payslip is the expectation of every potential employee, then it becomes difficult to run a company without producing them. Creating this workforce starts in secondary education. It requires a change of emphasis in the national curriculum so that the rights to a payslip, a tax code, how it calculates tax-free pay, and the importance of knowing your gross pay becomes statutory subjects. HMRC already produce teaching aids which would only need a small change to be suitable. By adding these topics to the education service and adult education, and through the union, the expectation of the whole workforce can be changed. According to the Department of Education, there are one in seven adults in England who are financially illiterate. This problem is made possible by a lack of education. By helping every one to expect a payslip this motion has the potential of helping 4.5 million people. I ask Congress to support this motion. I move. *(Applause)*

THE PRESIDENT: Well done, Dan. Well done. Secunder?

PHILIP HILLS (Yorkshire & North Derbyshire): In this day and age of technology more and more employers are moving away from providing paper payslips to its employees. There is an expectation that all employees have access to emails and the internet and know how to use these systems safely and securely. However, what is being lost is the importance and the relevance of the information that is placed on a payslip. It is not just about how much an employee is being paid but what the information on the payslip contains. I refer to an employee's National Insurance number, an employee's payroll number, the place of work, and other personal information. In a time when data breaches are increasing and unscrupulous people are vying to gather personal information for illicit reasons why should we support this process? I feel we should resist as much as possible for the safety and protection of our members. I feel that to counter this threat we as a union need to be proactive in requesting the Government and employers to recognise this potential threat.

I request the Government to consider taking positive action against employers who do not issue payslips, as in the Payment of Wages Act 1991; for all employers to include training around payslips as part of their induction for all new employees. I ask the GMB to look at educational opportunities to teach our future members how to read and understand the information that has been provided on payslips, to assist them in protecting themselves by ensuring that unscrupulous employers and members of society do not take or do not have the opportunity to take advantage of our members. I therefore second this motion and ask for the delegates present here today also to support this motion. (*Applause*)

THE PRESIDENT: Well done, Phil. The mover of Motion 381.

SAY NO TO HONOUR VIOLENCE MOTION 381

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

(*Carried*)

VICTORIA UGEWOEME (Southern): Greetings, President, Chair, Congress, and our lovely visitors. This Congress asks that the GMB lobbies for the issue of honour violence to be a mandatory part of the school curriculum. Congress moves that resources are made available to allow GMB members to have a better understanding of the impact and then that change in culture. Imagine a 71-year old girl who is an employee in your establishment and comes to you and says, “My parents are taking me abroad next week, they are calling it a family holiday, but I know they are taking me there to get me married.” You listen to what she has to say about not wanting to get married, about how she wants to go to university and become a teacher. You can hear the disappointment in her voice and can see the tears in her eyes but because you do not want to seem racist, you do not want to offend her or her culture, or her religion, you just do not do anything. For the sake of political correctness you just leave it. Nothing bad will happen, you tell yourself. A week later you hear a story in the news about an honour killing of a 17-year old girl who was taken abroad to be married but ran away. She was unlucky because she was caught and then ordered to be killed by her family. Should I have said something, done something, you think to yourself. The short answer is, yes, you should have done something. This is what is known as the one chance rule. Instances like this should remind you of the three-hour rule, record, react, and refer. It is to give a chance, but never push the family or the perpetrators, report to the police or the necessary safeguarding team because you might be the only voice of confidence she has. It is a duty of employers, teachers, or anyone in a position of authority, to safeguard those in their care. The police will do the necessary precautionary checks. Issues facing young BAME groups need to be taken seriously as those facing all young British people through the school national curriculum, along with race and consent. Honour based violence, forced marriages, and female genital mutilation are all serious acts carried out in the name of honour.

This is not someone else's problem. It is a human rights issue. I leave you with these last few words, educate, empower, and eradicate. Congress, please, please support this motion. Thank you. (*Applause*)

THE PRESIDENT: Thank you, Victoria. Secunder?

AUDREY WILSON (Southern): I call on Congress to support the motion moved by my sister, to lobby for the issue of honour violence to be made a mandatory part of the school curriculum. It is vital that we educate generations that these are potential issues they may face. There needs to be a greater understanding that this is not someone else's problem, it is a human rights issue. They need to be educated about false marriages, protection orders, and existing organisations which work with victims of honour violence cases. A step in the right direction is to be added the issue of honour violence into safeguarding policies. Thank you, Congress. Please support. (*Applause*)

THE PRESIDENT: Thank you, Audrey. Does anybody want to speak against any of those motions? Again, the CEC is supporting all of them so I can take them as one block. Everybody in favour of Motions 374, 376, 377, 379, 380, 381, please show. Anyone against. They are all carried.

Motion 374 was CARRIED.

Motion 376 was CARRIED.

Motion 377 was CARRIED.

Motion 379 was CARRIED.

Motion 380 was CARRIED.

Motion 381 was CARRIED.

SOCIAL POLICY: YOUNG PEOPLE

THE PRESIDENT: Could I have the movers and seconders for Motions 369, 370, 372 and 373, please?

GMB YOUTH CHARTER MOTION 369

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

(Referred)

KEVIN FLANAGAN (North West & Irish): Morning, Congress. Are we all well? Congress, in 1974 I attended my first Apex conference. This movement shaped me and made me. It made me passionate about the needs of young workers and about all workers and I am proud to stand today with a bit of history in this Movement, thanks to what the Movement did for me. Two Movements shaped me, the Young Christian Workers and this Movement, the GMB and its forerunner, the Apex Union. As a dynamic young at heart and vibrant worker I want you to pass this motion. I do not want you to refer it. The reason I do not want you to refer it is because this should be policy and, as far as I know, the Youth Forum is not a policy making body.

Congress, 467,000 young people aged 16 to 24 are unemployed in this country, 11.2% of them are unemployed across the UK. 15% of these young people, that is 70,000 young people aged 16 to 24, have been unemployed for 12 months or more. This is not a good figure and that figure excludes those in full-time education. On homelessness, one in five young people in the UK have sofa-surfed in the past year, that means they have not had anywhere to stay overnight and almost half of them have sofa-surfed for more than a month. What a society when we have young people having to move from house to house, often in unsafe situations, actually to find a place to put their head down. What a disgrace. What an indictment on our society.

Many of the surveys have found that many under 25 in London have stayed in unsafe places and have nowhere to call home. One in five young people are illegally paid below the minimum wage. Poverty among young people is growing. Food bank workers have told me that increasingly they have seen more and more young people arriving at the door pleading for food because they are in poverty. This is not acceptable in a modern society and neither should it be. Young mothers and young fathers having to choose between the cost of childcare because their wages are not meeting enough to cover the cost of childcare so to go to work they are having to choose childcare against food, rent, and other essential items, and sanitary items, this is not good enough. Is it acceptable? No, it is not.

What about those in education? There is evidence of the huge impact that student loans are having on young people in this country. We burden them with a noose

around their necks. Do you know what the average rate of taxation when you include the repayments for their student loans will be as they start to earn, it will be the equivalent rate of 40%, 40% because they are repaying student loans. Is it acceptable? No, it is not acceptable. How dare we impoverish our future generation with debt in such an appalling way, so much so they have to choose between whether they can live properly and easily.

This is a spiral of decay that we put our young people into and now they try and divide us between the young and the old. We are not having it. We are not having it. It is one Movement and we stand for all. That is why I want you to pass this motion. An economy that continues to serve the few and not the many is a false economy. Congress, I ask you to vote for this and to support our young people. Thank you. *(Applause)*

THE PRESIDENT: Thank you, Kevin. Thank you. Seconder? Is there a seconder? Formally. Okay, thank you. The mover of Motion 370.

GMB SUPPORTING THE YOUTH MOTION 370

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

(Carried)

VICTORIA MAHER (Southern): First-time delegate, third-time speaker. *(Applause)* Congress, as a child who grew up in the 1980s, and from a working class background, I spent my whole childhood and teenage years in adventure playgrounds and youth clubs funded by the local government just so my Mum could go out and work and keep a roof over our heads. Us being there meant that my Mum had peace of mind that her children were safe, and happy. I am asking GMB to work with local youth institutions using our affiliations with charities, churches, local authorities, and our friends the Labour Party, to reinvest in our youth and provide safe havens for our children and the future. We need to educate our children and empower them with knowledge so as they grow and are able to strive for better. The aim is to bring the

message to our children via platforms that will create a younger diverse generation of activists and for the message of the unions to bring about change in current circumstances, growing GMB membership, empowering our youth with education and guidance. We are aiming for a generation of well informed, educated, and confident children instead of this gang culture that is becoming more commonplace. Our children are easy prey for criminals, their activities and their motives. As a direct result of central government cuts, local services have been slashed to the core. That means your child, my child, and our children are taking the brunt of austerity brought on by the Conservatives bailing out the wankers – oops, I mean bankers. We need you to help our children, our future, and our next generation of activists. Congress, I move Motion 370. *(Applause)*

THE PRESIDENT: Thank you, Victoria. Well done. Secunder? Could I have speakers also for Motions 309 and 310 to come down, please, so they are ready.

SONYA DAVIS (Southern): Every day we wake up and hear of some form of incident involving our youth. Yes, we recognise austerity is the cause. Our youth, the next generation, need support and need it now. We call upon the GMB to support our youth to encourage them to live the lifestyle we had as children growing up. This will help to inform, educate, and empower our youth to take them away from the gang culture. It is not solely austerity which is the cause, lack of positive role models, lack of aspiration for our youth, and our young working class people are being left to their own devices. GMB can help make a difference to these young people's lives. We, the parents, grandparents, aunts and uncles, need to take ownership and guide our youth to recognise their voices can also be heard. This will not only empower our children but will also grow them to be great trade unionists and activists. Congress, please support this motion. *(Applause)*

THE PRESIDENT: Thank you, Sonya. The mover of Motion 372.

RED BOX PROJECT MOTION 372

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

(Carried)

BEVERLEY MORRISON (Southern): First-time delegate, first-time speaker. *(Applause)* President, Congress, the Red Box Project is a community-based non-profit organisation aiming to support young girls during their menstrual cycle by providing red boxes filled with three menstrual products to schools across the country. The Red Box Project was founded in March 2017 after researching into period poverty. I learnt young girls were missing out on their education because low income families could not afford the products. The Red Box Project started in Portsmouth and is now a global organisation that provides sanitary towels, tampons, underwear, and tights for young people. This year I attended the GMB Women's Conference – Who! – where two lovely ladies gave their time to this cause and spoke on the Red Box Project in greater detail. It brought tears to my eyes hearing about what young people go through.

I work in retail for a company called Wilko's. I brought this project to the attention of my manager as Wilko is always raising money for charitable causes. As a result of spreading awareness, my manager will be speaking to head office to see what our stores can do to help. I plan also to spread awareness in my next branch meeting in order to get reps involved with rolling this out in their stores.

The final point I would like to touch on in my speech today is some of the strategies that I think could have positive impact on period poverty crisis. First of all, the Government could consider offering sanitary items for families on Universal Credit in addition to their free dental care and NHS prescriptions. Secondly, I would like to get in contact with my local MP and councillors in Southwark to spread awareness on the Red Box Project. I encourage you all to spread awareness on this great cause when you can. Please visit their website, www.redboxproject.org to see what you can do to help. Thank you for listening to me today and please feel free to speak to me if you have any further questions. Thank you. Congress, I move. *(Applause)*

THE PRESIDENT: Well done, Beverley. Brilliant. Thank you.

STEVE OAKES (Southern): In our local branch we have been working with the Red Box Project for about a year now and I would like to give a big thank you to Donna Spicer, our Assistant Branch Secretary who led on this. We have red boxes now virtually in every school in the borough. We have them in all the council offices. We have them in local shops and we have them in every library. I cannot tell you how much a big difference this makes to period poverty. I would just like to say something really simple now. Imagine if every region, every branch of GMB around the country got these boxes into the schools, got these boxes into libraries, got these boxes into local shops, we could smash period poverty. Let's do this, people. I second. *(Applause)*

THE PRESIDENT: Thank you, Steve. Well done, Donna, who is sitting up in the visitors' gallery. The mover of 373.

MENTAL HEALTH – YOUNG WORKERS MOTION 373

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

(Carried)

CLAIRE CONWAY (Northern): Congress, young workers face major challenges in the workplace today. There is increasing pressure at school to get exam results to go on to university. Then after university they leave with a large debt. Whether they have been to university or not, there is the possibility of low pay, insecure and precarious work is a worry, and the use of zero-hours contracts and internship, along with high housing costs, means money worries are the main pressures on young workers today.

Congress, the problem is that bosses are not able to put themselves in the shoes of young workers. Many workplaces lack any empathy for the pressures that young people are under. The GMB has a positive relationship with our young members. Our networks are vital in bringing employers to the table to work with us and to put support mechanisms in place for young workers, but the Government must also act. New legislation aimed at addressing mental health at work is vital. However, much more is needed, such as affordable housing and rents, alongside a living wage that gives the workers a much better deal. We need a major shift to put additional resources into supporting employment and income. These resources need to be new resources, not at the expense of other groups in society. Congress, young workers are the future. The Government and employers have a responsibility to work with us and take action. We are taking a lead in the workplace and supporting the work our young members network do, but young workers are the future for our economy and we should invest in them, support them and protect them. I move. *(Applause)*

THE PRESIDENT: Thank you, Claire. Secunder? Formally. Thank you. Does anyone wish to speak against these motions? No? Then I shall ask John McDonnell to come and speak on behalf of the CEC. Are you going to keep to script today, John, or not?

JOHN McDONNELL (CEC, Manufacturing Section): Speaking on behalf of the CEC on Motions 369, 370 and 372.

On Motion 369, the CEC is asking for this motion to be referred. The CEC welcomes this motion but believes that it would be best placed with the young members to discuss as the young members network sets their own campaign as a self-organised group.

On Motion 370, the CEC is asking for this motion to be supported with a qualification. Currently, the GMB supports a number of projects in schools and welcomes this motion. It is a central premise that we must support. Children and young people are being disadvantaged by government cuts.

The qualification is that we believe regions and branches should determine the best way to engage on a local level and as a union we must also ensure proper safeguarding is in place.

On Motion 372, the CEC is asking for this motion to be supported also with a qualification. We support the aims of the Red Box Project but also funding decisions should be made at regional level.

Therefore, Congress, please agree to refer Motion 369, and to support Motions 370 and 372 with the qualifications outlined. Thank you. (*Applause*)

THE PRESIDENT: Thank you, John. Does North West & Irish Region agree to refer Motion 369? No? (*Inaudible comment from the floor*) No, not to the CEC, Kevin, you don't. I am sorry. Hold on, so you are not agreeing to refer. Okay. Does Southern Region accept the qualifications on Motion 370 and 372? Yes, okay. I think Tim would just like a quick word.

THE GENERAL SECRETARY: Good morning, everybody. This is a difficult one, 369, about referring. The reason the CEC is asking for it to be referred, we are saying that we should refer it to the young members network for them to determine how best to deliver the sentiments of the motion. Usually, it would be if you are not prepared to refer it we would oppose it as an executive. Of course we are not going to oppose it. We do not oppose the sentiments and we do not oppose the content of the motion. What we are saying is it is best referred to the young members network for them to determine for themselves how to deliver a young workers or young members charter. Are the region not prepared to refer it? Go on, Kev. (*Inaudible comment from the floor*) The policy is one thing, Kev. The content of the charter is quite another and that is what we are saying, it should be the young members who determine the content of the charter. (*Inaudible comment from the floor*) Thank you very much. Thank you.

THE PRESIDENT: Thank you, Kevin. Thank you. That is helpful. (*Applause*) There will be action. If the motion is passed, there will have to be action. I will put those motions to the vote. Motion 369, all those in favour please show. Anyone against? That is carried.

Motion 369 was REFERRED.

THE PRESIDENT: Motion 370, with the qualification. All those in favour please show. Anyone against? That is carried.

Motion 370 was CARRIED.

THE PRESIDENT: Motion 372, all those in favour please show. Anyone against? That is carried.

Motion 372 was CARRIED.

THE PRESIDENT: Motion 373, all those in favour please show. Anyone against? That is also carried. Thank you.

Motion 373 was CARRIED.

THE PRESIDENT: Okay, I have just been told, Kevin, that we will be asking the young members to report back to Congress next year on the progress that has been made. Okay? You will see the action that has been taken on your motion. Okay? Thank you.

POLITICAL: RACISM & FASCISM

THE PRESIDENT: Can I have the mover of 309? We are now on to Political: Racism & Fascism.

CHALLENGING ALL DISCRIMINATION AND HATE SPEECH MOTION 309

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

(Carried)

PUSHPA MAKWANA (London): This Congress is concerned at the rise of the Far Right in Britain, and across the world, who have been encouraged to crawl out of their hole in the election of the likes of Donald Trump in the USA and the xenophobia caused by Brexit. We are concerned that a recent Stonewall report found that half of the black, Asian, and minority ethnic, LGBT+ people experienced discrimination in the local LGBT+ community because of their ethnicity. This report also found that one in eight people in faith and one in four LGBT+ and disabled people encountered prejudice based on their identities, while a third of trans people and a quarter of bi-women have experienced discrimination within LGBT+ communities. Congress, we are fully concerned about the level of discrimination faced by LGBT+ workers who may also be BAME and also disabled. The likelihood of BAME, trans, and disabled LGBT+ workers facing harassment and discrimination in the workplace is much greater than the LGBT workers generally. Six times as many trans people report being physically attacked as the LGBT people who are not trans, 19% of BAME, LGBT+ workers and 16% of LGBT+ disabled workers have been denied jobs or promotion because of their identities compared to the 10% of LGBT+ workers in general.

The politics of hate has divided us. We all have responsibility in trying to end discriminatory speeches and behaviour in our workplace 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. Congress, Brexit has also shown that there has been a strong increase of hate crime across the country. This has led to discriminatory behaviour. As a member of a proud trade union which has always warned about the danger of Brexit, that is also a time for us to renew our vows and fight against hate crime and discrimination in all spheres of life. We call upon Congress to call on all strands of publicity and empowering campaigns from branch level, raise awareness

and equip members to challenge discrimination, and hate speech, by promoting messages and knowledge about inclusivity, human rights, and freedom of speech in workshops, and toolkits, and in partnership with the organisation, but much more visible in vocal by opposing the Far Right, and the statements against BAME, LGBT+, women, disabled people, and those who have no particular religion affiliation, work more closely with anti-fascist and anti-racist organisations, and wider campaigning groups, and individuals, to tackle the rise of xenophobia and promote multiculturalism and diversity. Congress, at GMB we need training and tools at all branch levels. Congress, thanks for listening. I urge you to support this motion. *(Applause)*

THE PRESIDENT: Thank you. A seconder?

BRIAN SHAW (London): LGBT+ hate crime is up 28% in the last 12 months. This follows the 78% increase in 2017, and this is on the basis that, as the Stonewall report found, 81% of those who have experienced LGBT hate crime did not report it. We only had to look at the news last week, in London last week two lesbians attacked on a bus for their sexuality. In Southampton two lesbian actresses attacked as well. Also, the demonstrations in Birmingham looking to stop same sex education in schools. I stand here a someone who has physical scars from a homophobic attack and also one that had a homophobic verbal attack only two weeks ago as I walked with my partner in Crawley, and I have white male privilege. What that does mean is I do not lower my head, I stand prouder and I am more passionate about delivering the change that we need to eradicate hate crime in this country, and I will continue to do that. I will not be beaten in relation to that, and will make it better. I urge all LGBT+ people to do that. *(Applause)* I know others in this hall will have similar stories. I ask you all to go back to your branches, regions, and nations, and start challenging discrimination and hate speech, but also develop training for all reps and members so they can do the same. We also need to up our game in vocalising our opposition to the Far Right as well as celebrating intersexuality of our LGBT+ community. Let's make Pride what it is supposed to be. Pride grew out of the Stonewall riots 50 years ago, not a corporate advertising opportunity. Let's be on the parades but ensure that we deliver a political message for change. I second. *(Applause)*

JUNE MINNERY: Just before I call the speaker for 310, can I ask the speakers of 301, 302, 303, 304, 305, 306, 308, and EM4, to make their way to the front. Thank you.

SOCIAL MEDIA, SOCIAL LIFE MOTION 310

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

(Carried)

DANNY BYRNE (London): President, Congress, when I first came to make speeches about 25 years ago the first time on the rostrum I was absolutely terrified, all these little faces looking up at me and I remember trembling and holding on to the stand. Over the years I have found a way of dealing with it and now the lenses are so thick on these reading glasses that when I put them on I cannot see any of you!

I am here to speak about Motion 310, Social Media, Social Life, and tackling racism. This motion notes the rise in open acts of racism in public places making particular reference to some disturbing incidents that have occurred on Ryanair flights. We all have a duty as GMB activists to fight racism not only in the workplace but wherever we encounter it in our social lives as well. The motion asks us all to do more when witnessing incidents where racism is clearly involved. We need to have the confidence to confront the perpetrator and make it clear that his/her actions are not shared or welcomed. We need to provide support for the person suffering the abuse by helping to stop it, offering support, and agreeing to give witness statements when this will help bring about a successful prosecution.

The motion recommends that advice on how to combat racism outside of the workplace as well in it should be incorporated into the education programme for newly appointed GMB reps as well as the long-serving GMB reps where requested. It is not enough to merely state we oppose racism. We have actively to demonstrate that we will not tolerate it. We actively need to support organisations like Show Racism the Red Card and support the footballers like Raheem Sterling and Danny Rose, who have clearly indicated that they have had enough of racist behaviour in this country. I move. *(Applause)*

JUNE MINNERY: Thank you. I call the seconder. Is there a seconder for 310? Formally. Thank you. Does anyone wish to speak against these motions? Okay, we go to the vote. The CEC is supporting both so I will take them together. Motions 309 and 310, all those in favour please show. Is there anyone against? They are carried. Thank you.

Motion 309 was CARRIED.
Motion 310 was CARRIED.

POLITICAL: IMMIGRATION & MIGRATION

JUNE MINNERY: I now call Motion 301, could the speaker come to the rostrum?

JUSTICE FOR THE WINDRUSH GENERATION MOTION 301

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

(Carried)

RICKY JONES (London): Vice President, Congress, what do we know? During the Second World War many AfroCaribbeans came to this country to support Britain, to fight alongside them in the War. After the War broken Britain called out to those people to come back and help them rebuild the country. They took up jobs in transport, in our hospitals, in many, many low skilled jobs. They were granted British citizenship in 1948 and we know in 1971 the Immigration gave them independent rights to stay. Hundreds of people like Junior Green came over with their parents when the call came. He was 15 months when he came in 1958. Like many people he never applied for a British passport. Over 60 years later after setting foot on these shores he found himself needing to prove he had the right to stay. He like many others had to find 10 years' worth of paperwork and now at this stage I would like to ask Congress how many of you have 10 years' worth of paperwork that you could show if you were asked? *(Applause)* When they could not find this they faced

deportation and lost jobs, many of them were denied medical help, denied benefits, and they had to pay, beg, steal and borrow to get money to find legal representation. Like many people Junior was deported. Junior was one of the lucky ones. He managed to get back to his own Britain. Many people did not. In the last year five people have been murdered in Jamaica as a result of deportation by this country. Why, because Theresa May when she was Home Secretary thought it was a good idea to bring in this hostile environment policy. Thank god we do not have her any more in Number 10 leading our country. (*Applause*)

This motion calls on the GMB to call for a public inquiry into what has gone on. Amongst other things within the motion, on 22nd June there will be a Windrush Action Day. This will be happening in six major cities across our country. They will be causing direct action by sitting in the road and stopping traffic for one hour and if they are not successful they will come back and do it again for two hours, and if they are not successful they will come back and do it for three hours until this Government realises that they need to support these people and give them the justice they deserve and make sure they can stay in this country where they belong. (*Applause*)

JUNE MINNERY: You are on the red light now.

RICKY JONES (London): I will finish now. Thank you. Congress, I ask you to support the Motion and on 22nd June please follow the Facebook site, windrushactionforjustice, and this will show you where these demonstrations will be taking place and I hope like many of you and me we will be there to support it. Thank you. (*Applause*)

JUNE MINNERY: Colleague, thank you. Is there a seconder?

OBI AMADI (London): First-time moving. (*Applause*) The issue of the appalling treatment of the Windrush Generation is far from resolved more than one year on. As my brother said, this generation came willingly to help rebuild the infrastructure of this country after the ravages of the Second World War. They left loved ones and came to the so-called mother country. They worked in the public sector and the jobs that people did not want to do that were already here. They earned their right to be here. A Home Affairs Select Committee have said that the Windrush Generation may have been targeted because they were vulnerable, older, easy to deport, to hit the government's unrealistic removal targets. People lost homes, jobs, even their lives. The Immigration Act that all contributed to this in 2014 and 2016 turned landlords and public servants into border guards forcing them to check documentation before renting out rooms or giving medical support, or allowing people to start jobs. People who look different are more likely to be asked for identification and the High Court has ruled it is a discriminatory policy. The Government's response: to challenge the verdict. Rather than make sure this never happens again, there has been no reform of the Home Office. It is unlikely that any of these new Conservative leadership candidates are going to investigate or make any changes regarding these failures. It is ridiculous. We know that one of the architects of Theresa May's hostile environment has been given an honour, Glyn Williams has been made a Knight Commander. This has to be challenged.

THE PRESIDENT: You have a red light. Would you like to go to the conclusion?

OBI AMADI (London): Yes. What I would say to you all is that we need to ensure that this cannot go on. Congress, we need to support this motion. (*Applause*)

THE PRESIDENT: Thank you. The mover of Motion 302.

**IMMIGRATION STATUS OF THE EEA EMPLOYEES IN THE UK AFTER BREXIT
MOTION 302**

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

(Carried)

DANNY FAITH (London): President, Congress, we have just heard about the impact of a hostile environment created by Theresa May and the Tories on the Windrush Generation. People who should have been thanked and appreciated for their contribution in building our NHS, our public services, and our cities, were instead hounded and bullied often with tragic results. European workers in Britain are now wondering whether they will be next. They have faced a climate of hostility which intensified massively after the Brexit vote. This hostility has been enshrined in the Tory plans for work permits and checks post-Brexit. The uncertainty about their future can only increase as the prospect of a no-deal Brexit continues to rise.

This motion commits the GMB to fighting to ensure that EU workers retain their rights in that event. We want to send a clear message that we stand by our EU brothers and sisters no matter what happens with Brexit, whether there is a deal or whether there is not, whether we leave or whether we remain. We will need to continue to take this stand into the future because, Congress, we are kidding ourselves if we believe that the ugly and anti-immigrant politics of figures like Farage are going to disappear if and when the Brexit issue is settled. We are also kidding ourselves if we believe that making any concessions over the immigration issue will somehow resolve this. People are angry at what is happening around them and they are right to be angry but they need to point that anger in the right direction, at the bosses and the

bankers, and the Tories, who caused the mess that this country is in rather than against their fellow workers regardless of where they are from. Congress, I move. *(Applause)*

THE PRESIDENT: Thank you, Danny. A seconder?

DAVID LEVY (London): I wish I could speak with the passion that Ricky has but it is going to be a bit drier, I think. Harold Wilson once said that a week is a long time in politics. This motion has passed the end of a year and it has not aged well, with the developments within the Brexit debate. It was written to identify the risk to citizenship rights of the EU, EEA, and Swiss citizens living in the UK should the UK leave the European Union.

The writing of the citizenship clauses or the withdrawal agreement will have caused problems for the Government and its counterparts in the EU. Politely put, the UK immigration regime does not want to treat all residents or even citizens as equal. The fact is demonstrated by the Windrush scandal. The EU, a body of law, finds this incomprehensible, which is one of the reasons they require a court that until recently was found adequate to have the last word. I have watched over the years as many of my workplaces have become more multinational and over the last two years how friends have chosen to move to countries where their citizenship rights are respected and, frankly, where they feel welcome. The withdrawal agreement and its increasing use of settled status is a diminishment of the rights of Brits who have lived, loved, learnt here, who have contributed to our wealth and culture, started families, and in many cases will be our members, and in every case will be our neighbours. They just happen to have been born in another country. We might assume that the Government's flawed status, which has to date involved the proposed expulsion of university teachers and veterans, and many other long-term residents, involving the break-up of families, will be continued should we leave. Many will be left in a position of great uncertainty. There is of course a simple answer, that if we are to leave we must do our best to provide certainty and generosity to our members, our neighbours, and our families. Please support this motion. *(Applause)*

THE PRESIDENT: Thank you, Dave. The mover of Motion 303.

CHILDREN'S CITIZENSHIP MOTION 303

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

(Carried)

TARANJIT CHANA (London): Congress, on 3rd May 2018 an historical political victory was won by the help of Team GMB London in the local elections in Harrow. For the first time in its history Harrow on the Hill secured three Labour councillors, two being women and the first ever BAME councillors. *(Applause)* Team GMB London also helped win a further historical victory in the Roxeth Ward in Harrow by the election of the first ever Afghan into British public office, a phenomenal young Afghan woman, Peymana Assad, along with (?)Penny Noble, with new dynamic Harrow politics, and are all GMB members. It may have been that had Peymana or her family not been able to fund the citizenship fees for her she would not have had the opportunity to support, help, and lead on local issues. We would have been a lot poorer and the constituents of Harrow would have been denied the opportunity which Peymana delivers to the community. Also in the recent MEP elections we had five GMB members standing as candidates, Rohit Dasgupta, myself, James Beckles, Claude Moraes from London Region, and Jawad Khan from Yorkshire & North Derbyshire Region. In the London list itself the candidates are five out of eight BAME. Had any of us been subject to this racist policy it would have not been possible. This is a time when we need BAME people in Europe to fight the fascists, to look them in the eye and challenge them and also to continue to deliver rights and protections at work. Also, these extortionate fees would have prevented the likes of Mo Farrah, Rita Ora, Victor Moses, and many others who sit here today. Please, Congress, support this motion with the CEC qualification. *(Applause)*

THE PRESIDENT: Thanks, Taranjit. Seconder?

ANDREW CLARKE (London): President, Congress, I am not sure how I can follow this. It is a pleasure and a great honour to be given the opportunity to stand in front of you to second this motion on Children's Citizenship. I feel I am qualified. I have two degrees in infant community work and I have spent 14 years in youth and children's services in lifelong learning. I have spent many of those years, nine of them, managing and running youth work projects in partnership with organisations that provided children services, primarily to children who had been risk-assessed and deemed to be vulnerable or at risk of being socially excluded. So I am well aware of the issues and the negative impact that some children and families have experienced when applying for citizenship. It is widely publicised that the cost today for a child's citizenship application is £1,012. The money is forfeited if the application is unsuccessful. We find that many first-time applications are unsuccessful, and in the first instance, which makes it a high risk and expensive process for children who have little chance of raising these funds. We find there are only a few high quality specialist lawyers and advisers to assist children with their application.

The CEC agrees and supports the position that children who have the right to citizenship should have easy access to get the correct status and documentation. The CEC have also stated that it would be permitted to use its political arm to reach out to the relevant political institutions in support of this motion. With the support of the CEC and Congress, we can achieve what this motion calls for and that is the processes involved in children's citizenship applications are made more child friendly and the costs are fairer. The Home Office is making huge profits from these children's application fees. The actual cost per application is £372. It is now time that the Home Secretary and the Government are pressured to start doing something about reducing these fees for children's citizenship instead of reviewing these fees. Our resources are not allocated for us actively to seek out children needing the specialist support, therefore, I would suggest that at local level and in our branches we can develop, improve, and strengthen our partnership working and also link into training provided by local authorities and agencies such as social services, police, youth services, and others, who provide the direct help to these children in need. Congress, please support this motion. I second. (*Applause*)

THE PRESIDENT: Brilliant. Thank you, Andrew. The mover of Motion 304.

ANDREW CLARKE (London): Can I just add one thing, please? I am a first-time delegate and it was an honour for me to carry that London Region banner. Thank you, London, for allowing me to do that. Thank you. (*Applause*)

RESIDENCY RIGHTS FOR FOREIGN NATIONALS MOTION 304

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

(Carried)

PAULO FERNANDES (Southern): Dear Congress, many of us who have come to the UK from overseas are maybe from Commonwealth countries or from European countries, or maybe asylum visa obtainers. Today we are uncertain about legal residency rights after Brexit even though we came here legally, we live here legally, we work here legally, we vote here legally, and we pay our tax legally. This uncertainty does not only affect EU citizens when the question comes of Brexit. In fact, with all foreign nationals, in particular, there is uncertainty about the residency status of non-EU citizens resident in the UK because they are married to EU citizens who are not British citizens. When the question of immigration and migration comes we have to go to the last general election in 2015 where the question of a referendum had arrived and we had second place in 2016. From this hall people have voted leave or remain. The result was leave.

Then the question arises why the country is today divided. I give you two examples. We are united so far as we campaign for GMB and the Labour Party. The Scottish vote is far from the United Kingdom. We, the GMB, along with the Labour Party, and other parties, have shown that we want to be united. We want Scotland to remain with the United Kingdom. This is an example where we are not for divide and the Tories are for divide. How shall I put it, United Kingdom is not a poor country but the Tory government is running the suggestion of poor. Even yesterday Sadiq Khan has quoted, he is telling – he is not telling for UK politicians but he is telling for the United States President – he has negotiations on the table, we are British and will be accepted. He is telling and people agreed along with the help of GMB and with the help of Labour Party.

Now the question comes how to protect us because once the referendum had taken place I certainly had no tears in my eyes at workplace and to my neighbours. After the result there were a lot of glasses that were smashed. There is a lot of violence has taken place, even in Birmingham, in Leicester, in Southampton, and in a lot of other places. There is fear. This is how I speak on this stage. There is a fear after the Brexit on the big question of what is going to happen to the immigrants. This is a big question mark. We are living here legally. We are working legally. We are here in Britain legally. We are peaceful living legally. So, comrades, please support this motion for GMB to provide accessible and easy to understand guidelines for our members and our families on how to complete their ability to stay after Brexit. Comrades, I move. *(Applause)*

THE PRESIDENT: Thank you, Paulo. Well done. Seconder?

VETA WALFALL (Southern): President, Congress, I am in agreement that the Brexit process has thrown a great deal of uncertainty over the UK immigration policy. This confusion extends to the EU, Commonwealth, and other states. The new rules will become effective from 1st November 2019. This uncertainty is affecting people's lives. Their families are in limbo. Employers are uncertain as to how this is going to affect their companies. People could be in danger of losing their jobs. An online document from the European Commission says that they aim to provide information to help EU citizens make their own decision about Brexit and their current situation in the UK. However, they do not assume responsibility if anyone acts on this information. The document is very long-winded and complicated. The situation is becoming as confusing as the recent Windrush scandal. We recently celebrated the 70th anniversary of the NHS and can I ask Congress also to bear in mind and remember the contribution, the great contribution, that the people that arrived on HMS Windrush gave to this country. They cleaned, they drove the buses, they did the works, the menial jobs that people did not want to do. I think it is important that we remember that contribution.

THE PRESIDENT: Do you want just to second your motion?

VETA WALFALL (Southern): It is our responsibility as a union to support our members and to provide them with information that is acceptable and easy to understand. I second this motion. (*Applause*)

THE PRESIDENT: Thank you. Well done. The mover of Motion 305.

BREXIT AND UNION SUPPORT FOR EU WORKERS MOTION 305

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

(Carried)

VANESSA SIBBALD (London): President, Congress, we are all at this time very tired of Brexit but lasting in all the articles of whether we leave or remain, are actual people that are living and working in the UK who now face tremendous anxieties about what their future in this country will look like. Many of the GMB members like me, and there is someone who has been living and working in the UK for the past 10 years, Brexit is not just an immigration issue, but an issue about workers' rights. Will we be discriminated against because of our nationality. Also, will we be referred to as migrant workers even though we consider ourselves active workers or active participants and residents in the UK. There are three million EU citizens working in the UK, for them this past year has been an increasingly stressful time where they have been told conflicting information about what will happen to their livelihood and we assume their immediate future. They need to get from the union accurate information and a place to go where they can get help protecting their workers' rights. The Government has promised to protect EU citizens but there is already confusion in regards to those that are permanent residents, those that are in the process of citizenship, and those that have been asked to apply for a settled status. Confusion about this form and who needs to fill it out resulted in approximately two million EU citizens who live and pay taxes in the UK not being able to vote in the recent EU elections. We expect more confusion as workplaces become involved and our concern that this group may be given misinformation by HR officers or treated just like me based on their nationality. We ask that Congress support this motion and ensure that the GMB provides the following resources for these members, a page on the national GMB website with updated information regarding EU worker rights in regards to Brexit, Unionline resources to give these workers advice about their rights and updated information on any processes to be followed, updated information for workplace organisers on how to protect workers' rights if they come under attack. Congress, we welcome the support of the CEC for this motion and the qualification, and welcome the new national documents to help us navigate these confusing times. Many thanks. *(Applause)*

THE PRESIDENT: Well done, Vanessa. Thank you. Secunder? Formally? Thank you. The mover of Motion 306.

SUPPORT FOR EU NATIONALS MOTION 306

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

(Carried)

JAWAD KHAN (Yorkshire & North Derbyshire): I am also proud to be part of the GMB Young Members National Committee. We have a fringe at lunchtime so make sure you pop along. I am a first-time delegate, first-time speaker.

President, Congress, this uncaring, destructive, Conservative government has made a complete mess of implementing Brexit. We have seen the withdrawal agreement voted down several times. We have seen two prime ministers resign and we have seen the issues that matter to our members, like secure jobs and proper investment in our public services, pushed right down the political agenda but, Congress, we cannot forget the human cost of this Tory government's incompetence. We have three million people in this country who are from other EU nations, that is 4.6% of our country's population. We may have some of them here with us today. I am sure many of you work side by side alongside EU nationals in your workplaces. Their lives have been turned upside down by this Government. A responsible government would have guaranteed their rights to remain and work in the UK from day one. Instead, they were used as a bargaining chip in the Brexit negotiations. It will not be government ministers or EU Commissioners who face being shut out of the workplace or departed from the country they have chosen to call home. The Government finally created a process for EU nationals in the UK gaining settled status. However, this is a process of application rather than registration meaning that applicants can be rejected despite arriving and living here legally. As well as this the Government demanded a £65 fee for those wishing to apply for settled status. Whilst we welcome the abolition of this fee it should never have existed in the first place. What kind of society are we where we charge people simply to continue living in a country they have already made their home.

Congress, this is just the latest development in a trend of a Home Office that does not care for our migrant brothers and sisters. We saw Theresa May bring out the disgraceful go home vans. We saw the Windrush scandal with dozens, maybe even hundreds, of people wrongly deported. Now we see this Government preparing for EU migrants to be the latest victim of their destructive policies and lack of empathy. Instead of a hostile environment for migrants, we need a hostile environment for bad employers who exploit workers and divide the working class in this country.

Congress, we demand reform to the current system to make it easier for EU nationals to register for settled status and for alternatives to the current online only system to be created. As the system is online only, it is inaccessible for those who do not have access to smart phones, or don't have English as a first language. This excludes too many people from the process and must be changed to make the settled status registration scheme accessible for all. More than anything, we need to send a message of solidarity and support for EU nationals because if the Tories think we will let them throw migrant workers under the bus they are in for a shock. *(Applause)*

Congress, we should not value these people just by their contribution to the economy. We should value these people because they are just that, people. They are not a statistic or a number, they are our friends, our colleagues, our family, and they deserve our unwavering support and solidarity because whether you are a GMB member who was born in the UK or in Europe, or anywhere else in the world, your union is on your side. Congress, please support this motion. I move. *(Applause)*

THE PRESIDENT: Well said. Perfect timing.

CINDY GAVIN (Yorkshire & North Derbyshire): Congress, a little bit of background about the so-called application system. If you are an EU, EEA, or Swiss citizen, to continue to live in the UK after June 2021 you have to apply to EU Settlement scheme. To do this you have to be living in the UK before it leaves the EU and after Brexit, should it happen, the deadline is December 2020. If successful, your application, you will either again be settled or pre-settled status and this is dependent on the length of time you are actually living in the UK already. If unsuccessful with your application, you can only apply for an admin review. You cannot appeal that decision. This leaves nationals in fear of not being able to continue to work and to live in UK.

Congress, the term “application” as defined in the dictionary means “formal request to be considered for a position or allowed to do something”. As we all know when we have been for jobs applications can be denied. This fear of potentially having to leave a country they have called home cannot be good for a person’s mental health or wellbeing. This could mean having to return to a country that has become alien to them when they have in fact lived and worked in the UK the majority of their life. They have put down roots, made friends, and become active members of their community. They work hard, pay taxes, and boost our economy. Whilst the economic benefits are welcome we must also value these people as being part of our communities, our diversity, and part of our British values. We value them not only as our workforce but as human beings.

Moving from “application” to “registration” would ensure their right to do so, their right still to stay here to work and to live in the UK. As it is, many people struggle to get the correct documents to support their application. Congress, did you also know that to apply for pre-settled or settled status this also applies to those working and living in the UK before we actually joined the EU in 1973.

THE PRESIDENT: Cindy, you have the red light. Please conclude.

CINDY GAVIN (Yorkshire & North Derbyshire): Congress, I urge you to support this motion. Thank you. *(Applause)*

THE PRESIDENT: I call Motion 308.

MODERN DAY SLAVERY MOTION 308

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

(Carried)

RHIANNON WILLIAMS (GMB Wales & South West): Congress, I move Motion 308 — Modern Day Slavery. I'm a first-time delegate and a first-time speaker. *(Applause)* Congress, most people assume that slavery only exists overseas. However, it is thriving in the UK. People are trafficked into forced labour, such as construction, manufacturing and in car washes. Women and girls are trafficked into sexual exploitation and children are forced into crime, such as petty theft. Violence is threatened or used against victims and families. If this wasn't bad enough, officials are now seeing new forms of exploitation that fall under the definition of 'modern day slavery', such as children being forced to commit crimes for gangs and the recruitment of rough sleepers.

Laws introduced in 2015 included tougher sentences and more help for people forced into labouring, domestic servitude, sex work and other tasks.

In Northern Ireland and Scotland, the Government have attempted to tackle this by passing the Modern Day Slavery Act 2015 as well as the Human Trafficking and Exploitation (Criminal Justice and Support for Victims) Act. This legislation recognises and attempts to tackle the offences of slavery and servitude. Businesses with a global turnover of over £36 million must now provide a statement setting out the steps they have taken to ensure that there is no modern-day slavery in their own business and in their supply chain.

The Human Trafficking and Exploitation (Criminal Justice and Support For Victims) Act for Northern Ireland and Scotland contains statutory duties to provide support to victims. This legislation guarantees victim support during the initial period whilst the potential victim's case is being determined.

In 2015 the Government introduced a new Modern Day Slavery Act. However, due to Conservative Government cuts support is patchy at best. Theresa May and her successors as Home Secretary have in fact made it harder, not easier, to access help. This current Government are responsible for cuts in weekly benefits to asylum-seeking victims of trafficking from £65 a week to, roughly, £37. This has affected

around 1,000 people. This included a 30-year-old Albanian woman who found herself in the hands of traffickers when she refused to marry a man her family had selected for her. Due to the cuts she was unable to afford travel to therapy and vocational training, leaving her socially isolated. She then tried to take her own life. Luckily, she was strong enough to summon up the strength to take the Government to court to challenge the cuts and she won. The judge ordered the Government not just to reverse the cuts but to pay back all the money they had taken from victims.

Congress notes that victims still struggle to access specialised support. It is unacceptable that victims of modern day slavery in England and Wales do not have the same rights.

This Congress calls on the CEC to lobby Government for a direct right and pathway to long term support for victims. Please support. (*Applause*)

THE PRESIDENT: Well done, Rhiannon. Secunder?

ELAINE WORGAN (GMB Wales & South West): Congress, I second Motion 308 — Modern Day Slavery. President, victims of modern day slavery identified in England and Wales have significantly fewer statutory support entitlements than in Scotland and Northern Ireland, even though a recent High Court ruling has put pressure on the Government to review their support provision. An individual who has been enslaved can enter the national referral mechanism and access support ranging from healthcare, housing and legal aid, while this Government decide whether or not to recognise them as a victim. But this support ends after 45 days after someone is formally identified as a victim. In Scotland and Northern Ireland, this period is a minimum of 90 days.

Victims are scared, powerless and alone, and support should be based on need and not short-term. We are running the risk of victims being drawn back in to exploitation as a means of survival. The Scotland and Northern Ireland Act transposed the minimum support standards set out in the Trafficking Convention and Directive, and in some ways goes beyond them. The Modern Day Slavery Act does not place a duty on authorities to provide support or protect the victims. Victim support entitlements are instead to be detailed in statutory guidance. To ensure parity of care for adults and children across the UK, this guidance and any related regulations must mirror the support provisions in the Scotland and the Northern Ireland Acts. Please support this motion. (*Applause*)

THE PRESIDENT: Thank you, Elaine. I call the mover of Emergency Motion 4.

EMERGENCY MOTION FOUR HOSTILE ENVIRONMENT MASTERMIND AWARDED WITH QUEEN'S HONOUR

Congress condemns the announcement on Saturday 8th June 2019, which confirmed that Glyn Williams, who was the Home Office's Head of Immigration, responsible for policies that led to the 'hostile environment', is to receive a Knight Commander of the Order of Bath award.

This comes shortly after a group of more than 80 MPs referred the Home Office to the Equalities Watchdog over the hostile environment.

Congress calls on the CEC to:

- (1) support the position of these MPs in lodging a complaint to the Equalities (EHRC) Watchdog and
- (2) campaign to have the award stripped as this is an insult to those people wrongly deported, some of who have died since being deported back to the West Indies.

CWU Branch
London Region.

(Carried)

FEVZI HUSSEIN (London): Congress, I am very proud to move Emergency Motion no. 4 on behalf of the London Region on the Hostile Environment Mastermind Rewarded with Queen's Honour. A quick thank you to the SOC for accepting the emergency motion. I would also like to acknowledge the response of this trade union when the scandal broke out. I think our General Secretary was one of the first, if not the first, to issue a statement condemning the Government and urging support for anyone caught up in the scandal. So thank you, Tim. *(Applause)*

Congress, we know when brothers and sisters have been taken for a mug. It is difficult to remain calm and collected on this subject when we see such blatant racism being rewarded by this Government. So, Conference, it is time for a comparison check. What happens to our members when they are found to have done something wrong at work? Let's say, for argument's sake, that a member did something that brought their employer into disrepute and the employer suffered reputational damage. What would happen? We all know the answer, right? So when we talk about the *Windrush* scandal, and this being the largest scandal to hit the Government in recent times — trust me, there's been a few of those — we all agree that the Government's actions on the *Windrush* scandal have brought them, and in particular the Home Office which is responsible for immigration, into disrepute.

We could also say that there has been immeasurable reputational damage to this Government. Ultimately, it cost Amber Rudd, the then Home Secretary, her job. On *Windrush* Rudd apologised and said that the treatment of West Indians was, and I quote, "Appalling!". So despite colonisation and despite slavery, 25,000 Caribbean men went on to serve in both World Wars. When men and women began to arrive in our country in 1948 they did so as British citizens. *(Applause)* Congress, we still don't know the true cost of the *Windrush* scandal. We don't know how many children of *Windrush* were denied healthcare or denied their pensions or who lost their jobs as a result of being unable to prove their UK citizenship. What an absolute scandal it remains to this day!

Congress, you can imagine the scowl on my face when I saw, just hours after she left 10 Downing Street, after going down as possibly our worst ever Prime Minister, Theresa May announced that Glynn Williams, the Head of Immigration at the Home Office, had been awarded, as a sister said earlier, the Knight Commander of the Order of the Bath. Basically, Mr Williams was the policy mastermind behind the hostile

environment, a person responsible for making the lives of so many West Indian men, women and their families a complete misery. Consequently, the policy even forced some to lose their lives! I don't say that lightly, Congress. Dexter Bristol is proof of that. He was 57 when he died. He could not get his passport sorted out, which in turn meant that lost his job and which, in turn, meant he couldn't get any benefits. He died from the stress and anxiety caused by this Government!

THE PRESIDENT: Fevzi, you've got the red light.

FEVZI HUSSEIN: Okay. It's been an excellent debate, Congress, but as the motion states, it is essential that we campaign to get this award stripped. We can't reward racism. We can't reward institutional racism. This is an absurd reward and we need to campaign to have Glynn Williams stripped of this preposterous award. Thank you. *(Applause)*

UNMESH DESAI (London): Congress, I am a Labour Co-operative GMB member, sitting on the Greater London Authority, representing the City and East London. *(Applause)* Could I start off by paying tribute to our departed comrade, Gary Doolan? When some of us decided to launch 'London United', a coalition of trade unions and the London Labour Party to oppose the rise of the far right, I turned to Gary for advice. My last conversation with Gary was via a text message. I still recall Gary texting me in the early hours of the morning when time allowed him to do so. He said, "Go for it. Go and see Warren. Go and get the show going." As I said at the Labour Party Conference, this resolution is all about you. It's for you. Thank you for everything you did, Gary, and for the helpful advice that you gave. *(Applause and cheers)*

The New Zealand Prime Minister, Jacinda Arden, made a call for a global movement to root out racist right-wing ideology. So how we organise that global movement? The words of Max Levitas, a veteran of the Battle of Cable Street, who died in 2018: "Shape history, because if you don't shape history, history will shape you". So how do we shape history? Comrades, let me tell you what London United seeks to do. Firstly, the need for political education and training for our members, for the six-million strong trade union Movement, is greater than ever. What do groups like the EDL stand for? We are going to expose the politics of hate by offering the politics of talk. We stand for unity, They stand for division. That political education is so necessary now, more than ever. It is the six million trade union members and the half-a-million members of the Labour Party who form the backdrop of opposition to the far right.

Secondly, groups like the so-called Democratic Alliance must be exposed for what they are and we have got to fight that hostile environment on all fronts.

Thirdly, culture. One of the great things that brought me into politics was Rock Against Racism. We can't live on sentiment. That was in the past. But there are initiatives like Loud Music Hate Racism and Show Racism the Red Card, which are giving a lunchtime presentation, and their work is absolutely invaluable. So culture, sport, political education —

THE PRESIDENT: Unmesh, you've got the red light.

UNMESH DESAI: I will be finished in two seconds, President.

THE PRESIDENT: Will you conclude, please?

UNMESH DESAI: — and linking up with committed groups. As we saw in Dagenham & Barking, that was the key. I will finish on this point, Conference —

THE PRESIDENT: No, no! Unmesh, please, would you move to second the emergency motion?

UNMESH DESAI: Solidarity. Nil Pasaran!

THE PRESIDENT: Thank you. Does anyone wish to speak against? *(No response)* If not, can I ask Colin to respond, please?

COLIN GUNTER (CEC, Manufacturing Section): Congress, I am speaking on behalf of the CEC. The CEC is supporting Motions 303, 304 and 305 with qualifications.

On Motion 303 the CEC absolutely supports the campaign to ensure that children, who have rights of citizenship have access to getting correct status and documentation. The qualification is that branch resources are not likely to be able to go far enough to seek out children in care to see if they need this particular help, so the GMB would be committed to using our political arm to reach out to the relevant political institutions.

On Motion 304, the CEC's qualification is that while GMB is able to share and provide some guidance on these matters, we do not employ immigration advisers. As such, we cannot provide detailed individual advice about members' resident status. However, we should be able to share relevant information and signpost to appropriately qualified advice organisations.

On Motion 305, our qualification is, rather than to circulate the London Region's tool kit throughout all regions, the CEC believes that the good practice from the Northern Region should be incorporated on all sides with the good practice of other GMB regions for a national set of documents for branches and members to use. This is consistent with the CEC's Special Report on Equality of Organisation 2018, which called for a consistent and joined-up approach, including national materials, where required. Therefore, Congress, the CEC is asking for Motions 303, 304 and 305 to be supported with the qualifications I have made out. Thank you. *(Applause)*

THE PRESIDENT: Does London Region accept the qualifications on Motions 303 and 305? *(Accepted)* Thank you. Does Southern accept the qualification on Motion 304? *(Accepted)* Thank you. The CEC is supporting Motions 301, 302, 306, 308 and Emergency Motion 4. Because there has been no opposition, I am going to put them all to the vote in one go. London and Southern have supported the qualifications. All those in favour, please show? Anyone against? All those motions are carried.

Motion 301 was CARRIED.

Motion 302 was CARRIED.
Motion 303 was CARRIED.
Motion 304 was CARRIED.
Motion 305 was CARRIED.
Motion 306 was CARRIED.
Motion 308 was CARRIED.
Emergency Motion No. 4 was CARRIED.

THE PRESIDENT: We now move on to Social Policy: I call the movers and seconders of Motions 321, 322, 323 and 324.

SOCIAL POLICY: GENERAL
HEAT — THE NEXT INEQUALITY ISSUE
MOTION 321

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

(Carried)

MARK WATSON (London): Congress, I move Motion 321 — Heat — The Next Inequality Issue. The weather across the world is becoming more extreme. For the purpose of this motion, it doesn't matter whether you believe that that has been caused by natural causes or by man-made pollution.

In August 2003 a heatwave struck Europe. In urban France, where conditions were the worst, 14,802 people were reported to have died from heat-related causes. The heatwave happened in August when the government were on holiday. The emergency services were overwhelmed. The French attitude towards older people was castigated, with many elderly people seemingly abandoned as their younger relatives went on holiday. The UK escaped the worst of the heatwave because of our position as an island. Despite this, the UK Heat Health Watch system reported a potential 2,000 extra deaths at this time.

Even though we, as a species, crave sunlight, our bodies, our frailties and our modern lifestyle make us particularly susceptible to abnormal heat, and it is the most vulnerable amongst us who suffer the most. It is a long list. Babies and young children get heat stress quickly and they don't show the same symptoms that adults do. The list also includes older children suffer because they are smaller than adults who weigh less. Pregnant women are more sensitive to heat and have a higher body temperature. People with chronic conditions, particularly those involving the heart and breathing, people with mobility problems, those who have had a stroke or have

Parkinson's, people with serious mental health issues, people who misuse alcohol, homeless people, people on medications that affect their sweating and temperature control, and even people who are physically fit and work outside, such as labourers.

The advice that we give is good and sound: stay indoors, do not walk out in the middle of the day and have cold baths, but it does not go far enough and it does not reach everyone. Our cities are old-fashioned and they are not built for heat.

Montreal in Canada suffered a five-day heatwave in 2010, which resulted in the deaths of 106 people. During that time, the officials in the city distributed 17,000 litres of water to organisations which worked with the city's homeless. They extended the opening hours at swimming pools. Firemen and police officers visited around 5,000 homes to check in on vulnerable persons. Afterwards, the city produced the Montreal Heat Response Plan, a plan designed to reduce the effects of excess heat on the population for the future.

This Conference calls upon local authorities across the UK to adopt and put into action a heat action plan as a part of a campaign calling for practical steps to be taken to mitigate and minimise the adverse effects of climate change and global warming on low-income people and on GMB members. Thank you. *(Applause)*

THE PRESIDENT: Thank you, Mark. Secunder?

ESME CHOONARA (London): Congress, I am from the London Ambulance Branch of the London Region, seconding Motion 321 — Heat — the Next Inequality Issue. I'm a first-time delegate and a second-time speaker. *(Applause)*

Congress, climate change is a trade union issue. It's a trade union issue because it affects all of us. It affects the planet we live on and the basis of life on Earth itself. But we know it does not affect everybody equally. We already know that climate change is disproportionately impacting on those in the poorest parts of our globe. Also in Europe, in Britain, across this part of the world, we also see that extreme weather events, changes in our climate or the heating up of our climate impact disproportionately on the poorest in our society. As the mover of the motion mentioned, heat can be fatal. The World Health Organisation, looking at 15 countries in Europe, showed a rise in deaths of up to 33% during any heatwave. It impacts disproportionately not just those on lower incomes, older people and infants who we talked about, but we also have to think about the impact of hot weather on many of our workers who work outdoors or in vehicles who, again, are affected by the rising temperatures.

The real thing here, Congress, is that the impact of heat, the adverse effects of heat on the most vulnerable people in society and on our members and workers, is entirely predictable and much of it is preventable. But we live in a system that puts profit before people and that is destroying our planet, and that is impacting on the poorest people in society. It has been inspiring to see the actions of thousands of school students walking out of their lessons to say that they are going to take a stand against climate change. For their futures and our futures, we need to raise our game. We need to fight to stop climate change and climate chaos, but we also need to fight for

plans like this to organise and mitigate against the worst effects on the poorest people in society. *(Applause)*

THE PRESIDENT: Thank you, Esme. I call the mover of Motion 322.

FUNERAL COSTS, PAY NOW, DIE LATER MOTION 322

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

(Carried)

PAUL SONY (Southern): Congress, I move Motion 322 — Funeral Costs, Pay Now, Die Later. Conference, as we know, two things are guaranteed in life: being born and dying, and it is dying which comes at a cost. As many of you may have seen on TV you can now start paying for your own funeral in advance, knowing that your loved ones don’t need to pay anything once you have gone, but this is not the case. What many people don’t understand is that these plans have hidden costs, like admin charges, costs if the plan are not fully paid and so on. That means that often during your loved ones’ time in mourning, they are being asked to pay the difference, and in some cases with interest.

Conference, it is vital that GMB campaigns to highlight the hidden costs that these plans have and to get the companies that provide such plans to show what all the costs are in advance so that our loved ones are not burdened to pay the extra in their time of mourning. Thank you. *(Applause)*

THE PRESIDENT: Thank you, Paul. Secunder?

SHERINE THOMPSON (Southern): Madam President, I’m so proud of you. I’m a second-time delegate and a second-time speaker. *(Applause)* I’m the missing girl that Dean was talking about yesterday. I am standing in front of you to second Motion 322 — Funeral Costs, Pay Now, Die Later. Congress, there are three things that are guaranteed in life: birth, taxes and death, even when you are dead. I almost said that a dead man has no power, but if our Mary Turner can hear this motion I’m sure she would be turning in her grave and stirring up a thunder, may her soul rest in peace!

As we celebrate 130 years of GMB’s existence — by the way, happy birthday to Michael Husbands of the CEC *(Applause)* and I have a husband called Michael as well — the sad reality is that right now our members are going through the loss of a

loved one, family member, colleague, friend or a neighbour. I am saddened at the thought that unregulated and unethical companies exist to exploit our grieving families. I am appalled to hear the hidden and unexpected bills at what is already a difficult time for our families. I am appalled at some of the companies that sell their plans with little dignity, as if they are selling Everest double glazing.

I advocate for GMB to challenge these unethical funeral plans and the commissioning fees to be revealed, some of them as high as £1,000. I call upon GMB to challenge these funeral plans. I also call upon us to fight these unregulated and unethical companies. Roll of Thunder, here my cry! I second this motion. (*Applause*)

THE PRESIDENT: Thank you, Sherine. I call the mover of Motion 323.

SUPPORT PUBLIC HOUSES MOTION 323

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

(*Carried*)

MERVYN EDWARDS (Birmingham & West Midlands): Virgin delegate, second-time speaker, moving Motion 323 — Support Public Houses. (*Applause*) Why should Congress support the beleaguered, besieged, down-trodden and undervalued public house? I guess the answer is in the question. Congress, we've always been ready to fight for the underdog and the pub couldn't be more of an underdog even if it sat upon its hind legs and slobbered all over your lap.

Recent reports have stated that a quarter of the UK's pubs have closed since 2001, and as many as 14 pubs closed per week in the second half of 2018. The Campaign for Real Ale has stated only recently that pubs contribute £23 billion to the economy every year and £13 billion in tax, as well as creating thousands of jobs.

The reasons for the decline of the pub are multifarious, and I would be disingenuous if I did not tell you that that one of them is plain, bad management. However, for all those thousands of decent pubs struggling to make ends meet, there are on-going issues, not least against the prevailing policies of central Government. Crippling business rates and VAT have affected many pubs, and then there is the matter of beer duty. The UK has one of the highest beer tax rates in Europe. It is three times the EU average. The Government harvests £3.5 billion every year in beer duty as well as a considerable sum in additional taxes on pubs and brewers. To put it in context, one in every three pounds that are spent in the pub goes to the taxman, and this in turn creates rising prices for the customer. Clearly, the Government need to do far more to save our pubs, particularly the non-chain pubs, from extinction. You can access further information about the plight of the pub from the website of the Office for National Statistics.

But I stand *here* today hoping to appeal to your hearts as well as your heads. Firstly, I have been a pub goer for more than 35 years and talking to people in pubs has been very much a part of my own education. It's taught me a few lessons, anyway.

Secondly, and I speak as a humble branch President of the GMB, pubs have offered us convenient places to hold meetings, and I am grateful for that.

Thirdly, part of the work I do in Stoke-on-Trent involves working with elderly people in the community who may have become lonely, isolated or otherwise disenfranchised. I found that the public house is one of several valuable social outlets for people who fall into this category. Pubs provide a social environment that enable us to deal with what working class people always used to do so well — communicate, be creative, think laterally and swap ideas on major issues! The very best pubs offer all this and more. There is one in Longton, Stoke-on-Trent, where I come from. It's called The Congress. I thought you'd like the name.

I have observed warts and all humanity in pubs. I've laughed, cried, loved and lost in pubs. I'm sure you will all agree that this is pretty impressive for one night. (*Laughter*) Seriously, pubs should only ever be one of the many meeting places for trade unionists' meetings, but I would urge Congress to acknowledge the role that they continue to play in the unfolding story of working class life. Thank you. (*Applause*)

THE PRESIDENT: Well said. Well done, Mervyn. Secunder?

PAULA DEFRIEZ (Birmingham & West Midlands): Congress, I second Motion 323. I second the motion for the following reasons. Pubs offer a relaxed atmosphere and they hold a mirror up to society. In a pub, human communication is generally unregarded and honest. Through our personal interaction with other pub goers, we learn about the good and the bad in people. Sharing our trials and successes with friends in a pub, surely, beats doing the same thing on social networking. Pubs can teach. In a pub we might well learn about prejudice in society, and from there address it and re-educate the ignorant or misguided. In recent years, it's been a pub's ability to multitask that has shown us how value it can be to communities.

With the nation having to struggle to cope with the Government's ideological preference for austerity, pubs in some areas have come to the rescue in the face of public service cutbacks. Rural pubs, especially, have extended their service to provide Post Offices, libraries, shops, cafes and children's play areas. Some of the funding for this has, admittedly, come from Government, and perhaps may be seen as a sop to communities whose public services may have been lost through cuts, but there is no denying the potential of pubs as a means of bringing people together through widening the scope of services they offer. Even better, many pubs may have been taken over by communities as co-operatives. How goods does that sound to us as trade unionists?

I, therefore, second Motion 323 — Supporting Public Houses — for the pub to be recognised as a community amenity and that Congress supports them wherever

possible as venues for our meetings, thus helping to preserve them. Thank you.
(Applause)

THE PRESIDENT: Thank you, Paula. I call the mover of Motion 324.

ONLINE GAMBLING MUST BE CONTROLLED BY GOVERNMENT MOTION 324

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

(Carried)

CAROL CLARKSON (Midland & East Coast): Congress, I move Motion 324 — Online Gambling must be Controlled by Government. President, delegates and visitors, may I make clear that I am not asking for nationalisation, but to put in safeguards as they did in betting shops when they capped the amount of money you can place on one bet. When that happened, a lot of betting shops closed down, so you can see how much money they were taking on them one-arm bandits.

Denise Coates CBE has made over a billion pounds out of online gambling. Now she has a CBE. Where is the morality in that? Why am I so worried about online gambling? Well, in times when even toddlers have mobile phones, and they are playing games and watching videos, you see teenage kids having their phone with them breakfast, dinner and tea. They even take it to bed with them. They are unmonitored. We don't know whether they are gambling on their mobile phones or not. We don't see it. Once these online gambling sites have our bank account number, they suck that bank account dry. They even access your overdraft without any questions. People are put into debt and can't see a way out. So they try to gamble their way out, and that's when the gambling spirals out of control. People are feeling out of control, in despair, in debt, suffering depression and suicide. How can we protect those people from being pressured, bombarded from constant gambling adverts from online gambling sites? Those sites encourage the gamblers to use some more money they can't afford to lose.

These sites are preying on the poor and vulnerable in this world. There are very little checks on age. As you've got an email address, a bank card — it doesn't have to be your own, by the way — and can tick a little box that says you are over 18, so now you can gamble as much as you like. They know you're over 18. The gambling problem is of epidemic proportions. Under 16s are also involved. We have seen children going into debt and becoming addicted to gambling. I am asking our GMB MPs to lobby the Government to control this rip-off of working class men, women and children; to safeguard the vulnerable. This is a working class problem. We are working class people. Please support this motion. It's a growing problem. Thank you. (Applause)

THE PRESIDENT: Thank you, Carol. Is there a seconder for Motion 324?

DEBASHIS DE (Midland & East Coast): Brothers and Sisters, I think Sister Carol has spoken from the heart and talked of some of the problems. I won't repeat some of the things. It is just to give a few statistics, because whilst researching this motion I was amazed by some of the facts that I found online. As Carol has already said, there has already been legislation passed to cap high-spending gambling fixed-odd betting terminals. But this is against a backdrop of profits in the online gambling sector, the remote sector, as they call it, which saw a rise from £3.9 billion to £4.9 billion between 2016 to 18. There has been a shift over with more than 50% of gambling, which used to include the Flutter for Racism, and football on the High Street, has moved to mobile phones and tablets. Some of you may be having this in your family without realising it. This trend has seen the move from the High Street outlets to e-gambling and cyber space. Along with this there has begun a hidden epidemic of addiction, debt and isolation.

From a recent report, there are 430,000 gambling addicts in the UK, with an estimated 25,000 thought to be 16 or under! The Gambling Commission has referred to the rise in problem gamblers in the UK, especially with gambling affecting younger people under 16 being of more concern than under-aged drinking. I didn't know this myself.

THE PRESIDENT: Debashis, you've got the red light. Please conclude.

DEBASHIS DE: With the modern age, new problems have emerged. What are the solutions? We say that advertising should be targeted. Tom Watson MP stated that gambling laws were not fit for the 21st century. We have brought this matter to light. Action must be taken. Profits from this section must be taxed.

THE PRESIDENT: Debashis, please second the motion.

DEBASHIS DE: And I second this motion. *(Applause)*

THE PRESIDENT: Does anyone wish to speak against those motions? *(No response)* Then can I ask Margi Clarke on behalf of the CEC to respond?

MARGI CLARKE (CEC, Commercial Services): President and Congress, I am speaking on behalf of the CEC. The CEC is supporting Motion 323 with qualifications, and seeking the referral of Motion 324.

On Motion 323 the CEC's qualification is that using public houses as venues wherever possible should not mean as a default venue of choice as we need to accommodate members' needs. GMB has previously outlined the need for meeting venues to be reasonable accessible, and the 2014 CEC Interim Special Report on GMB Branches — A Future that Works, stressed the importance of meetings taking place in a safe, welcoming environment, conducive to the conduct of the branch meeting. All meeting venues should be in line with these aims.

Moving on to Motion 324, the CEC agrees that better checks and regulation need to be placed on online gambling sites to help curb addiction. Having heard the speakers on the motion talk passionately on this issue, it has further explained the intention of this motion. We had concerns that the motion was calling for the industry to be nationalised. We are suggesting that this motion be referred to look into this matter. Therefore, Congress, the CEC is asking for Motion 323 to be supported with the qualifications I have laid out, and Motion 324 to be referred. Thank you. (*Applause*)

THE PRESIDENT: Thank you Margi. Does Birmingham accept the qualification on Motion 323? (*Agreed*) Does Midland agree to refer Motion 324? (*Declined*) In that case, we will have to oppose.

I will put the motions individually. In relation to Motions 321 and 322, the CEC is supporting. All those in favour, please show? Anyone against?

On Motion 323, Birmingham support with the qualification. All those in favour, please show? Anyone against?

On Motion 324, the CEC is opposing. All those in favour of the motion, please show? All those against? That is carried.

Motion 321 was CARRIED.

Motion 322 was CARRIED.

Motion 323 was CARRIED.

Motion 324 was CARRIED.

RULE AMENDMENTS

THE PRESIDENT: We come to the last debate of the morning before Show Racism the Red Card. We will now debate Rule Amendments 459, 460, 471 and 472. As these rules are linked to one another, the Region has agreed to move all four in one speech and to second all in one speech.

RULE AMENDMENT 459

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

(Lost)

RULE AMENDMENT 460

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

(Lost)

RULE AMENDMENT 471

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

(Lost)

RULE AMENDMENT 472

RULE NO: 38c NEW TITLE: OTHER 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

(Lost)

JAN SMITH (London): President and Congress, I move four related rule amendments in one block, which I thank you for allowing us to do. They are Rule Amendments 459, 460, 471 and 472 with the agreement from the SOC and the Chair.

Congress, I appreciate that this does not give me four times the speaking time, but I feel I need some time to explain our reasoning behind these rule changes. Those of you who came to Congress in 2017 may remember me challenging the SOC Report No. 1. Our branch wanted to introduce a Branch Retired Officer position. So we put in a rule amendment on Rule 38. We were told at that time that it was out of order as we could not change one rule. We had to make three consequential rule changes in order that the Rule Book was complete.

The SOC Chair, helpfully, told me what four rules the branch needed to change in order that the Rule Book makes sense and follows through what we had intended. The Chair quoted us a verbatim paragraph from the CEC's Working Party Special Report, which was carried at Congress 2014.

Moving on to this year as identified by the SOC, our branch came prepared and we put in these four rule changes to Rule 18.2a; Rule 18.5; and Rule 35.3.

Congress, I want to add that, as you have supported Rule Amendment 451 on Sunday, no branch will ever be able to put in four rule changes at once, so the Rule Book would be incomplete and rule changes would be ruled out of order in the future.

Very briefly, these rule changes are about allowing branches to create extra branch positions. Rule Amendment 459 adds to the definition of "Officers", so it is clear that branches can appoint non-core positions, provided this is outlined in the Branch Development Plan and this meets the requirements and needs of the branch.

Rule Amendment 460 allows for all core and non-core branch officers to be eligible for office.

Rule Amendment 471 inserts the exact agreed working from the 2014 CEC Special Report, which is Congress policy. I repeat that it is Congress policy. This makes it crystal clear that the positions in Rule 35.3 are core branch positions and the Special Report wording covers non-core positions, allowing for branches to fill or not fill other branch office positions, according to the needs of the branch, adding that these needs need to be defined by branch and laws set out in your branch plan and agreed by your regions.

Finally, Rule Amendment 472 adds in a new rule, 38c, to say that any other branch officer outside the core positions will be responsible for filling their role as defined by the by-laws and the branch plan. Since 2014 we have seen that where a branch puts in a motion or rule amendment to create new branch positions, they are always quoted the wording under the 2014 Report and then the motion or rule change is out of order. Congress, let's stop this from happening. These rule changes make it clear for all branches to create positions such as health and environment officers, a LGBT officer or a Women's Officer.

The CEC is asking us to withdraw all four amendments and their reasoning is that there is already provision in the 2014 Special Report to allow for this so our rule amendments would not add anything to the Rule Book.

THE PRESIDENT: Jan, you have actually had five minutes.

JAN SMITH: Okay. With respect, Congress, put this in order and let us have one rule book put in context. Here is the Report, here is the rule book. Common sense prevails. One rule book for everything. I move. *(Applause)*

THE PRESIDENT: Is there a seconder, or are you formally seconding? There is to be a seconder. Okay.

HEATHER HAMBLIN (London): Congress, I second the four-related Rule Amendments, namely, RA459, RA460, RA471 and 472. Taking you back again, our President, Barbara Plant, was on the Branch Working Party and in her moving speech on the CEC Special Report in 2014, she told Congress that the Report allowed for branches to have any position to meet their needs, provided this was agreed by the branch and was within their by-laws and branch development plan, and that any new branch position is endorsed by the regional committee.

As Jan has explained, these rule changes are putting the exact wording of the 2014 CEC Report into our Rule Book, which will enhance it. Otherwise, the new branch secretary will have to be aware of the 2014 Report, and also know where to find it. Do you know how to access it?

Congress, the Branch Secretary's Handbook on our national website does not even refer to the 2014 Special Report and does not clarify the core and non-core positions. So how do branches know about this? We should be encouraging branches to fill their branch positions and maybe create new ones, such as a health and an environment officer so we can improve engagement. We know that branches can and do appoint other branch positions but we want to make the Rule Book crystal clear as a one-stop shop and to prevent further rule amendment motions calling for other branch positions. What we are proposing is already Congress policy so why not put it into the Rule Book where it belongs? Please support these four rule changes and this is the last year that any branch will be able to do this. Thank you. *(Applause)*

THE PRESIDENT: Thank you, Heather. Does anybody wish to speak against? *(No response)* In that case, can I ask Gordon Richardson from the CEC to respond, please?

GORDON RICHARDSON (CEC, Manufacturing Section): Congress, I am speaking on behalf of the CEC in responding to Rule Amendments 459, 460, 471 and 472.

All these rule amendment seek to change your rules, not the CEC's rules but your rules, to state that branches can appoint additional non-core posts within the branch. The CEC has tried to engage with the branch to establish what problems this amendment aims to solve without success. The CEC is clear that in 2014 Congress adopted the Branch Review Special Report, which absolutely clarified the mechanism for appointing non-core posts under the present rules. These rule changes are,

therefore, unnecessary. The amendment would have no impact on how a branch could fill any non-core post it wants, and the CEC is seeking the withdrawal of all four amendments. Thank you. *(Applause)*

THE PRESIDENT: Does London Region agree to withdraw these Rule Amendments? *(Calls of "No")* Okay. In that case the CEC will be opposing. Can I put the Rule Amendments to the vote. All those in favour of the Rule Amendments, please show? All those against? That is lost.

Rule Amendment 459 was LOST.

Rule Amendment 460 was LOST.

Rule Amendment 471 was LOST.

Rule Amendment 472 was LOST.

THE PRESIDENT: That concludes the business of the day. We now move on to the Regional Success Stories.

REGIONAL SUCCESS STORIES

THE PRESIDENT: Congress, we will now move on to the third and final series of our Regional success stories, celebrating the work of Southern Region, Wales and South West Region and Midland and East Coast Region since our last Congress. Delegates are warned that the following videos contain flashing images and flash photography. *(Video played) (Applause)*

GUEST SPEAKER, LEROY ROSENIOR OF SHOW RACISM THE RED CARD

THE PRESIDENT: It is my great pleasure to welcome Leroy Rosenior on to the platform. Leroy Rosenior played as a striker for clubs including West Ham, Fulham and Queen's Park Rangers. He later managed Torquay, Brentford and the Sierra Leone national side. Leroy was last year appointed MBE for his services to tackling discrimination in sport. Well done. *(Applause)*

He is Vice-President of leading anti-racism charity Show Racism the Red Card. GMB is proud to be a leading sponsor of the vital work that Show Racism the Red Card does with young people to tackle racism through education and sport. Before I ask Leroy to talk, we will watch a short video as an example of the great work that Show Racism the Red Card does. *(Video shown) (Applause)*

LEROY ROSENIOR: Good afternoon, Conference. Hannah was my fourth workshop 12 years ago. She has grown up quite a lot now. She is from Swansea. It took me a few hours to find it up in the valleys of Swansea, but I found it. It is one of the proudest things that I have ever done.

Let me tell you how I got here and into this situation. I was brought up in south London. My mum, dad named myself and my four elder sisters beginning with 'L': Lauren, Linda, Lorna, Leena and I am Leroy. He said, If you ever get in trouble with the bank manager, it might give you a little time to sort things out before they actually catch up with you". *(Laughter)*

I had a really good upbringing. My dad's and my story actually starts before any of us were born. My dad came over in the '50s from Sierra Leone. My mum is from Sierra Leone but they met in this country. This happened even before they met. My dad was in south London, in Tooting. He was with some workmates in a pub, and one of his workmates, who was Jamaican, had a white girlfriend. My dad was sat down with them and a Teddy boy came up to the young lady and said, "What you doing sitting with them?" My dad had a habit of going into a posh voice when he is confronted by anything. He said, "Excuse me, young chap, what's your problem?" The Teddy boy smashed him over the head with a glass bottle and it ruptured his temple. He was rushed to hospital it was like *that* as to whether he would live. Obviously, he lived, because I'm here. But he went into hospital. It was in the *South London Press*. It was all over the papers. It was a massive story. While my dad was in hospital, the mother of this Teddy boy went to see him in hospital and they got talking. It went to court and my dad was stood in the court and the judge said to my dad, "Mr Rosenior, I'm going to talk very slow so you can understand exactly what is going on. If anything goes above your head, please let me know and we'll try to explain it to you in simple terms". My dad always told me to keep your powder dry. "Keep your powder dry". So my dad looked at the judge, and he went "M'hmm, M'hmm". So the session went on and it got to the end of the session. The judge said to my dad, "Mr Rosenior, is there anything you would like to say?" My dad got up, and he said, "Well, judge, actually, I was brought up in a grammar school. English is my first language and I most probably speak the language much better than everybody in this court". (*Applause*) He also said, "I struck up a friendship with the mother of the young man, and I would like to ask for leniency because I believe that this woman is going to play a big part in this young man's life. If you show leniency, I think he will have a really good life and something to give to society". The judge was really impressed. He showed that boy leniency and my dad and that family, from that moment, became very good friends. That taught me a very good early lesson.

When I was growing up in south London my four sisters, when I had any sort of racism — there used to be programmes on the television like *To Death Do Us Part* and *Love Thy Neighbour* and people wanted to re-enact that. But when they re-enacted that on me, I'd just my older sisters and they would go and sort it out. So I didn't have any problem whatsoever. (*Laughter*) As I said, I had a great upbringing. Our neighbours were Polish, Scottish and English. When my parents came to London, we had parties in the front room. Even in August, we had two fireplaces. They still live there now. My mother would put the fire on, it was a nice day and we were absolutely baking in there, but we had all our neighbours over and we used to do the *Car Wash Dance*. Don't pretend that any of you are not old enough to remember the *Car Wash Dance*. We used to do that in our front room with all the neighbours and we had an absolutely wonderful time. So racism didn't touch me while I was growing up because I didn't know what it was. I had a terrific upbringing.

From where I lived, Brixton Prison is just about where *that* stand is. I used to walk through Brixton Prison to get to secondary school every single day. There was no *Location, Location, Location* in those days. This was a good location to be brought up, because my dad said, "If you ever get into trouble, that's where you'll end up!" (*Laughter*) "It's that simple".

My problems started when my dream came to, when I became a professional footballer at Fulham under Malcolm Macdonald and Ray Harford. They were the coaches. As I said, I thought my dream had come true. On my third game, I played at Leeds United. In those days, there were 10ft-high fences. Do you remember 10ft-high fences all around the pitches. It was an unbelievable environment to play football in. We were losing 1-0, which we did a lot in those days, to be fair. Myself and another player, Paul Parker, who went on to play for Manchester United, were the only black players on the pitch playing for Fulham. I ran for the ball, I picked it up and when rushing to take the corner, I looked up and the crowd at Elland Road were 10,000 doing the Nazi salute towards me and Paul. "Sieg Heil, Sieg Heil, Sieg Heil!" I was 17 years-old. I looked at Paul and Paul looked at me and we both wanted the ground just to swallow us up and disappear. I had never seen as much hatred towards me in my life. I had to make the decision of whether I wanted to carry on or did I want to stop playing. Did I want to do that? My dad said to me, "Never let anybody stop you doing what you want to do". (*Applause*) So I carried on playing. A few weeks later at Portsmouth I was walking off the pitch there and a young boy of about 10 spat on me. I assumed it was his father who was next to him. Everybody in that stand started laughing at me. I went into the dressing room and a lot of the players were really angry that they had seen someone spit at me. They came up to me and said, "Are you all right?" I said, "Am I all right? You didn't do that when 10,000 Leeds United fans were doing the Nazi salute towards me. You didn't do that when people threw bananas at me the other day. You didn't do that when people were doing the monkey chant towards me three weeks ago. Just because someone has done something physical, now you think there's a problem. All those things had exactly the same effect on me as when I was spat at". They got that a little bit and they started to understand what I was going through. But I had to keep my powder dry.

I had a great career. I enjoyed my career, and I loved the game, but I had to keep my powder dry because if I said anything it was my problem. It was my chip on the shoulder. It was me who was the problem, not the abuser. So to have a career in football, I had to keep my powder dry. So I did. Lots of players didn't and they disappeared by the wayside because of that. They were better players than me, by the way.

My sisters went to my first game at Queen's Park Rangers on a plastic pitch. Not many players have played on a plastic pitch. I must say that I was absolutely atrocious in that game. I was really, really, bad, but I was a striker and I scored the winning goal. We won 1 – 0, so I was on the back pages of *The Sun*. Isn't that amazing? The back pages of *The Sun*! (*Clapping started*) No, don't clap. (*Laughter*) I went up to the players feeling like, "I'm alive. I'm here. I've been practising my autograph with a little smiley face". As I went in, I was signing autographs. I was feeling 7ft tall. Over in the corner, I could see my sisters, my mum and dad and some of my friends. Linda, my second oldest sister, came over to me and said, "Leroy, we're going to have to go. We'll see you back at home". I said, "Why? I've just had this big day". She said, "I know, but we'll see you back at home. Don't worry". So I went home and I said, "What was the problem?" They said, "While you were playing, the guy behind us was calling you a black this, a black that, a black this and a black that". They looked around and they were the only black faces in the crowd. They had never felt so intimidated in their lives.

When I went up to the players' lounge, the first person to come up and ask me for my autograph was that guy. They just couldn't stay there and not say anything. But they had to keep their powder dry. So for the next 12 years no one came to watch me play a professional game of football because I couldn't allow it, as I would have been more worried about them than playing on the pitch.

I've been busy. I've got five kids. (*Laughter*) Yeah, I've been busy. Liam who has just retired. He's just retired from football. That shows how old I am. He finished at Brighton and he works in Brighton. I am very, very proud of him. I won't have my kids called mixed race because when you speak to kids language is extremely important. Don't let anybody tell you about this political correctness not being important. Political correctness is vastly important and words are important, especially with children. So I won't have my kids called 'mixed race' because when you imply race, you imply there is more than one race, and there's only one race. If you call somebody 'mixed race' you are implying that one of us is an alien. (*Applause*) So I call my kids 'mixed heritage'. When I go into schools and I ask kids "How many skin colours are there?", and they say, "There's two: brown and white". "No, there's three. There's brown, white and light brown". Then I ask them how many people are there in the world? They say six or seven billion. That's right, there are six or seven billion different skin colours in the world. So when someone is having a go at you because you've got a different colour skin, how stupid are they? Then they say, "Yeah, you're right. We've all got a different skin colour". What a ridiculous thing to say.

When kids go to school, I try and get them to understand how it feels when you have to put up with racist abuse. Discrimination is different from racist abuse — we could go into that — but I try to get them to understand that when you are at school, people call you names, because you're thin, because you're fat, because you've got glasses or because you haven't got glasses, because you're short, because you're tall. That's when you're at school. When you go home, your parents say to you, "Sticks and stones may break my bones but words will never hurt me". Well, what a ridiculous saying that is! Because when I was playing football, I broke my collar bone, my ankle, my wrist. I've broken most bones in my body. I've had 18 operations in my time as a professional footballer and I healed to a point. But when I think back to when I was at school, I remember the time when somebody called me a name, and I can remember exactly where I was, who said it, how they said it and how I felt. I will never forget that. So to ignore people calling you names is to allow things to fester, grow and be worse. So, please, don't ever say that to your kids. Get them to deal with it in a really positive way. (*Applause*)

When my son went to school, because he is mixed heritage, I faced a problem. He said, "What gang should I be in?" My reaction was, "What gang should you be in? What do you mean?" He said, "I can't go in a white gang. I can't go in a black gang". Oh, I didn't think of that. "That's a good question. I'll tell you what. Why don't you go and make your own gang?" He said, "Yeah, okay". So he went away. About seven or eight weeks later I went to the school and I was looking in the school yard. Liam had got together with his little brother and his gang — I know this sounds awful and it isn't politically correct — but all the kids were unfortunate kids in the school. Do you know what I mean? The ones who looked the most unfortunate.

He'd got them altogether in a gang and they were his gang. I couldn't have been more proud. (*Applause*)

When I was playing, there weren't many role models. There was one role model for me called Justin Fashanu. Does anybody remember Justin Fashanu? (*Calls of "Yes"*) Yeah, Justin! I remember the goal he scored on *Match of the Day*, which was iconic. It has lived in my mind since that moment. When I was at West Ham, Justin came on loan towards the end of his career. Justin was 6ft 4ins, he was black and he was gay. Everybody knew he was gay. By the way, if I was gay, I would as well, because he was amazing. (*Applause*) He has muscles everywhere. No problem. (*Applause*) Justin walked in after training. He had no clothes on. In those days we had great big baths. There was no health and safety. It was pretty disgusting, but you had great big baths. I was sat in the bath with two guys, who I would have called friends at the time, and when Justin got into the bath the two guys got up and walked out. I knew exactly why they had got up and why they had walked out.

Justin and I did not become great friends. He was there for three or four weeks, he seemed like a nice guy and then he disappeared, because that's what happens in football. People come and people go. The next time I saw Justin I was sat at home in south London watching the *News* and I learned that Justin had hanged himself in the Elephant & Castle, which is just down the road from me. He had committed suicide. I thought back to that exact moment when Justin walked into that dressing room, and I realised then that I did not have the education, knowledge or the nous to deal with that situation in a positive way. I needed to and I regretted that. I could have said to those two guys, "Look, he doesn't fancy you. You're ugly. He doesn't fancy you". (*Laughter*) Those were the sort of guys who might have taken that and it would have broken the ice, but I don't know. I'll never know, but from that moment on I vowed that I'd be educated and have the knowledge to make sure that every time something happened, I'd be able to deal with it at that moment in time. Because when you don't deal with these things at the time, they lose their power and you lose an opportunity. Every single one of you in this hall has been in a situation where you felt powerless because you had not had the knowledge, the power or the education to deal with a certain similar situation. That is every single one of you. You need to get that power, knowledge and education, because we can make a change and make a difference. All in our own little world, we can make a change. It adds up to being so powerful.

I made a speech at Hope Not Hate, and an old couple were sat in the front row and I told them the story of Justin Fashanu. They went off. I saw them about six months later. They came up to me and they said, "Leroy, do you remember us? We were in London when you did that speech. It was on a Saturday". I said, "Yeah". They said, "Well, we got on the train on the way home and there were some football fans singing racist, homophobic songs on the train". "What did you do?" They were about 70 or 80, by the way. "We got up and challenged them". I thought they must have been mad. I said to them, "Why did you do that?" They said, "Don't worry. It was fine. They stopped and we became good friends". (*Applause*) You have to do it and you have to do it at the right times.

The word that Show Racism the Red Card does is incredible. When I played football and as a manager, we played a game, we'd win on the Saturday and by Monday you

forget whether you won, lost or drew. It was chip paper. You had to forget about it and move on. The work we do stays within that school. When we go back to those schools, and I see it is embedded within that school. It is so important. It's the most important work I've ever done in my life, and I am very proud to represent Show Racism the Red Card when we do it. For the Wear Red Day, which is on 18th October of this year, and on 4th October in Scotland, I think 60,000 people took part in it last year and raised more than £60,000. If we could do that again, that would be great. Great things are going on all around the country concerning Show Racism the Red Card.

I just go back to my dad, who passed away 10 years ago. Unfortunately, he passed away just before Barack Obama became the President of the United States of America because he would never, ever have believed that that would happen in his lifetime. I hear a lot of academics use the word "race" all the time, who say that racism will never change because racism has been around for years, since the Roman times. There used to be black people who had slaves in Roman times. We will never get rid of it. What absolute nonsense! Our kids get it. Our kids will change it, and I aim to change it within my lifetime for my kids' sake and for my grand kids' sake. *(Applause)*

It is amazing to be in Brighton talking to you guys. It's been an absolute pleasure. Thank you for inviting me. It's an honour, an absolute honour, seeing the great work you do all around the country. I live in Bristol, Wales & South West. I know that area well. So I've seen all the work you've done there. *(Applause)* My partner comes from north Devon, from Appledore. I know Appledore well. In fact I know all of those areas well. Yet I'm a London boy. *(Applause)* But I've been all around this country and I've met so many people.

Let me finish with this story. I'll tell a story about why I like to be called 'black'. People ask me, "Why do you like to be called 'black'?" I say, "Because it's a real positive way to describe me". Many years ago, an old lady said to me, "Do you know what? I don't like calling you 'black'". "Why don't you like calling me 'black'?" She said, "Because when I was growing up, we had Black Monday, Black this and Black that. It was all negative. Everything Black was negative, and I don't feel comfortable". I said to her, "You know Rosa Parks on the bus". I told her the story. The problem we have with racism is that sometimes we want to label people as being racist for doing something which is ignorant. You have an opportunity. I told you about that moment of power when you can change people around. That is the moment. When they do something which is ignorant and stupid, you have to recognise that. So you have to recognise the positives in people. Because if you label someone "racist", there is a good chance, by the way, that they are going to turn out racist, but if you can turn them around with education and knowledge, there's a good chance that you can turn them around.

If that lady hadn't spoken to me, I know a lot of black guys who would have said that they would have walked away from her and ignored her, and that would have reinforced her feelings about black people. We have got to be bigger and better in the way we behave to change this situation through education and knowledge. That's what Show Racism the Red Card does. I am so pleased that the GMB has got on

board in partnership with Show Racism the Red Card. We are going to change the world. Thank you. (*A standing ovation*)

THE PRESIDENT: Thank you, Leroy. What an inspirational speech that was. Thank you for all the work you do. We've got *these* cards on your table. Can you all stand up, turn round, hold them up to the balcony and we'll have a photo shoot, please. (*Pause for photo*)

That concludes Congress for this morning. Thanks for coming early. You have just got time to get to the fringe events. I'm sorry we've gone over a bit. But it was worth hearing Leroy speak. See you back this afternoon at 2 o'clock.

(*Congress adjourned for lunch*)

AFTERNOON SESSION

(*Congress reassembled at 2.00 p.m.*)

THE PRESIDENT: I call Congress to order, please. Could I remind you to switch off your mobile phones or make sure they are on silent. I also ask, you have been a really good delegation or audience but the days are long and some people are saying there is a bit of chit-chat which makes it difficult for them to hear the speakers. Could I ask you, please, not to have conversations? If you want a really good conversation go and get yourself a cup of tea outside and not in the hall. Thank you.

I hope you enjoyed the fringes and the exhibitions. Just to provide a bit of clarification on this morning's debate, Congress agreed that Motion 369 be referred, in case there is any confusion about that. We will now debate the finance rule amendments as the first business of this session. Could speakers on Rule Amendment 468 please make their way to the front, and speakers on Rule Amendments 484, 485, and 487 please get ready.

Just to explain the procedure, the General Secretary will respond to these rule amendments and motions on behalf of the CEC when he moves the Finance Report. I will then take votes on the Finance Report and then these rule amendments and motions. Thank you.

Can speakers on Motions 53, 69, 70, 83 and Composite 2 please make themselves ready as this group of motions will be debated next.

Congress, please be advised that Ben Courts and Morgan Holmes, from BDO, who are the union's external auditors, are in the hall. Could I have the mover, please, of Rule Amendment 468.

JAN SMITH (London): Our region would like to raise a point of order before the start of this Finance Debate to request that the Chair/President ask Congress if we can have the CEC Finance Report voted on by section or paragraph. This is in accordance with agreed Congress procedures listed in the beginning of the Final Agenda, mainly Motion 144 carried at Congress in 1993. This allows all documents provided by the CEC to be voted on by paragraph or section if Congress agrees. In that way any

region can oppose or question parts of the report without rejecting the full report in its entirety. A point of order, please.

THE PRESIDENT: Thank you. You are testing me now, aren't you? This is where it all goes horribly wrong. Right, a point of order may be raised on each paragraph to be approved but I have to put that point of order to the vote. The CEC's position is that as a consequence of the CEC having approved the Finance Report, it is one document and to move the Finance Report as a whole and therefore oppose this point of order, the proposal to vote on individual paragraphs. I will put that point of order to the vote. All those in favour of taking this report paragraph by paragraph please show. All those against? That point of order is lost. Sorry.

We will now take the Finance Report as a whole but can I have the mover of Rule Amendment 468, please.

RULE AMENDMENTS

RULE 34 CLAUSE 6: PAYMENTS TO BRANCHES RULE AMENDMENT 468

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

(Withdrawn)

RACHAEL HOOKWAY (London): This rule amendment is simple and straightforward. It does not remove wording or substitute clauses, or sentences. What it does is give clarity to branches and those within the branch as to what will happen to their financial reports that are not submitted quarter on quarter. Currently, Rule 34.5 tells us that a branch will not receive the next quarter payment if they do not submit their quarterly report. This is all fine in itself. When a new branch secretary is elected, it needs to be made clear what will happen should a branch continue not to submit their reports. There can be no easier way to give clarification than through the rule book. London Region is developing a new branch secretary handbook to complement the training we provide. We have pulled out number of rules and incorporated them into the handbook again to help assist and provide clarity. If carried, we would include this new clause in the handbook.

The CEC will be asking you to oppose this motion. We have no intention of withdrawing. When the CEC speaker comes to the rostrum, he or she will tell you the amendment does not enhance the GMB's ability to protect members' money and

avoid fraud but, colleagues, this is not correct. Yes, there are powers under rule to deal with any financial irregularities. However, these are to be found in other parts of the rule book whereas this amendment is just a new clause coming under the title of the rule, Payment to Branches. What could be easier?

You will also hear from the CEC that it is not clear what is meant in having the account suspended and should the account not be with Unity Bank then it will be very difficult to suspend the account. We do not accept this to be correct either. We could simply write to the bank in question setting out the facts and I am certain the account would be suspended.

Congress, this is about enhancing our ability to protect our members' money regardless of what the CEC says. Surely, by incorporating an additional clause this in itself is enhancing the very thing we are seeking to protect. It really is that simple so please support this rule amendment. I move. (*Applause*)

THE PRESIDENT: Thank you, Rachael. Secunder?

SARAH HURLEY (London): President, Congress, this rule must – must – be changed. This rule amendment does enhance the union's ability to protect the members' money and if we do not do it more branches will experience what I have. I am aware of a branch that did not submit the accounts to the NAU for several months so the NAU stopped paying the branch its commission. Fair enough. This did not stop an individual emptying the branch accounts of all existing funds leaving the accounts empty. This paralyzed the branch leaving it unable to support any shop steward and much more besides. The existing rule does not protect the existing fund in the accounts, only the money due. Congress, please support this motion and protect our members' money properly. I second. (*Applause*)

THE PRESIDENT: The mover of Rule Amendment 484.

RULE 53 CLAUSE 1: FUNERAL BENEFIT RULE AMENDMENT 484

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

(Lost)

STEPHEN ROBERTSON (Birmingham & west Midlands): Good afternoon, brothers and sisters, comrades, President. This motion is about changing and making a rule that is unfair more fair. This is about a rule that excludes some of our members because they are not considered to have been a member for long enough. This rule puts out a message that says our new members' families, that their sons, daughters, husbands, wives, partners, and parents, who have passed away are not good enough to receive this token payment because they have only served as a member for two, three, four years.

There are some new members who have done more for this union in two years than other members have done in 20 or 30 years. What about some of our brilliant young activists who are the life and breath of our GMB but have only left school a couple of years ago? If any of them were, god forbid, to cop it, pass away, would any of you want to tell their parents that because of this rule in the rule book their son or daughter was not worthy or eligible, or good enough; it is like they are second-class members. This is a benefit no member wants really to claim, just yet anyway, and not within five years of joining. I have said it before and I will say it again, it is discriminatory. It is just wrong and a total embarrassment to GMB. All other benefits are available for either a B1 or after one year.

I wondered if this was normal practice within the trades union Movement, so taking a wee look at some of the bigger unions like us, I looked to see what they have done with the qualifying periods for funeral benefits: Usdaw one year, PCS and Unite, six months,. Unison four weeks, CWU from day one, and then there is us, the GMB, five years. The CEC will no doubt tell us that it cannot afford to make this change, the sky will fall in and it will break the bank, but this is just not true. They tried to tell us that prior to 2013 when the qualifying period dropped by three years, from eight years to five years, and they told us, "Oh, it would cost far too much," but that increase in the funeral benefit paid out by the GMB the following year was £5,000, so what they paid out was £375,000 to £380,000. They were trying to tell us they could not afford that. When this union can pay 50 grand to the *Mirror* to put on a party, surely they can afford to make new members when they join one of us if they happened to pass away. It is time for a further drop in the qualifying period, which, as we have already seen, would not cost an arm and a leg. This is an outdated and not needed clause in Rule 53 and it needs to be removed.

THE PRESIDENT: Stephen, you have the red light.

STEPHEN ROBERTSON (Birmingham & West Midlands): If you want to truly claim that we are a fully inclusive union and look after our members, and if we want to continue to be a union that excludes our new members and young members ----

THE PRESIDENT: Can you conclude, please.

STEPHEN ROBERTSON (Birmingham & West Midlands): -- just because they happen to be dead members, let's look after our dead members as well as our living members. Please, I ask you to support this ----

THE PRESIDENT: Can you move ----

STEPHEN ROBERTSON (Birmingham & West Midlands): Okay, Barbara, please support this. It is shameful for us.

THE PRESIDENT: Thank you, Stephen. Seconder for 484?

CHRISTINA DEARLOVE (Birmingham & West Midlands): Good afternoon, President. Good afternoon, Congress and visitors. As a union that stands strong for equality and makes everyone feel equal and included, this rule change clearly makes some people not; it is out of date and makes them feel second-class citizens, and does not treat them equally. How can we, the GMB, truly promote equality and inclusion when we have this one rule that discriminates against young members and excludes those like me who only discovered the GMB family recently.

The exclusion of members who joined recently needs to stop. This should stop now. This rule change is there to stop those like me who have only been here two years feel like second-class citizens. Those who know me know that I have become more and more active since I joined the GMB family a few years ago and I plan, hopefully, to carry on and be around and active for some time to come. If I was to pop my clogs tomorrow, Stevie, my branch secretary, would have the embarrassment and shame of having to inform my family I am not eligible to qualify and that I was not good enough, my life was not valued as much as some of those who have been inactive members and have been around for 10, 15, even 20 years. This is not right, this is not fair, and it is not what the GMB, to me, stands for. I am so proud of being part of the GMB but this one is wrong. This is not even about the money. It is about the principle of the clause, simply wrong and needs to be removed, and removed now. I ask everyone in this hall who believes in the inclusion and equality for members to stand shoulder to shoulder with our reasoning in this and to support us with this motion and vote against the CEC who have asked us to withdraw. I second. *(Applause)*

THE PRESIDENT: Thank you, Christina. The mover of Rule Amendment 485.

**RULE 53 CLAUSE 1: FUNERAL BENEFIT
RULE AMENDMENT 485**

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

(Lost)

HEATHER HAMBLIN (London): President, Congress, we are disappointed that the increaser in funeral benefit is just £25, especially if this has not changed for four years. On the last two occasions funeral benefit has been looked at and was increased by £50 in 2011 and £50 again in 2015. Why have you chosen to increase it by only £25 this time? We know the cost of funerals increases every year and this has prompted the Competition and Markets Authority to launch a full inquiry into the funeral industry. They have since reported that the essential cost of a funeral has increased by almost three times the rate of inflation year on year. There has been a 68% increase in funeral director prices over the last 10 years with the average cost of a funeral between £3,000 and £5,000. A £25 increase in our benefit will not buy a tray of finger sandwiches for the wake. Also, our rule amendment calls for a change in the qualifying period for funeral benefit to decrease from five years to three years so that members who have lost loved ones can qualify for this much needed benefit sooner. After all, members will have paid in enough in contributions to cover this. Please support. I move. *(Applause)*

THE PRESIDENT: Thank you, Heather. Secunder? Formally. Thank you, London. The mover of Rule Amendment 487.

RULE 53 CLAUSE 2 & 3: FUNERAL BENEFIT RULE AMENDMENT 487

CLAUSE NO: 2 & 3

Delete clauses 2 and 3 outright.

EALING GMB BRANCH
London Region

(Lost)

TARANJIT CHANA (London): Rule Amendment 487 asks for a rule that any arrears in contribution be deducted from the funeral payment on death. The current funeral payment is £350 and the Finance Report says they will increase it to £375. As we know, £375 does not buy much these days. We are a union of passion, we agitate, we organise, we challenge. We are also a union of compassion to strive to make an unequal society equal and unfairness into fair. Taking contribution arrears from funeral payments is just so morally wrong. It is like we are taking the pennies off a dead person's eyes. We are a union, a general union of many who are struggling to make ends meet. The least we can do is to show dignity at a time of a member's death, a time of grief. We should give rather than take. Please, Congress, support this rule amendment. *(Applause)*

THE PRESIDENT: Thank you, Taranjit. Is there a seconder? Is it formally? Thank you. Does anyone wish to oppose any of these motions? No? Okay. Thank you. We will now move on to the next group of motions and votes will be taken after the Finance Report.

UNION ORGANISATION: FINANCE AND CONTRIBUTIONS

THE PRESIDENT: Could I have the mover of Motion 53, please? Also, C2, Motions 69, 70 and 83, could they all come to the front as well, please?

GMB FIGHTING FUND MOTION 53

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

(Referred)

JOHN DOLAN (GMB Scotland): Congress, currently under rule members taking strike action or industrial action are not entitled to any benefit until after three days. This motion seeks the formation of a fund, a fighting fund, where every branch would pay a percentage from source into the fund, with each region having its own autonomy over that fund. Payment would commence from day one of action and be supplemented at day three from the CEC as per rule. This would mitigate potential loss of members to other unions who do pay from day one thus also preventing branches from having to put out daily letters to support their members. I move.
(Applause)

THE PRESIDENT: Thank you, John. Is there a seconder? Formally? Thank you. Composite 2.

ACCOMPANYING REPS FUNDING COMPOSITE MOTION 2

(Covering Motions 59 and 60)

59 – Revised Payment for Accompanying Reps – London Region

60 – Accompanying Reps – London Region

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.

(Withdrawn)

WAYNE OSWICK (London): President, Congress, good afternoon. Colleagues, comrades, can I ask you to think through this motion whilst I give you my explanation to why the accompanying rep is a vital service to our membership. Our great union is built on being a generalised union from all industries, trades, and professions. We have so many members across each region without workplace support resulting in the only contact being a regional office, where they have no knowledge of who they will be speaking to when they phone. These members deserve our support. Thus accompanying reps are on hand to represent them in their hour of need.

To most branches an accompanying rep is a vital resource to have in the region but a simplified honorarium payment needs to be made or implemented. These dedicated representatives travel miles to help in meetings, which can take up to several hours, and they have more hours on top of that to conclude. They then complete their reports and expenses forms, which can take up to possibly two hours from home and which they have to send in to their branch who requested their representation. Unfortunately, they may miss the deadline for the honorarium which is paid on a quarterly basis, we all know this and this will result in a wait for a further three months before it may go through to the next quarter, taking a total of up to six months before they get their representation money.

Our proposal would be that each region has a pool of reps listed. This would assist the reps to complete the meetings' expenses and send them direct to the regional office. Each RSO knows their pool of reps so payment could be made monthly on a taxable payment scheme similar to the quarterly honorarium, but the rep is getting the money quicker. Once this monthly payment is made the RSO would subtract the expenses from the branch's commission that requested the representation at the source from the NOU quarterly payment. This only applies to the expenses for the meeting, not the travel or the subs. The branch will pay directly to the rep the subs and travel. This, we feel, may encourage more colleagues to use their knowledge and wisdom as they accompany their members to the meetings, thus ensuring that our remote members around each region would get the best possible advice and help available. As we stand presently we are seeing a steady decline in reps around the branches and across each region so the resource for the meetings is getting smaller each month.

Comrades, the action we take today in support of this motion would see a higher increase in representation resulting in retention figures going up across the regions, thus ensuring a stronger GMB union. Just by the way, the CEC is seeking for withdrawal of this but I am looking for as much support as I can to overturn that seeking to withdraw. Please support. I move. *(Applause)*

THE PRESIDENT: Thank you. Is there a seconder?

PUSHPA MAKWANA (London): Good afternoon, President, Congress, and visitors. Congress, we believe a company rep should be paid at the time they are representing members and travel expenses from their region. Let me explain and give you an example. Matilda, our company rep, she became a branch official and the journey she had gone through as a company rep was like a roller coaster. Although she was out of work for a good few months not getting paid, she could not claim any benefit. Matilda tells me that she gets an email or a call from Head Office to attend a meeting last minute. Once she attends the meeting then she has to fill in an expenses form and post it back to the branch where she has been presenting for. Matilda also mentioned that once she filled the forms in she would not get paid until the tax quarter. Congress, Matilda missed sending her forms in. She missed her quarter deadline. Then this is where she had to wait six months for payments to be paid due to her honorarium payment system. It has an immediate impact on her financial situation because she has not claimed per calendar month. There were far too many forms to fill in. It was really time-consuming, too. Congress, it is not consistent work, it is casual work. This has been hard and difficult for someone who has had to put food on the table and pay their utility bills, even including childcare. I agree with my colleague a simplified system would help someone like Matilda and will encourage more people possibly to become reps, which can only be good on the membership in their hour of need and help retain membership. Congress, please support this motion. *(Applause)*

THE PRESIDENT: Well done, Pushpa. Thank you. The mover of Motion 69.

UNION SUBSCRIPTIONS MOTION 69

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

(Lost)

KEVIN FLANAGAN (North West & Irish): Read the motion. It is carefully worded to say that the union should look at a different subscription system based on the pay of members. There is good reason for this. The world of work has changed. The tier one and the tier two, scale one, scale two, call it what you like, grade one, grade two, was more linked to the old industrial system where people were actually in secure work, where either people were part-time or full-time. Look at the reality of the world of work now. We have people who do not even know how many hours they are going to work a week. For instance, if they are one hour over this rule they will actually pay the full rate; even though they are only earning 22 hours a week they will be on the full-time rate.

Congress, it is time that we looked at this. This is carefully worded to allow for a study to be done and a report to come back to you at Congress as to the feasibility of this issue and to bring, if necessary, any rule changes; in other words, it places control on the floor of this Congress. This is not committing you immediately to do something foolish but it is committing you to undertake a report and a study. I know that the CEC is going to oppose this and it is going to ask you to vote against it, but think about the insecure world of work, think about the low paid workers, think about those who are in difficult work situations. It is important that we get a good subscription system that reflects the reality of the modern working environment.

I ask you to support this. Maybe I can win one this week, one. I think it is important because it will come back to you for a decision. So, by opposing it you are opposing looking at this all together and I am saying look at it, bring the report back, and we will have a vote on it in a future year. Is that radical? No, it is not. It is not. It is in your hands, Congress. I am a passionate believer in the democracy of this floor and preserving the democracy of this floor. By opposing it you would wipe away the chance of looking at this. I ask you to oppose reference back and to vote for it overwhelmingly so that at least all we get is a report and proposals about a possible new way of paying for the subscriptions of members that may be more commensurate with the needs of ordinary working people up and down this country.

I feel it hard asking an insecure worker to pay the grade two when I know the work situation they are in and I know in a number of situations it is a barrier to recruitment. So, we do need to look at it, we do need to have a report, and we do need to have a careful study of this. This is not radical, this is not going to overturn the union overnight so let's win this one. I ask you to vote for it and actually get a proper study done so that it comes back to this Congress. Is that fair, Congress? (*Agreed*) I thought it was. Thank you. I move. (*Applause*)

THE PRESIDENT: Thank you, Kevin. Is there a seconder? Is there a seconder or is it formally seconded? Formally. Thank you. Is it formally seconded by the region? The mover and the seconder cannot be the same person. Formally. Thank you. Can I ask the mover of Motion 70, then, please.

CONTRIBUTIONS MOTION 70

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

(Lost)

JAISUCLAL DARCI (London): Congress accepted the Finance Report last year. You will see there were many a region put motions in the agenda about looking at a third way of paying contributions. This indicates that members are not happy with the current contribution scale. We all know this is a struggle every year when contributions are increased. We all know that many more workers are working zero hours. We know that many workers cannot have increase in pay. The CEC response is that the review of contributions has been carried out. The CEC response is that a detailed report has been available to Congress but we have not seen them. Was this just left to a committee? Were all members consulted? What options were they looking at? What were the reasons for rejecting some other way of paying? Our branch did think about putting in a rules amendment to look at a sliding scale so that those who are paid more and those who are paid less, why should someone on minimum wages pay the same as the CEO getting the same level of service. If other unions do this why cannot GMB. Please support. I move. Thank you. *(Applause)*

THE PRESIDENT: Thank you. Well done. Secunder?

VARSHA UNADKAT (London): First-time delegate. (*Applause*) Congress, if we had done more we should be looking at today's workplace and working patterns. Our motion asks for Congress to support a GMB with a future and ask that a sliding scale contributions structure be fully costed and passed on to all. We know that the CEC is opposing this as they say they have already looked at it, but we want to see what they have examined. Our CEC member had information to branch that following the debate at the April CEC meeting there would be a report produced showing in fact a sliding scale of contributions. Congress, we will welcome this and hope that this report will show fully costings and that the report is made available to our branch and all members. Please support. I second. (*Applause*)

THE PRESIDENT: Thank you. the mover of Motion 83?

COMMUNICATION TO MEMBERS MOTION 83

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

(Referred)

JAISUCLAL DARCI (London): Surely, no one can disagree that all members paying contributions should be treated the same. Whether the members pay by direct debit or check-off they should be informed of any changes to contributions equally. We brought this motion as there was a contributions increase last year and direct debit members were sent a letter but check-off members were not informed in the same way. We note that direct debit members are bound by banking regulations and as such the union must inform them of any increases. We need assurances that this will be addressed and call for the union to look at how they communicate to members. We are pleased that his motion is being referred for further investigation. Please support. I move. (*Applause*)

THE PRESIDENT: Thank you. Well done. Secunder?

VARSHA UNADKAT (London): First-time delegate. I just wanted to add that we understand that in the one union approach the National Office has looked into how and when they send communications to members. This is very important, especially when there is a contribution increase. We do not want the first and only communication to our members to be telling them that the union needs more money from them. This may leave our members with the only option but to leave the union. The CEC said that any changes to check-off payer should be the responsibility of the region. If that is the case, then everyone in this room today must make sure that the

region has a correct record of your contact details. Please support. I second. *(Applause)*

THE PRESIDENT: Well done. Does anybody wish to oppose any of these motions? Okay, one. Please make it clear which one you are opposing.

ANNETTE DRYLIE (GMB Scotland): President, Congress, rising to oppose Composite 2. The way that a branch pays accompanying reps is that the branch secretary makes payments, not the regional offices. I, for one, am not having a regional office sending accompanying reps into my branch without me knowing and then payment coming out, so I am asking you to oppose. *(Applause)*

JOHN STEVENSON (Yorkshire & North Derbyshire): I am opposing Composite C2. If you read the wording I have no problem in trying to get people payment as soon as they possibly can but this has the danger of pulling branch accompanying reps in with all the things that we have just heard about, the region then paying them and allocating them. We have a system in branches where if we want them we can have them. We pay it. It is agreed. It works. Don't change it. I oppose. *(Applause)*

THE PRESIDENT: Thank you, John. Wayne, you moved it. Do you want the right of reply? No? Okay. Thank you. In that case, can I remind delegates that if the Finance Report is carried Rule Amendments and motions that stand in opposition to it will fall and not be voted on. I now call on the General Secretary, Tim Roache, to respond to the debate and to move the Finance Report.

ACCOUNTS AND FINANCE REPORT

THE GENERAL SECRETARY: Thank you very much. Good afternoon, Congress. Good afternoon, President. Tim Roache, General Secretary and Treasurer, replying on behalf of the CEC to Rule Amendments 468, 484, 485, 487, Composite 2, and Motions 53, 69, and 70.

On Rule Amendment 468, let me just remind Congress what happens now. If a branch fails to register your branch financial return, no commission or honoraria are paid out from the National Administration Unit. Regions then run their own quarterly financial report and this should flag up that a branch has not received their honoraria or commission. At that stage, it is the region's responsibility to contact the branch and say to the branch, "What's going on?" I suggest this motion is in response to an incident where a branch secretary had stolen 18 grand of members' money. This rule change, proposed rule change, will not make a blind bit of difference to that, in fact it will potentially make it worse. What this suggests is that after four quarters we then freeze the bank account. Do we really wait a year when the current structure is that you only wait a quarter before we should take action? We cannot propose rule changes to respond to an individual isolated unfortunate incident, Congress. What I am saying as well is about this freezing of bank accounts, I heard what the mover said but, frankly, Rachael, it is wrong. If a branch, which is why it is Congress policy, banks with Unity Trust we can freeze that account. Try going to the Royal Bank of Scotland or Barclays, if the bank account is a GMB account and it is registered in the name of the two branch secretaries and presidents, we cannot freeze that account. So

I am afraid that rule amendment, proposed rule amendment, would take us backwards and I ask for it to be withdrawn.

Rule amendments 484 and 485 deal with funeral benefit and there are proposals within the Finance Report on this benefit. The CEC believes we should continue our policy of gradual increases while maintaining the membership qualifications, so we are asking you again for withdrawal.

Rule Amendment 487, provides that we drop the claw back of funeral benefit from fatal accident benefit and that is in the CEC finance proposal but it also prevents the union from recovering contribution arrears, so we ask for withdrawal on that basis.

Motions 69 and 70, about a sliding scale of contributions, let me be clear about this to Kevin and to colleagues in this hall. Whether this motion is passed or carried, or not, will not make a blind bit of difference to the Central Executive Council. What do I mean by that? We will continually and always review our income and our members' contributions and its affordability. If overall it is felt that we go to a sliding scale and this Congress adopts that, that is what we will do, but we will do it with our eyes wide open, colleagues. No union has fought harder nor done more in the insecure work and abusive gig economy, but to suggest that not having a sliding scale is a barrier to recruitment is, frankly, nonsense. We do not have an issue with recruitment in this union. We recruit over 80,000 members every single year but if we go to a sliding scale, be aware, be warned, that at the top of our scale, our top higher earning members, and it may be many of us in this room, I do not know what higher earning means but if we are going to subsidise people at the bottom, the contribution rates of many of us in this room would go through the roof. That would, I suggest, result in huge numbers of people dropping out. We have to look at it in the round. We have always to operate as a financially secure business and, most importantly of all, colleagues, we must always ensure that our members, whatever they pay, feel that they are getting value for their contribution that means a good service, good support building an organisation and making a difference for them in their workplace. *(Applause)*

Motion 83 states that it is unfair that direct debit members are notified of the contribution increase while check-off members are not. Colleagues, the system applied by Congress for years is that informing check-off members is a matter for the regions because regions know their membership, know whether it is timely and sensitive to inform the members about the increase. An individual letter or email has to go to direct debit members because of banking regulations so we handle that nationally. Check-off members are a regional responsibility. We are reviewing communications and this will be taken into account but another all-member mail-out, which this would require, is a very expensive business indeed.

Motion 53 wants the CEC to consider options for a fighting fund to support members in dispute. There is, of course, already a dispute fund but I am very mindful that that may not be sufficient. We are asking for reference. We think the motion makes sense. We get the sentiment of it as well, not least on the back of what happened in Glasgow and we will certainly look, if the mover agrees to refer, to see if we can do something different and something better.

Composite 2, I think the opposition has really said it all. Not all regions operate accompanying reps and where they do generally the payment system works and is fair. If there are improvements to be made, we are always willing to listen and I have asked my colleagues in the National Administration Unit to ensure that all payments administered from there to accompanying reps are made as quickly as possible. We understand we never want our members, let alone our reps who do such a bloody good job, to be out of pocket for a moment longer than they need to, but we also have to protect ourselves from the HMRC and payments need to be made from the bank payroll system for that purpose.

Congress, the CEC is asking for the withdrawal of Rule Amendments 468, 484, 485, and 487, Motions 83, and Composite 2, and we ask you to oppose Motions 69 and 70, and to refer Motion 53.

I will now answer the questions on the accounts and then I will move the adoption of the accounts, and then I will introduce the financial proposals. The documents I am referring to now, and hopefully you all have them, is the Financial Statements booklet, and the Financial Proposals for Congress Addendum. Does everybody have a copy of that so you know what we are talking about or at least you can look over somebody's shoulder.

Okay, Congress, the 2018 accounts are in the document entitled, Financial Statements, and I have received three written questions on the accounts from London Region. I will read you the three questions and then I will give you the replies.

Page 12, Investments, and this is the first question: The accounts indicate that the £11m investment of gilts as at 31st December 2018 has been disposed of. This amounted to 50% of investment assets in terms of historic costs. Gilts are shown as nil for the year end 31st December 2018. Gilts are an important investment category that is almost always designed to be a significant proportion of stable funds. Why has GMB disposed of its investment in gilts?

Question 2, page 14, Unionline: GMB made a loan of £5.4m to Unionline in the year 31st December 2018. The accounts state that the rate of interest is a commercial one. The total amount accrued at 31st December is £6.1m. What is the commercial interest rate charged? Of the £6.1m how much is accrued in interest? How much in interest payments did Unionline pay in the year ended 31st December 2018?

Page 2, Operating Surplus for the Year, this is question 3: The historic cost of investments has only increased from £22m to £23m from 31st December 2017 to 31st December 2018. Page 12, the losses on investments at revaluation to fair value at 31st December 2017 were £1.3m. At 31st December 2018, the losses on revaluation to fair value are now £3.6m. This is a tripling of the loss in 2017. Does the 2018 loss figure include the losses from 2017? How do the auditors of GMB account for the tripling of the loss in 2018? Is the tripling of the loss not connected to a policy of moving to more speculative and less secure investments and the policy to dispose of gilts which are the most secure class of investment? Is everybody following?

Let me deal with the investment questions first. As I reported to Congress last year, the union has been looking for some time at changing our main portfolio from a direct

holding of equity shares and government stocks into a multi-asset fund which reduces risk while delivering good solid returns. The trustees acted on this in 2017 and began the transition by selling 50% of our shares at the end of that year and moving them into government stocks, or gilts. We did it in two halves to protect the union's tax position. The second half was sold in mid-2018 and in November 2018 we invested in the diversified growth fund shown in the accounts. As I say, this was done to protect members' funds from risk. At the end of March this year, the fund was invested 10% in government stocks so we have not dropped them from our portfolio. During the transition we sold at a good point in the markets and our managers advise that the union was some £2m better off by selling when we did. That is included in the realised gains on sale of assets on page 2, totalling £5.8m over the two years.

The second investment question goes on to ask about the loss on revaluation. To explain accounting rules now mean we have to include our investments at their market value on December 31st. This year markets were very low at that point so there was a loss in value but we did not crystallize the loss, there was no cash loss because we held on to the investments and their value was recovered when markets went back up earlier this year.

The question also compares the value of investments in 2017 and 2018. One major change was that we took £2m off the market fund to fund what we hope will be a very successful and brilliant new offices in Hainault in the London Region. Congress, the CEC is the custodian of our members' money, a job we and they take very seriously indeed. We took the steps we did to limit risk and further strengthen our union. That is the story of these accounts.

To move on to Unionline, it is not true that we loaned our own legal firm £5.4m in 2018. We actually supplied cash loans of £766,000 in that year. The £5.4m figure is the total capital provided by the union from the firm's foundation right up until the end of 2018. The interest rate is 6%. The amount charged in 2018 was £337,786.95 and the total interest accrued at the end of 2018 was £767,533.52. The union has invested heavily in this unique venture, a wholly owned union legal firm. It is already a fantastic asset owned for our members and I am pleased to say the firm returned a small profit in 2018 and the profit is set for a very healthy growth this year and in future years.

That's concludes the questions but I would recommend, colleagues, next year, if you can, please get along to the fringe meeting on accounts, it is a very open session, it is a round table event, it allows free discussion and you can raise all the questions you have there and in fact a number of London Region delegates came along this year and were very helpful.

Congress, I am proud to present the accounts for the third year of my full period in office and once again the message is that we have achieved an operating surplus, income was up, membership showed another increase, a very positive performance compared with some of our sister unions. (*Applause*)

As we have heard all week from the quantity and quality of motions, special reports, and policy documents, we are a very ambitious union. As I said yesterday, together we are creating a fighting campaigning union that invests in our activists, that invests

in our staff, and that tackles the challenges our members face in the ever-changing world of work. Uber, Asda, Glasgow, Sodexo, Hermes, Big Food, Amazon, so many brilliant campaigns and so many more to come, but we are a business, colleagues, we must always ensure that we never spend more than we have received in income in any year and setting our budgets each year is a very testing process indeed.

Our ten cost centres, that is the nine regions and counties, and National Office, constantly examine every single area of expenditure. Our staffing numbers across the national union have not changed for 15 years. We still employ just around 600 people at any one time. There are obviously cost increases that change and are out of our control, increase in postage, increase in rates, rents, and utility bills. Then there is the significant investment that we need to make in our membership and IT systems as called for by an excellent motion earlier this week. Then investment in how we more effectively communicate, both internally and through the ever-growing media channels. Then the campaigns we will run, the support we will give to you, our members, in the battles to come and ensuring that they are never starved back to work, so our income needs to keep pace.

We know all too well how difficult it is out there and that every single penny of our members' earnings they bloody well earn and they need. So, the CEC never takes the decision to recommend a contribution increase lightly. We always do recall the years when we had a contribution freeze. What happened then was we started selling off the family silver just to make ends meet and when we realised that we had to put contributions up we recommended a 25% increase. We can never go back to those days. So, the CEC is saying and suggesting that there should be an increase of around the rate of inflation, which equates to 10 pence on grade one and five pence on grade two contributions; all other rates stay the same.

We have also looked at improving the range of benefits, partly in response to proposals from branches. We are continuing with the gradual increase in funeral benefit as set out in the past and we are removing some of the restrictions on cash benefits when a member has had a legal award and when they qualify for more than one cash benefit. We have also proposed extending reduced rates for maternity and parental leave.

We also report some concerns about the rapid growth in free life membership since the initial charge was removed some years ago. The financial impact of that was relatively small, about £40,000 per year, but let me be clear, and I think this was probably the point that London Region wanted to raise, this is not an intention to reintroduce the charge for retired life members. What we are saying is that as a responsible trade union operating as a business we should always keep in mind the impact that has on our membership and on our finances in future years. That is all we are saying. The payment to retired boilermakers from the members' superannuation fund has not increased for some years and the CEC therefore recommends increasing it to the princely sum of 70 quid.

Colleagues, the GMB is in good order. The GMB's finances are in good order but we need to keep it that way. We need to continue to grow, we need to continue to build, we need to continue to change and to do that we need to continue to have the funds

and the finances. Please, I ask you to adopt the Finance Report. Thank you very much for listening. (*Applause*)

THE PRESIDENT: Thank you, Tim. I can now ask for a speaker from each region and if they wish to speak on it would they like to send their speakers down. Midland & East Coast, do you have a speaker? Yes.

IAN BURKETT (Midland & East Coast): Speaking in support of the Finance Report. President, Congress, we are proud to support this financial report because it is important if this union is to grow that the finances are stable. It is stated that we have maintained a stable position and living within our means. We acknowledge that although regrettably our subs need to increase, to ignore this each year will only store up trouble in the future. We are quite happy with the report but it would be remiss of me, or anyone who knows my regional president, a very proud boilermaker, not to mention the proposed increase to the boilermakers' pension, the first increase for 15 years. He says he now can afford another pint at the ice hockey! Oh, no, he can't because he promised it to me if I mentioned it. We support. Thank you. (*Applause*)

THE PRESIDENT: Thank you, Ian.

SUE WALKER (Yorkshire & North Derbyshire): President, Congress, the UK economy has not since the Second World War faced a threat as great as the uncertainty caused by Brexit. The Tories are not interested in protecting the jobs and living standards of working people in this country. It is little wonder that people are casting around for a bit for comfort and security, and joining a union.

Congress, if trade union organised workers receive more pay than non-organised workers there must be a reason for this. There is, all the hard work the union puts into campaigning for our members but, Congress, this does not come cheap. Our organisation needs these small contribution increases to continue to be at the cutting edge challenging and fighting employers determined to keep wages low and conditions poor. The GMB also offers members advice, legal support, and representation if they are having a problem with their employer. It is value for money, a premium service that offers peace of mind and security.

So, what are the drawbacks? Obviously, there is the cost of membership. Congress, we as a union do understand that in many areas wages are not rising and that prices, especially food, are. Congress, this support the GMB gives must be worth an extra 10 pence on grade one contributions. The GMB's legal campaign against Uber exposed the taxi giant for denying drivers the minimum wage and rest breaks. This was a massive victory that had to be paid for. The GMB has achieved great things. Zero-hours contracts, low pay, self-employment, and agency work, are making working lives a whole lot harder. Everyone deserves a decent job they can build a life on but that is impossible if you do not know where your next shift or pay cheque is coming from. For many joining a union it is an opportunity to enjoy personal benefits and the chance to support the lobbying work that unions do for workers' rights in general, from protecting pensions to challenging low pay, all at a financial cost to the union. It is not like buying insurance, it is about taking part and getting involved.

The increase in contributions will keep the GMB ahead of the game. At the end of the day, a union is only as strong as its membership, the more members we have the stronger we become and the more protection we can offer. We need these increases to pay for future campaigns and future victories and last, but not least, to grow this great union. Yorkshire & North Derbyshire Region support the Finance Report. *(Applause)*

THE PRESIDENT: Thank you, Sue. The next speaker?

NIGEL WARN (Wales & South West): Speaking in support of the financial proposals. President, Congress, every year at Congress we have to conduct a debate about the contribution increases and specify the state of the GMB finances generally. It is a tough but necessary decision that reconciles easily with the democracy of our internal decision-making processes. The financial stability that we have achieved as a union over many years, since the dark days or the earlier part of this millennium, is due to the adoption of a simple housekeeping principle of never spending more money than you get in. Our union has acted prudently in all areas of expenditure outlay as must be the case given the fact that the major part of our income derives from the members' contributions but ultimately it is the members' money.

Our record in recent years as a strong campaigning trade union committed to improving the influence of our members at the workplace and enhancing the quality of their lives is second to none. However, to be able to provide that support costs money in the form of spending it on salaries, administration, new technology, training, education, and of course general benefits and services. Congress, we must have a sufficient treasury to continue to invest in this excellence, to deliver the clear forward-thinking strategy for growth. These relevant and modest proposals for an increase in our two core rates will enable us to secure funding streams necessary to shape our future rather than it being shaped for us.

For some time now suggestions have been repeatedly made to reconstruct our contribution agreements and it is only the last year the very same day that Congress decided to accept the report of the CEC to maintain retention of the current system. It is a tried and tested one that has served us well through the good and bad times. It is fair and transparent and our membership increase bears out its cost is competitive too. Let's never forget that what the union does is the right thing by its members whereas a declining one lets them down. It is a vicious circle, but an increase in membership secures us financially and permits the building of influence and power in the workplace, and beyond.

With regard to the proposal to improve funeral benefit, to remove restrictions on related claims is welcomed as it modernises the proposals put in place at a difficult time for members and their families. In all honesty, the existing claw backs do not reflect very well upon a reasonable responsible trade union that puts its members at the very heart of everything it does. This discontinuation is entirely appropriate.

Congress, this is a balanced and responsible report that provides the basis for future development of a great union and my region commends it to you. Thank you. *(Applause)*

THE PRESIDENT: Well done, Nigel. Thank you. Next speaker, Paul?

PAUL SONY (Southern): Congress, GMB Southern Region fully supports the Finance Report to this Congress. Membership rates similar to other unions will incur some costs and a review of benefits entitlement. As a union we must invest in IT so that we can support our branches and members better and grow investments over the next few years to bring our union into the 21st century. While we know some members will be concerned about membership fees increasing we must ensure that our union does not repeat past mistakes and fall into debt as this will only create problems which could end our union. We also recognise some of our members may be reluctant to disclose their pay details, etc. and we need to be careful around GDPR as any faults could leave us exposed to legal proceedings.

As a region we have seen an increase of low paid workers joining GMB to fight and protect their rights. We recognise that at this time of austerity money is tight but we in the Southern Region have seen people joining GMB in droves as they see an active trade union fighting for their workers' rights, and they can see it as an investment to protect them.

We understand that our retired members play a vital role in supporting our union. A few years ago Congress agreed to scrap their fees but as the number of retired members' increases and are asking for a bigger voice in our union, it is only right the CEC conducts a review and reports back to Congress with their findings, including finding out who are still members of our great union.

CEC needs to find ways of carrying on building and strengthening our union and Southern Region fully supports the proposals that have been set out in the report by the CEC. We support. (*Applause*)

THE PRESIDENT: Thank you, Paul. Next speaker?

JOHN DOLAN (GMB Scotland): Speaking in support of the Finance Report. GMB Scotland, in particular, is extremely grateful for the investment that the union has put in Scotland, building new offices, bringing the offices up to the 21st century, better working environment for the people that work in the offices who do a very good job in Scotland, and they need applauding: thank you, Janice and your team. (*Applause*) The investment that GMB has made in Scotland is not just in the offices, it is the support they have given to the shipbuilding, which is particularly close to my heart, and the support they gave the women in the Glasgow strike was tremendous, and that could not have happened without the support of national GMB; excellent. One thing, thanks for the loan of a tenner. I will pay it later. We support. (*Applause*)

THE PRESIDENT: Thank you, John. Next speaker?

JAN SMITH (London): Speaking on the Finance Report. Congress, I can give you the good news first. We within that report have withdrawn seven of our rule amendments as the CEC turned them into CEC rule changes you see in this report, namely, CEC Rule Amendments 7, 8, 9, 10, 11, 12, and 14. So, that is the good news, or part of. I can tell you we struggled with the contribution increases but after much

heated debate we accepted the need to increase and accepted the contribution increase. I can tell you it was a hard struggle to get it through.

Now the parts of the report that we are unhappy with and, Tim, you have already virtually mentioned it, that is about our retired life membership. The proposal or suggested proposal was looking at increasing and bringing it back to £40 life membership. I will remind you of the hard struggle in 2015 and there will be a lot of you in this room who will remember our late Billy Hughes and the fight that he had to get that rescinded. *(Applause)* Billy, I know that you will be going, “Go on, pet, give it to ‘em. Tell ‘em you’re not accepting it. You look after our retired members and you continue to do so.” Also they will say it is a true saying, “There’s no smoke without fire.” If it is just a suggestion to be looked at, then why put it in there. There has to be something hidden behind that motion and nobody else can convince me otherwise. If it is to save money, then I could provide the SMT and the CEC with many more areas to look at before introducing fees for our retired members. Congress, if I was still working and I retired tomorrow, I would have given 56 years of my life to the GMB, which started off as the GMW. Am I not worth a free life membership? *(Applause)* Plus we have just heard that a lot of our retired members are on benefits and will now have to start paying for their TV licences, and what else is going to happen to them? Where is their money coming from to fund all this?

Going on to paragraph 3, Funeral Benefit, you have heard our arguments in our speech on Rule Amendment 485. We welcome that funeral benefit has been increased but I can tell you London Region is not happy with an increase of only £25 when past increases have gone up to £50. It is a complete insult to our life members.

As to the rest of the report, I can tell you that we have voted on it in its entirety and that we will support it but, please, take note, go back, look at the funeral benefit, look at the life membership, and take all the points I have made on board. I move.

THE PRESIDENT: Thank you, Jan.

TIM RATH (Birmingham & West Midlands): First-time delegate, first-time speaker. *(Applause)* Birmingham & West Midlands Region speak in support of the Finance Report. We fully support the rise in both benefits and union contributions, which we believe will enable us to fight on behalf of our members in strife. Birmingham & West Midlands Region support. *(Applause)*

THE PRESIDENT: Thank you, Tim.

BILLY GOULDING (North West & Irish): This is a short statement, President. It is just to say that we do agree with the Finance Report. *(Applause)*

THE PRESIDENT: That was short and sweet! Any more speakers? No? In that case we can now vote on the Finance Report. All those in favour please show? Anyone against? That is carried.

The Finance Report was ADOPTED.

THE PRESIDENT: Right, because the Finance Report has been carried, Rule Amendments 484, 485, and 487 stood in opposition to the Finance Report so they have fallen.

Rule Amendment 484 was LOST.

Rule Amendment 485 was LOST.

Rule Amendment 487 was LOST.

THE PRESIDENT: I need to take a vote on Rule Amendment 468. London Region, do you agree to withdraw? Is that a Yes? Blimey!

Motion 468 was WITHDRAWN.

THE PRESIDENT: Because the Finance Report has been carried, Motions 69 and 70 stood in opposition to the proposal and they also have fallen.

Motion 69 was LOST.

Motion 70 was LOST.

THE PRESIDENT: So, I will take a vote on Motion 53. Scotland, do you agree to reference back?

KEVIN FLANAGAN (North West & Irish): Point of order, Chair. Sorry, President. I am unclear about that because I cannot see how a motion that does not mandate a change in the subscription is actually going to fall on the back of the Finance Report. I find that most amazing. All that is asked for is a report which I made clear in the statement. Therefore, I think it is incorrect to say it automatically falls. Thank you, President. *(Applause)*

THE PRESIDENT: Kevin, thank you. I know you are testing me this afternoon, aren't you! Right, the motion calls for a sliding scale contribution system to be investigated, Motion 69, or introduced, Motion 70, and the Finance Report states that "In 2018 Congress accepted a Finance Report that included a report of the CEC's investigations into a wage-related contribution scale. The CEC's conclusions are reproduced here and the CEC sees no reason for Congress to overturn its long held policy against a wage-related scale reaffirmed in 2018, page 1 of the Finance Report. Therefore, the officers' advice is that these motions fall if the Finance Report is carried."

I will take a vote on Motion 53. Scotland, you agreed to refer, did you not? Yes. So, all those in favour please show. Anyone against? That is carried.

Motion 53 was REFERRED.

THE PRESIDENT: Composite 2, London Region, do you agree to withdraw? Yes. Thank you.

Composite Motion 2 was WITHDRAWN.

THE PRESIDENT: Motion 83, London do you agree to refer? Thank you. I will take a vote on that, then. All those in favour of Motion 83 with the reference back that London agreed, all those in favour please show. All those against? That is carried.

Motion 83 was REFERRED.

THE PRESIDENT: I am glad that has finished. Thank you for that. Could the people for Composite 3, Composite 4, and Motion 92 please come to the front and while they are doing that I have some announcements.

A small black suitcase was left by the side door of the main hall. Please collect it, if it is yours and you know it is yours, from the Brighton Centre Information Desk as soon as possible. The other note was the Retired Members Association raffle has been drawn and people can now go and collect their prizes at the stall.

UNION ORGANISATION: BENEFITS

THE PRESIDENT: So, we are on to section 5, Union Organisation: Benefits. Can I have the mover of Composite 3, please?

UNIONLINE

COMPOSITE MOTION 3

(Covering Motions 84 and 85)

84 – Unionline – Southern Region

85 – Unionline – London Region

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.

(Carried)

DAVID LEAK (Southern): President, colleagues, we think that putting the TU56 form back to the hand of the secretaries is a step forward. We believe that the branch secretary has a very important role in personal injury claims where the branch secretary talks to the member to get the details of the claim. This allows us to identify if there is an organised opportunity to recruit and build the union in the workplace. It also allows the branch secretaries to support the member with advice because some members do find it intimidating just talking to solicitors. I move. (*Applause*)

JUNE MINNERY: Is there a seconder?

VANESSA SIBBALD (London): I would like to start by thanking the people at Unionline for the very valuable work they do and as for having our own in-house legal service it is a tremendous benefit for any member of the GMB. We also welcome the changes in using branch secretaries more and involving the branches with the accident claim forms which is a great move forward. I recently attended a presentation on Unionline and their plans in marketing and developing a new website, and that was really the main idea behind this motion, that they just provide more guidance to members in the form of videos and in the form of information leaflets on how to use the service to the best advantage. A couple of examples that came up is when to involve workplace reps in this conversation that you have that involves employment disputes, and also if they need language services or help with translators that there is more information provided about how to access those services. Basically, it will just make it an even better service than it is now and help members access it better. Thank you very much. (*Applause*)

JUNE MINNERY: Thank you, Vanessa. I call the mover of Composite 4, please.

**UNIONLINE CHANGES
COMPOSITE MOTION 4**

(Covering Motions 86, 87, 89)

86 – Unionline Service Changes – London Region

87 – Unionline – London Region

89 – Unionline – London Region

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.

(Carried)

DANNY FAITH (London): President, Congress, if you Google GMB Unionline the very first sentence on the home page says, “Unionline was established by the GMB and CWU unions to provide a broad range of legal services to their members. Our aim is to provide the first line of support to members for any legal advice need.” Look at the rule book, rule 26.2 in our rule book makes it absolutely clear the options available to members who seek legal assistance. They contact Unionline direct, their branch secretary or regional organiser. If a member wishes to contact Unionline direct then under rule this is their absolute right to do so.

As a region we are aware that the link between our law firm, regions, officers, and branches, needs to be maintained but there are examples where this is falling down. Of all the regions employment cases that Unionline have assessed this year through member contact only one has been taken up as a multi-claim. We think it is possible that for whatever reason the advice that Unionline gives may not be asking two or three simple questions to establish if there are more potential claimants we could help and then to alert regions to the recruitment and organising possibilities. If we apply this two or three simple question process to personal injury enquiries, then we can be generating more cases for the union to benefit from and at the same time improving the service for our members. We feel that we are missing a trick here and this needs addressing, whether that be through the review process, as our motion states, or through good management as outlined in the qualification. There is a reference in the CEC qualification to opportunities being missed with regards to recruitment and whilst I know that our region has been sending out clear messages for the need for members to let us know about these, this should not negate Unionline from doing the very same thing.

The position of our region is clear, we look forward to a review and we will embrace change where necessary. However, what we are not prepared to do is to stand by and watch as others for whatever reasons attempt to change, or even worse turn off, access to employment advice or any other legal service when the access is enshrined in the rules of our union. The message of this composite is clear, Unionline is our law firm just as this is our Congress. While we understand the need for good and responsible management of Unionline, we will fight to ensure that it remains ours. I move.
(Applause)

JUNE MINNERY: Thank you. Do we have a seconder?

GAVIN DOWNEY (London): As the opening line of the composite says, Congress fully supports Unionline, our very own union owned law firm. Being in such a position of our members having direct access is something other unions can only dream of so let's quickly examine the alternative. To do so we have to travel back to pre-May 2014. Who can remember helping members put together all their documents if they wanted a legal option. Who can remember sending off the files to the organiser, who, in turn, would copy it and send it to the legal department at regional office. The regional legal officer then checks to see if the file is in order and the file has all the relevant paperwork, policies, and procedures, and, if not, it goes back to the organiser. All the while the limitation clock is ticking. Assuming the papers are found, the region then sends off the complete form to one of our solicitors' firms for a legal opinion and let's keep our fingers crossed the file does not get lost in the post. Solicitors scrutinise the file and there is still a few important documents missing. The solicitor goes back to the region's legal officer who contacts the organiser who contacts the branch or shop steward who contacts the member, all the time the limitation is ticking. Ah, ah, but we now have ACAS early conciliation to give us an extra month's extension, giving us four months in which to get a case lodged at tribunal. That may be the case but if the member comes to us when the initial three months is nearly up it is not so straightforward, and all the time the limitation clock is ticking. Congress, do we really want a whole load of Perry Masons or Rumpoles of the Bailey running around the regions chasing up legal files, or do we want them out there organising. I suggest the clue is in the name, organiser. There are just a couple of reasons why we do not want to go back ----

JUNE MINNERY: Colleague, you are on the red light.

GAVIN DOWNEY (London): -- and why it is very important to continue to give our members full access to the service.

JUNE MINNERY: Finish up, please.

GAVIN DOWNEY (London): I second. (*Applause*)

JUNE MINNERY: Thank you. Can I call Motion 92, please.

THE UNION MARKETPLACE MOTION 92

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

(Referred)

VICTORIA UGEWOEME (Southern): This motion calls on the GMB and the wider union movement to develop a framework of companies that recognise and work diligently with the trade unions. This would, first of all, be on a national basis and then develop into an international organisation which will not only benefit members but stand as an aspiration that services provided aim to achieve. It should also be possible to negotiate reduced rates or discounts for GMB members that are first trusted providers for both services and consumables. Congress, please support this motion. I move. Thank you. *(Applause)*

JUNE MINNERY: Do we have a seconder?

MARINA AHMAD (Southern): First-time delegate, first-time speaker. *(Applause)* This motion calls on Congress for a plan to be brought back to Congress next year. It is about using our power as a union to build on the good relations we have with providers. It is about ensuring our members have a list of providers that they can go to for the services and the products that they need, a list of providers who share our values, such as caring for the environment, fair trade, anti-slavery, animal welfare, and of course an ethical supply chain. This scheme also provides an incentive for other providers to aim for and to achieve those values, to get on to that list. It means that as our union core values are strengthened on the marketplace, we as members also gain important benefits. Congress, I second this motion. *(Applause)*

JUNE MINNERY: Thank you. Is there anyone who wishes to speak in opposition?

WARINDER JUSS (Birmingham & West Midlands): Chair, Congress, speaking in opposition to a very specific part of Composite 4, which states that our members have the absolute right to contact Unionline in the first instance if they want legal assistance from the union. Congress, when it comes to employment issues, this particular composite should not apply. We should not underestimate the very important and valuable job that we do as union reps. As union reps we have intimate and direct knowledge of the issues that our members face in the workplace. In order to ensure that our members get the best representation and the quickest representation it is important that we emphasise to our members that they should contact us, the union reps and the union office, so that we can make the direct contact with the employer and take the appropriate action whether it is lodging a grievance or a dignity at work application, or whatever, otherwise, Congress, what is the point of us being union reps? We need to understand when it comes to employment issues in the workplace the limitation of lawyers and do not forget the really valuable role that we perform as union reps. *(Applause)*

JUNE MINNERY: London, do you want your right of reply?

DANNY FAITH (London): I understand the sentiment and there is absolutely nothing in this resolution that undermines the rep, seeks to undermine the rep, or prevents a member going through a rep, branch secretary, or whatever, to contact Unionline. I have been a rep for this union for 30 years and if I thought that it was going to do that, then I would not have got up here and moved this resolution. However, this resolution is not seeking to do that. All it is seeking to do is, first of all, to point out that we do have rules in this union, they are quite explicit on this question, and we need to affirm them. If you want to change the way this operates, then put up a rule amendment, everybody has a right to do so, and in that way you can change the rule in the way that you describe. Also, I think it is absolutely right that individual members do have the right to contact Unionline over employment law issues so I understand the sentiment behind what is being said, but it misconstrues both the specifics of the resolution and also the intent of it. I ask you to support Composite 4, please.

JUNE MINNERY: Thank you, colleague. I am going to call Anne Dean from GMB Scotland to respond on behalf of the CEC.

ANNE DEAN (CEC, Public Services): President, Congress, speaking on behalf of the CEC on Composite 3, Composite 4, and Motion 92.

On Composite 3 Unionline, which covers motions 84 and 85, the CEC is asking for this to be supported with a qualification. In order to ensure the success of Unionline and to ensure that our members use our excellent legal service, there needs to be a better engagement between lay reps and our members who have had accidents so they are supported in what can be a difficult process. We want our members directed to our own firm and not a high street firm where the compensation may be reduced. The reintroduction of the TU56 form helps with this. It is essential that members are able to recognise the assistance that Unionline can give them to pursue their personal injury claim. Nothing should deter members' access in our firm. As part of the overhaul of the marketing strategy it is intended that the new website will address how services are accessed by members and Unionline is producing a range of leaflets aimed at employment related subjects which can be produced in different languages, as appropriate.

The qualification is that any member making contact with Unionline who wishes a family member or friend to speak for them about their case can already request that and communication will take place with a nominated person. Again, as was indicated at Congress last year, we do have employees at Unionline who have diverse languages.

Turning to Composite 4, Unionline Changes, which covers Motions 86, 87, and 89, we are asking for this to be supported with a qualification. Unionline is a vital tool for members. However, we should not allow Unionline to dilute the link between our officers, branches, reps, and members. Our industrial structures organisation and the need for industrial first, legal second, approach must be our priority. Unionline will continue to be a source of legal support for our regional officers as regions determine

how industrial campaigns may be supported by a legal action. Direct access on employment rights matters can result in industrial issues being missed and recruitment opportunities lost but only a small percentage of members access Unionline in this way. The volume of calls prevents utilisation of the skills of the staff at Unionline to fully represent our members. As GMB's own law firm we must always be mindful that it meets members' needs but it is also a viable and manageable business and on a day-to-day basis that will be for the directors and senior management team to determine. Unionline services for members and their families are accessed directly. We need to make sure our members know Unionline exists to assist them when they have been injured. However, on employment issues it is for regions, Unionline directors, and the senior management team to determine how these are best handled.

Finally, on Motion 92, the Union Marketplace, we are asking for this motion to be referred. The development of offers from approved suppliers is a key part of our retention strategy. To meet the demands of this motion the CEC would need to consider how to set up such a broad marketplace, which could probably involve other unions.

Therefore, Congress, please support Composites 3 and 4, with the qualifications, and agree to refer Motion 92 for the reasons I have explained. Thank you. (*Applause*)

JUNE MINNERY: Thank you, Anne. Can I ask the speakers on the International motions please to be ready, that is, Motions 425, 427, 428, 429, and 430. We will not go to the vote. On Composite 3, do you accept the qualification, Southern and London? Thank you. All those in favour please show. Anyone against?

Composite Motion 3 was CARRIED.

JUNE MINNERY: Composite 4, London Region do you accept the qualification? Thank you. All those in favour please show. Anyone against. That is carried, thank you.

Composite 4 was CARRIED.

JUNE MINNERY: Motion 92, Southern, do you agree reference back? Thank you.

INTERNATIONAL

JUNE MINNERY: Right, we will now move on to International motions. Could I ask that the speakers on the Harassment and Abuse group of motions also get ready, that is, Motions 342, 344, 345, 346, 347, and 348. I now call Motion 425. Sorry, delegates, I forgot one wee thing. All those in favour of reference back of Motion 92 please show. Thank you. Anyone against?

MOTION 92 was REFERRED.

MADURO SHOULD BE DEPOSED MOTION 425

425. MADURO SHOULD BE DEPOSED

This Congress says 'Mr Maduro, it's time to go!'

AVON & WESSEX A55 BRANCH
Wales & South West Region

(Carried)

SARAH ALLEN (GMB Wales & South West): Chair, Congress, there can be little dissent about the claim that the Maduro machine in Venezuela is corroded by corruption, division, and failure. Two decades of economic mismanagement have impacted adversely upon the people of the country arising out of 20 years of dictatorship, the last six of which have been presided over by Mr. Maduro. His legitimacy has been called into serious question not only at home but abroad too. Maduro, of course, was re-elected in 2018 amid allegations of rigging and fraud. Since taking power in 2013, he has undermined democracy and violated human rights in Venezuela and presided over a severe economic crisis. Scores of anti-government protestors have been killed in clashes with the security forces and the setting up of a new assembly with the power to rewrite the constitution or even dissolve the opposition-led national assembly was nothing more than a cynical attempt to strengthen his grip on power. By relying upon the state's economic policies started by Chevez he has increased authoritarianism and totally mismanaged the economy. Venezuela has been condemned to ruin by insisting upon the application of misguided policies previously carried out by Chevez. In the years between Maduro first taking office and being re-elected earlier last year violence and anger has become embedded in the country, inflation has multiplied and migration of people out of the country has sky-rocketed. Venezuela was once Latin America's wealthiest nation but no longer is that the case with the next six years of his future term of office likely to worsen the situation. He has stifled dissent and set out to silence any voice of opposition. Since 2014, many hundreds of cases of the mistreatment of opponents has been identified, including torture with arrests being commonplace simply because of links to anti-government protests. Buying off the support of the powerful military has been achieved by giving leaders control of the food, oil, and mining industries in an unashamed attempt to restrict opposition, and with allies such as Russia and China providing financial assistance Maduro has maintained a semblance of international support to prop up his policies which have led to the collapse of the health system, hunger, and a housing crisis. Life in Venezuela is fundamentally different to what it once was and matters really are at breaking point. Congress, another six years of this tyrant and the country will be in a greater crisis than it is in now. The freedom of Venezuela can only be achieved by the deposition of Nicholas Maduro. Maduro out. Democracy in. I move. *(Applause)*

JUNE MINNERY: Secunder, please. Thank you.

PAUL FARLEY (GMB Wales & South West): First-time speaker. *(Applause)* President, Congress, Venezuela is on its knees, beleaguered by economic distress, political discontent, and oppression. As the mover said, Nicholas Maduro has brutally and catastrophically ruled his country for the past six years by leading an inhumanitarian regime. Some people oppose external intervention on the basis that Venezuela holds elections. It is socialist and controls the largest oil reserves in the world. They perceive the prospect of American intervention as another attempt to regain its imperialistic past by trying to depose Maduro's government. Congress, the

appearance of democracy given is nothing more than a sham. The socialist government has only stayed in power by means of repression and it has no democratic legitimacy at all. A new democratic form of government is desperately needed and this corrupt dictatorship must be eliminated. Foreign meddling often makes situations worse as shown by America's involvement in Iran and Iraq. Sometimes overthrowing one dictator leads only to an even worse one coming to power. The specific circumstances of Venezuela makes intervention a realistic option for improving the lives of the Venezuelan people. Most Venezuelans clearly hold Maduro responsible for the great suffering that so many have experienced. The usual ways of getting rid of unacceptable leaders have not worked, including response with peaceful protests taking the form of police and soldiers using teargas, water cannons, and live ammunition. Elections have not worked, protests have not worked, and dialogue has failed. Sometimes tyrannical systems can only be ended by foreign intervention. Congress, a better way to restore democracy would be ----

JUNE MINNERY: Colleague, time is up.

PAUL FARLEY (GMB Wales & South West): -- would be via negotiated settlement to oust Maduro. Failing that, other alternatives should be actively considered. I second this motion. (*Applause*)

JUNE MINNERY: Thank you. The mover of Motion 427.

SOLIDARITY WITH PROGRESSIVE FORCES IN BRAZIL MOTION 427

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

(Carried)

OBI AMADI (London): First time moving a motion. *(Applause)* The election of the Far Right candidate, Jair Bolsonaro, in Brazil at the end of 2018 is extremely concerning for all. This friend of Donald Trump seeks to cause division and hatred in a country that had made enormous progress under the ex-President Lula and Dilma Rousseff. They supported the poorest in society, made major breakthroughs in social housing, welfare, and education provisions, and were on the way to addressing the massive divides within Brazilian society, especially in regards to the indigenous population.

Bolsonaro's policies are a threat to all the values that we in the trades union Movement hold dear, equality, tolerance, democracy, solidarity, and the environment. His attacks on these values knows no limit with threats to working class organisations, women, Brazil's black population, homeless people, LGBT people, and the indigenous people of the Amazon, the Amazon rain forest itself, the criminalisation of legitimate trade unions, political and protest activity.

Bolsonaro is involved in the Far Right and political violence has risen, including murders of political and environmental activists. His support of a former dictatorship and statements in support and in favour of torture and extra judicial police killing is unacceptable and something which we should all join together in opposing.

We are also deeply concerned for our comrade Lula, the hypocrisy and injustice that surrounds his incarceration is clear to all of us. Lula is a trade unionist from the metal worker union, his progressive policies are to be admired and serve as an inspiration to all in the trades union Movement. He is our brother and we must fight for his immediate release. The extent to how the elite work to prevent Lula from winning

has just been revealed, secret documents showing that Brazil's most powerful prosecutors, who have spent years insisting that they are apolitical, instead have plotted to prevent Lula's worker party from winning the 2018 presidential election. They reveal serious wrongdoing, unethical behaviour, and systematic deceit about which the public both in Brazil and internationally have the right to know. These materials also contain evidence that the prosecution has serious doubts about whether there was sufficient evidence to establish Lula's guilt.

We strongly urge you to support this motion and the resolutions in it to defend democracy, human rights, social progress, and the environment in Brazil, to free Lula and affiliate to the Brazil solidarity initiative. The elite in Brazil have shown that they will never give up their power and we as a movement must continue to oppose their vile rhetoric and actions and give all our support and solidarity to the progressive forces still fighting for a better future for Brazil. Congress, I propose. (*Applause*)

JUNE MINNERY: Thank you. Do we have a seconder?

FEVZI HUSSEIN (London): Before I start, I would just like to say (*Portuguese spoken*) Power to the people of Brazil! (*Applause*) Congress, the good people of Brazil are fearful and they have every right to be fearful. They need our help and this motion is about getting a message of solidarity back to Brazil. As the moving speaker said, Jair Bolsonaro, a former military man, who just seven months ago hardly any of us had heard of, since 1st January 2019 has quickly achieved notoriety, even putting Donald Trump into the shade and that takes some doing, Congress.

There are a number of asks called for by this motion. Our union has always had a very proud reputation of having strong international policy and we must now add Brazil to this long list of solidarity and campaigns. (*Applause*) We demand that former president Lula is immediately released from Brazil. Bolsonaro is typical of a classic dictator. He has waited for the convergence of a number of different crises to hit Brazil, which has slashed the public's faith in democracy and the country's political class. Just like Donald Trump, Bolsonaro has incited hatred and discrimination against black people, indigenous communities, women, and gay people. There is no doubt that Bolsonaro is a pivotal part of the axis of evil sweeping the globe, Far Right evil. In the Brazilian Congress he once told a female representative that he would not rape her because she was too ugly.

Congress, this motion speaks for itself. Get behind it. Get behind the people of Brazil and unanimously carry this motion. I second. (*Applause*)

THE PRESIDENT: Thank you. We now come to Motion 428. The mover, please.

BHARAT BANDH MOTION 428

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

(Carried)

JAISUCLAL DARCI (London): Congress, I move Motion 428 — Bharat Bandh. “Bharat Bandh” means national shutdown. Back in January when we put this motion in, our Indian trade union brothers and sisters were in the stages of holding one of the largest two-day strikes in Indian history. One hundred and fifty million workers from across all sectors joined together demanding that the then government stop all pro-corporate, anti-worker amendments to labour laws, stop the privatisation of the transport sector, abolish contract system and implement a national common minimum wage, amongst other demands.

What has happened since is that there has been a general election; in fact, the world’s largest and the longest, which started in April and ended in May. The five-week general election where 900 million voters cast their vote was won by the same party, the BJP. This is not great news for the Indian trade union movement, which will continue to put their 12-point charter to Prime Minister, Narendra Modi and his government. When he won the election, Modi made assurances that his Modi 2 government will rethink wealth redistribution for the poor and wealth creation for those who want to end poverty. We are hoping that he will reach out to trade unions and look at the much needed labour reforms, but Indian labour laws are extremely complex, for example on the minimum wage.

There are more than 400 different types of scheduled employment types that have created more than 1,400 minimum wages. These laws belong to the colonial period, not for a 21st century India.

Our motion called for GMB to stand in solidarity with our international trade unions and ensure a fair deal for all workers around the world. As the third largest UK union we can use our influence to stand up for workers who are being oppressed. We can work with our international links and ask our Government to commit to decent work and fair international rules for all workers, and support the International Labour Organisation to enforce them.

Our branch will be sending messages of support. Please vote for this branch and show GMB’s national support. Thank you.

JUNE MINNERY (In the Chair): Thank you. Secunder? (*The motion was formally seconded from the floor*) In that case, call the mover of Motion 429.

REMEMBERING THE BHOPAL DISASTER MOTION 429

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

(Referred)

VARSHA DARCI (London): Colleagues, I am a first-time delegate, moving Motion 429. Congress, December 2019 will mark the 35th anniversary of the Bhopal disaster where an accident at the Union Carbide pesticide plant in Bhopal, India, released at least 30 tonnes of highly toxic gas into the air. More than 600,000 people were exposed to the deadly gas cloud. Victims' eyes and throats were burned and to this day more than 8,000 have died, half at the time and half since.

Toxic material remained in the ground and even now, 35 years later, many of those who were exposed to the gas have given birth to physically and mentally disabled children. Thousands of tonnes of hazardous waste remained buried underground, and the government has conceded that the area is contaminated. For decades survivors have been fighting to have the site cleaned up, but they say the efforts were slowed when Michigan-based Dow Chemical took over Union Carbide in 2001.

As our motion says, no one has been held to account and the site is still toxic with contamination to the local water supply as it has never been cleaned up.

Congress, no organisation should be putting the health and safety of its workforce or the wider community at risk and impacting many families.

Our motion asks for affiliation to the Trade Union Friends of Bhopal, which we understand has to go through the CEC Finance & General Purposes Committee, but be assured that we will be sending a message of support and solidarity and perhaps

funding to the Trade Union Friends of Bhopal, which is an offshoot of the UK Hazards Campaign.

This organisation is made up of committed activists carrying our research into environmental disasters and Bhopal is one where we should not stop campaigning on.

Please support our motion to get environmental justice for these victims in line with the principles behind the Corporate Manslaughter Act and corporate negligence. Thank you. Thanks once again to London Region and to my Wembley Branch. They encouraged me on many things and they gave me the opportunity to speak at this 2019 Congress. Thank you, London Region. I love you. *(Applause and cheers)*

JUNE MINNERY (In the Chair): Thank you. Seconder? *(The motion was formally seconded from the floor)* I call Motion 430. Can we have the mover?

JALLIANWALA BAGH MASSACRE (AMRITSAR) MOTION 430

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 Punjab, 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:

1. Encourage GMB supported MPs and the Labour Party to work with the Century Committee to demand an apology for this massacre.
2. Circulate, raise awareness and encourage all GMB members to sign any forthcoming petition demanding the same and publicise this widely.

EALING GMB BRANCH
London Region

(Carried)

TARANJIT CHANA (London): Congress, I move Motion 430 — Jallianwala Bagh Massacre (Amritsar). Congress, I can see you all sitting here and listening intently,

maybe writing, doodling, sharing sweets, all here as a collective, relaxed and safe. Imagine suddenly all the exits around you are barricaded by soldiers armed with rifles. Before you have time for your survival instincts of fright, freeze or flight kick in, there is indiscriminate firing until all the ammunition used has been exhausted. You are one of the few who are survivors. What do you do and what do you think? This is what happened on 30th April 1919, one hundred years ago this year. General Reginald Dyer of the British Army in India ordered the firing of rifles into a peaceful crowd of people, the youngest recorded as seven-months old, of all faiths, of no faith, innocent unarmed people. Many jumped into a well to escape to find that the well led to their deaths as it was too deep, with 120 bodies being recovered.

Whilst Dyer received accolades when he returned to England, the innocent and unarmed people mourned their deaths. There has never been an acknowledgement or an apology of this massacre. Sagat Singh travelled from India to England to avenge the murders of more than 1,000 innocent people. Sagat Singh himself placed the noose around his own neck when he was hanged at the Tower of London for shooting Dyer. A week ago, I visited Jallianwala in Amritsar to pay my respects. Someone said, “Their blood stains still scream. Their helplessness still haunts. Their sacrifice still honoured”. Please, Congress, support this motion. (*Applause*)

JUNE MINNERY (In the Chair): Thank you. Secunder?

FEVZI HUSSEIN (London): Congress, I second Motion 430 on the Jallianwala Bagh Massacre in Amritsar. Taranjit has made all the arguments, really, as to why we think this motion should be unanimously carried. The bottom line is that when General Dyer gave the order to open indiscriminate shooting on the innocent civilians, the only reason why there were only a thousand people murdered — I say “only”! — was because, as she said, they ran out of ammunition. It was 10 minutes solid of firing on this group of civilians. More than a thousand men, women and children were murdered, and more than a thousand were injured.

I would like to pay tribute to the centenary committee that has been set up on the 100th anniversary of this massacre. It is absolutely essential that this stain on the British Empire is remembered accordingly, that we raise awareness of it, that we go into the schools and teach children about the history of the British Empire, not just those rosy bits of history bit the reality of the British Empire in terms of the Amritsar massacre.

One of the other key points, as Taranjit said, is for this British Government to issue an apology for the murderous acts of a hundred years ago. Thank you. (*Applause*)

JUNE MINNERY (In the Chair): Does anyone want to speak in opposition?

WARREN SMITH (Yorkshire & North Derbyshire): Congress, I oppose Motion 425. This motion is asking for regime change, American-backed regime change in Venezuela. We have seen the effects of American-backed regime change in Iraq and Libya, and how has that gone? How has that turned out? (*Applause*) We’ve got one Fascist already in Brazil, South America. In the excellent Motion 427 we heard about the effects that Jair Bolsonaro is having on his people and the way he is treating the trade unionists. We are putting them in danger if we back this in this country in Venezuela. We cannot have a stooge government in Venezuela backed by Trump.

It will only lead to disaster. (*Applause*) We need to defend Venezuela and defend the Bolivarian revolution. Thank you.

DAVE LEVY (London): Again, I oppose Motion 45 — Maduro Should be Deposed. The situation in Venezuela is quite complex and we, as a union, and we at Congress, deserve better than this motion. We have had debates before over the years. We have a great portfolio of policy governing our solidarity with the people of Venezuela and Latin America. The political and humanitarian crisis in Venezuela is driven by illegal US sanctions, but the civil liberties' crimes of the Maduro Administration are all their own. But the one crime we cannot accuse Venezuela of is rigging their elections. They had foreign observers and those foreign observers declared the election to be free and fair, and the IT systems they use are amongst the world's best, including voter receipts and control audits.

When writing this speech, I wrote that this motion could be interpreted as supporting outside military intervention, as it has almost certainly been designed to express such a view. I think I was right. So I cannot believe that there are still people who believe the doctrine of liberal interventionism is something to be pursued. You would have thought that we would have learned from Iraq and Syria.

GMB's current policy is to act in solidarity with the people of Venezuela, and certainly today that means to defend their right to self-determination. If Maduro is to go, it can only be by the actions of the Venezuelan people. We have previously agreed to work through the Venezuelan Information Centre and the Venezuelan Solidarity Campaign.

Another issue is — this is how I thought it would work — that I thought the CEC was bound by Congress policy, so I'm deeply disappointed that they plan to ask for the motion to be referred and not withdrawn. It's clearly a contradiction to our policies. Our solidarity must be with the people of Venezuela. Regime change is illegal and wrong. Aggressive war is illegal and wrong. This motion does not deserve our support in any way. Please oppose.

JUNE MINNERY (In the Chair): I am going to call in Shailesh Gaglani from London Region to speak on behalf of the CEC. The mover has the right of reply. Does Wales & South West want to exercise their right of reply? (*Declined*)

SHAILESH GAGLANI (CEC, Manufacturing Section): President and delegates, I am speaking on behalf of the CEC in response to Motions 425, 427, 429 and 430.

Motion 425 — Maduro Should be Deposed. The CEC is asking that this motion be referred so that the situation in Venezuela can be reviewed more closely to ensure that our union's response calls for extended supported interests of the Venezuelan people as defined by our existing policy. GMB's policy on Venezuela commits the union to standing in solidarity with the Venezuelan people and their social achievements; supporting their freedom to determine their own political future free from outside intervention.

Congress, the crisis in Venezuela is both severe and complex in its nature. We are concerned that intervention from outside of Venezuela has escalated the political and

economic crisis into a humanitarian one. It is with these circumstances in mind that the CEC believes that to call for the forceful removal of President Maduro would not be a meaningful and a constructive approach to this crisis, and would instead put our union in the same camp as those who do not want to foster a peaceful solution to the crisis and do have hold the interests of the Venezuelan people at heart.

Turning to Motion 4276 — Solidarity with Progressive Forces in Brazil — the CEC is also asking for this motion to be referred. This motion speaks of encouraging all branches to affiliate to the Brazil Solidarity Initiative. We would recommend that this motion is referred to the CEC Finance and General Purposes Committee to consider this as we do with affiliations to external organisations.

On Motion 429 — Remembering the Bhopal Disaster — the CEC is asking for this motion to be referred. GMB absolutely supports the sentiment of this motion, which seeks justice for all those affected by what is considered to be the world's worst industrial disaster. However, any affiliation to Trade Union Friends of Bhopal would have to be considered by the CEC Finance & General Purposes Committee.

Finally, on Motion 430 — the Jallianwala Bagh Massacre (Amritsar) — the CEC is asking that this motion be supported with qualification. The qualification is that GMB cannot commit to signing any forthcoming petition demanding the same without first seeing the text of the petition as it may also make other demands that the union cannot support.

Therefore, Congress, the CEC is asking that Motions 425, 427, 429 are referred, and Motion 430 is supported with qualification. Thank you. (*Applause*)

THE PRESIDENT: Thank you. On Motion 425, does Wales & South West Region accept the reference back? (*Agreed*) Okay. All those in favour, please show? Anyone against? The reference is carried.

Motion 425 was REFERRED.

THE PRESIDENT: Motion 427. London Region, do you accept reference back? (*Agreed*) Thank you. All those in favour of reference back, please show? Anyone against? That is carried.

Motion 427 was REFERRED.

THE PRESIDENT: Motion 428, which the CEC is supporting. All those in favour, please show? Anyone against? That is carried.

Motion 428 was CARRIED.

THE PRESIDENT: Motion 429. London Region, do you accept reference back? (*Agreed*) All those in favour of reference back? Anyone against? That is carried.

Motion 429 was REFERRED.

THE PRESIDENT: Motion 430. London Region, do you accept the qualification? (*Agreed*) Thank you. All those in favour, please show? Anyone against? That is carried. Thank you.

Motion 430 was CARRIED.

THE PRESIDENT: Thank you, Congress. We will now debate on Harassment and Abuse. Can I ask that speakers on Social Policy: Transport, also get ready? Those are Motions 405, 406, 411, 412 and Composite 19. Thank you. I call Motion 342.

SOCIAL POLICY: HARASSMENT & ABUSE
SOCIAL MEDIA AND HARASSMENT
MOTION 342

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

(Carried)

JOHN PITCHFORD (North West & Irish): Congress, I move Motion 342 — Social Media and Harassment. First-time speaker. (*Applause*) When we think about campaigning on health and safety, we generally think about the physical impact of chemicals, equipment and day-to-day tasks, but the world we live in has changed dramatically during the past few decades. In 1974, when the Health and Safety Act came into being, the intent, as we know it, and 24-hour social media, in the form of *Love Island* and so on, was only a concept in Orwell's book *1984* with Big Brother watching over everyone.

The rise of online networking and the use of social media on mobile phones and tablets assumed the growing in a new type of bullying and harassment — cyber bullying! This is any form of bullying, harassment or victimisation on line. It can spill from on-screen to off-screen very easily and affect the lives of employees across the world, both in work and out of work, stemming from unsubstantiated allegations about individuals in public life — they are corrupt — up to and including employees actually being video'd and photographed going about their daily tasks. These can include frontline workers emptying bins, car workers taking a much-needed rest

because they want a break and they don't want to go to their base to have their break. These videos are then being posted to social media, and in some cases even naming individuals which impacts on their lives away from work, leading to an additional stress and negative impact on individuals' mental health. This has the potential to cost employers loss of productivity and also increased absence.

Yes, you can turn your phone or tablet off, but when you turn it back on, he presto!, it's still there! This motion calls for a campaign to support GMB members to be confident to challenge this by raising with their employers along with these incidents. Many employers have social media policies, but they refer to the actions of employees, not to the general public. This is achievable. Campaigning by GMB reps in Bolton led to the changes to health and safety policy within the local authority. Incidents of harassment by social media are encouraged to be reported and are logged on an amended incident-action form, and are discussed at the health and safety committee meetings. Managers are now made aware and able to define which need support.

We are only too aware of the damaging effects of bullying and harassment. Sadly, this does not end in the workplace. I would like to take this opportunity to bring to everyone in this hall of the Ban *The Sun* Policy, which my region, North West & Irish, brought to the 2017 Congress. Racism has no place in the GMB; bullying has no place in the GMB; harassment has no place in the GMB, and best of all *The Scum* has no place in the GMB. (*Applause*) Please display *these* in your workplaces and let's get the message out. Congress, thank you.

THE PRESIDENT: Thank you, John. Secunder?

LYNETTE McGAFFIN (North West & Irish): President and Congress, I second Motion 342. As we have just heard social media has a very nasty and dangerous side. It is not all poppies and raising money for charity. I would like to focus for a moment on the impact between bullying, social media and poor mental health. Sadly, we do live in a 24-hour social media society with Facebook and Twitter, which many people use to keep in touch with friends and family. But when bullies become keyboard warriors, this can impact greatly on a person's mental health.

We all know that poor mental health is an increasing issue within the workplace and this, along with stress from incidents of harassment on social media can greatly impact on one's wellbeing. Social media is difficult to control and can be fast moving, but by calling on employers to support and log these incidents, our members should feel more supported. Thank you. (*Applause*)

THE PRESIDENT: Well done, Lynette. I call Motion 344.

SEXUAL HARASSMENT BY A THIRD PARTY MOTION 344

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

(Carried)

RACHAEL HOOKWAY (London): Congress, I move Motion 344 on Sexual Harassment by a Third Party. Third party harassment covers a number of negative behaviours towards an individual from a third party. A third party is someone, a worker, who interacts with, as part of their job, but is not employed by the same employer. Harassment covers several behaviours, ranging from verbal abuse to physical violence. Any worker who interacts with the public as part of their job is far more likely to experience abuse and harassment from the public than those who do not. However, any worker can be subject to third party harassment, and I am sure that you will agree that no one should have to experience it.

A TUC carried out a survey of more than 4,000 workers and of those nearly two-thirds had experienced verbal abuse from a third party and nearly half had experienced sexual harassment or physical violence from a third party. The impacts of any kind of third party harassment, abuse or bullying in the workplace can be severe. It can lead to stress and both physical and mental ill-health. The same research carried out by the TUC found that less than half of the workers who were polled, who had experienced third party abuse and harassment, did not report the most recent incidents to their employer. It also found that respondents spoke of supervisors and managers who dismissed the abuse and harassment, reduced it or even laughed it off. Many respondents reported one or more of the perpetrators to the employer on multiple occasions, but no action was taken against them. Respondents reported feeling that it was easier to deal with or decide not to deal with the abuse and harassment themselves rather than expecting their employer to resolve it.

It is clear from this survey that in many cases the lack of change as a result of reporting an incident to the employer in the past has led to some workers stopping reporting incidents altogether. An employer has to act to protect the member of staff who is being abused or harassed by a third party in the same way as if they were being harassed by a colleague. However, some employers don't understand what their duties are and use the confusion as an excuse to do nothing. Other employers do know what their duties are and still do nothing. These findings are unacceptable. Our

workers should not be subject to harassment in any form and should be able to look to their employer for support. Let's ensure our reps are able to support our members well and make our workplaces know that this behaviour will not and cannot be tolerated. Please support. *(Applause)*

THE PRESIDENT: Thank you, Rachael. Secunder?

BRIAN SHAW (London): Congress, I second Motion 344. TUC research has shown that the public-facing sectors see higher reports of sexual harassment by a third party, areas in which the GMB has large numbers of members, namely, retail, the hotel industry — we must remember that tonight — and the Health Service, but let's not forget the increase in cyber bullying and harassment as well. Let's develop training for reps along with model policies to negotiate with employers. We also need to put pressure back on to the Government to reinstate section 40 of the Equality Act 2010, so we do not need to rely on the common law for protection but equality law.

I suspect, however, that we will have to wait for a Labour government, looking at this lot. On that basis, I second. Thank you. *(Applause)*

THE PRESIDENT: Thank you, Brian. I call the mover of Motion 345.

MALE DOMESTIC ABUSE MOTION 345

345. MALE DOMESTIC ABUSE

Congress, one third of all domestic abuse cases are against men. That's 700,000 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 victims 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

(Carried)

STEVE OAKES (Southern): President, I move Motion 345 — Male Domestic Abuse. There are 1.9 million abuse cases in the UK every year, and each and every one of those should be condemned. Of those 1.9 million, it is estimated that 700,000 victims are men. Unfortunately, those figures can't be clarified because male victims are three times more likely to keep their abuse silent and secret. I think I probably why in my last motion.

The real problem here is that, at the moment, there are 78 refuge places for men in the entire country. Of those 78 places, only 20 are for men only. Basically, I think that

speaks for itself and I don't need to go into much detail about that. 700,000 — 78 places!

Congress, this motion asks that the GMB campaigns for greater understanding of male domestic abuse, education to members to encourage men to report incidents in the first place, greater support for victims and better provision for survivors of male domestic abuse. Thank you. *(Applause)*

THE PRESIDENT: Thank you, Steve. Secunder?

DAVID McMULLEN (Southern): Congress, I am seconding Motion 345 — Male Domestic Abuse — and calling on Congress to address the issue. Whilst domestic abuse against women is rightly well recognised, men also face domestic abuse and yet the issue is much less visible. Male victims of domestic abuse, their perpetrators and wider society, often struggle to identify and name the issue because of social views that men don't share their sadness or pain at violence. Emotional, mental and physical manipulation is abuse, regardless of the gender of the victim or perpetrator. Support and resources for male victims of domestic abuse are virtually non-existent, and those that are in place are not widely known or always accessible.

I urge Congress and GMB to acknowledge and support males who face domestic abuse. I call upon Congress to recognise that in order to address this issue education, communication and, above all, dialogue are our key tools, working in partnership with those who may be the first point of contact, who are police, social workers, GPs and other health workers. It is vital. We see this as only the first step towards raising the profile of an area of serious concern and we call on Congress to commit to developing a further continuing education and training strategy and to provide us with the details on the progress of the framework of this at the next Congress. Thank you. *(Applause)*

THE PRESIDENT: Thank you, David. I call the mover of Motion 346.

TACKLING DOMESTIC VIOLENCE MOTION 346

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

(Carried)

WENDY BURLINSON (Northern): Congress, I'm a first-time delegate and a first-time speaker. *(Applause)* I move Motion 346 — Tackling Domestic Violence.

There has been a great deal discussed regarding domestic abuse in recent years. It has become an easier subject to talk about, which was previously taboo in many workplaces and communities. Abuse in a domestic setting affects individuals and families alike, and the consequences can last for many years.

Congress, the work the GMB has undertaken in workplaces is groundbreaking. When we ask for employers to show good practice and sign up to our charter on Working to Stop Domestic Abuse we were not asking the earth. It is essential that employees, health and support workers experiencing domestic abuse, such workers, are then supported with access to information and services. It is essential that employers train their staff to both sensitively and confidently support their staff.

We know we need to encourage more employers to sign up to our charter. Tackling domestic abuse and helping people in the workplace is part of the process of dealing with this in a number of ways. From an employer's point of view, the workers that have been helped will feel value, give more back and they will be given hope. We recognise the work that is being done to address this through GMB Labour MPs in Parliament and we would like a petition to be established and to campaign and collect information so we can build support for our campaign and our charter. If we can obtain a debate in Parliament and get some action from it, our members will see GMB leading the way on this important area of social policy. Thank you. *(Applause)*

THE PRESIDENT: Well done, Wendy. It's not easy when you have had to wait so long to make your first speech. Is there a second? *(The motion was formally seconded from the floor)* Thank you, Northern. I call the mover of Motion 347.

KEEPING US SAFE ON THE TRAIN NETWORK MOTION 347

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

(Carried)

MICK WIDDISON (Midland & East Coast): Congress, I move Motion 347 — Keeping Us Safe on the Rail Network. British Transport Police recorded more than 61,000 crimes in the year 2017-18, up from 52,000 during the previous 12 months, amounting to a 17% increase in crime. Violent crime accounted for nearly one-in-five crimes during this period. Offences involving knives or other weapons went up by 46% to 206, while robbery jumped by 53% to over 500 cases. Sexual offences increased by 16% to more than 2,400, and it is believed that many more crimes of this type often go unreported.

After years of decreasing crime on our railways, is it a coincidence that at the same time as removing guards and staff on the railways we see these increases? I think not. Station staff and guards are a vital part of the rail network, both as a deterrent to offenders and a reassuring sight to lone and vulnerable passengers. By removing the guards and staff, or by downgrading their role, we lose a well-trained point of contact with passengers, one that is able to keep us all safe. Again, our safety is at risk from cost cutting by privatised rail companies in the name of profit.

As a rail worker myself and a public transport worker for 30 years, I see the value to passengers of a member of staff easily accessible to assist them and keep people safe. The driver cannot do this. I have seen the signs of relief on members of the public who need help or reassurance. Don't forget, these crimes could happen to anyone of us, our friends or our family.

This motion calls upon Labour MPs to highlight these issues and campaign for the reinstatement of the guards by using all means available to them. Reinstatement of the guards and nationalise the railways. Thank you. *(Applause)*

THE PRESIDENT: Thank you, Mick. Secunder.

IAN BURKETT (Midland & East Coast): I second Motion 347, Keeping Us Safe on the Train Network. There has been an alarming rise in attacks and sexual offences on our rail network. The rail operators are only concerned about the bottom line and how much profit they can make. The role of the train guard is to supervise the interface between the train and the platform, the riskiest part of the journey. The volume of traffic on our rail network has increased tremendously, so risks are heightened. However, guards give much more. They give comfort to people travelling alone, they are another person on the train if anything happens to the driver, they can provide first aid in any incident if required, and with these skills the role of the guard should be maintained. I ask you to support this motion. *(Applause)*

THE PRESIDENT: Thank you, Ian. I call the mover of Motion 348

**CAMPAIGN TO MAKE LOCAL GOVERNMENT EMPLOYERS PROSECUTE THOSE WHO THREATEN THEIR WORKERS
MOTION 348**

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.

(Carried)

PAUL KENNY (Midlands & East Coast): Congress, I move the motion on campaigning to make local government employers to be prosecuted when people are coming under threat from their daily duties.

I think this is a really important issue. I have been working in local government for well over 40 years now. During the last five years with all these Tory cuts I have never seen the staff being so vulnerably attacked. I say “attacked”. When you look at the Health and Safety Executive Report of this year, or for the last 12 months, when you see 370,000 people who are under attack because of being at work, you then ask yourself, “Will we then have a Prime Minister who is overseeing these vicious attacks on local government spending?”, who then uses terminology like, “I’m a member of the last nasty Party”. You then wonder why society is having real problems. You then have to look at what has happened during the past 12 months with the Brexit scenario, to realise that in local government we are being forced to take on an unnecessary burden.

All I would say on today’s motion is that we need to make sure that we do the right thing. Thousands of our members have been under attack. I have recently been talking to some key people within the country. I have spoken to Ranjia Gwi, one of the Opposition’s Secretaries of State; Nick Forbes, who is the Leader of Newcastle and also the leader of the LGA, and Councillor Tom Beattie who is the leader of Corby and also the Chair of the Employers’ Association, who support us on this.

All I would be urging to the Executive is to make sure that we do a robust campaign. If you have never been attacked, it’s an awful thing to happen. It’s happened to me twice, and I spent days and months overcoming those fears of banging on the door again. It is not a fear that I want anybody to suffer with again. Please support.
(Applause)

THE PRESIDENT: Thank you, Paul. Seconder?

CLARE PAVITT (Midland & East Coast): I’m a first-time delegate and a first-time speaker. *(Applause)* I second Motion 348. Last year there were 694,000 incidents of violence at work, 91% of which were committed by people outside the workplace. What is going on in our society for people to be driven to and think that it is acceptable to attack and abuse others for simply doing their job?

As a trade unionist, my default position is always corrective behaviour, not punitive action. However, I know from working in local government that there are a growing number of people who are filled with anger, frustration and desperation, which has been created by the Government’s austerity and ignorance of real life. At the same time, there is a worrying normalisation of abusive, hateful and violent behaviour created by the far right. *(Applause)*

Combined, we have the perfect storm that corrective behaviour alone cannot control. It has to be nipped in the bud and we are the driving force to do that. It seems to me a perverse irony that those who spend their lives in public service, watching the backs of their communities, to be the ones receiving the backlash. So, Congress, who watches their backs? This Government! I suggest not. I ask you to wholeheartedly support this motion and send a strong message that the GMB has their backs. *(Applause)*

THE PRESIDENT: Well done, Clare. Perfect timing. Does anybody wish to speak in opposition to these motions? *(No response)* No. Then can I ask Kathy Abu-Bakir of Southern Region to respond for the CEC.

KATHY ABU-BAKIR (CEC, Public Services): Congress, I am speaking on behalf of the CEC. The CEC is supporting Motions 324, 344, 346 and 348 with qualifications.

On Motion 342, whilst the CEC supports the principle of the motion, the qualification is that reps can log incidents, like accidents, to use as part of their bargaining workplace levy in negotiations without the need for a campaign already.

On Motion 344, the qualification is that training modules would be a matter for regions to manage and deliver and the provision of online tutorials would be a matter for them to agree.

The CEC welcomes the recognition of the work being done to address domestic abuse by GMB in Motion 346. The qualification is that sign-posting supporters to Government petitions means that we never get to find out who those individuals are. We would rather collect that information as a union to build support for the GMB. A number of GMB MPs launched the Domestic Abuse Charter in the House of Commons and the political team will seek to secure a debate on this issue through other channels.

On Motion 348, the qualification is that employers can pursue private prosecutions on occasions when the police or the CPS decline to proceed to prosecution. In the first instance, though, it should be that the police should seek to prosecute, not the employer.

Therefore, Congress, the CEC is asking for Motions 342, 344, 346 and 348 to be supported with the qualifications I have laid out. Thank you. *(Applause)*

THE PRESIDENT: Thank you, Kathy. On Motion 342, does North West & Irish Region accept the qualification? *(Agreed)* Thank you. I will put that to the vote. All those in favour, please show? Anyone against? That is carried.

Motion 342 was CARRIED.

THE PRESIDENT: On Motion 344, does London Region accept the qualification? *(Agreed)* Thank you. All those in favour, please show? Anyone against? That is carried.

Motion 344 was CARRIED.

THE PRESIDENT: On Motion 345, which the CEC is supporting, all those in favour, please show? Anyone against? That is carried.

Motion 345 was CARRIED.

THE PRESIDENT: On Motion 346, does Northern Region accept the qualification? (*Agreed*) Thank you. All those in favour, please show? Anyone against? That is carried.

Motion 346 was CARRIED.

THE PRESIDENT: On Motion 347, the CEC is supporting. All those in favour, please show? Anyone against? That is carried.

Motion 347 was CARRIED.

THE PRESIDENT: On Motion 348, does Midland and East Coast Region accept the qualification? (*Agreed*) Thank you. All those in favour, please show? Anyone against? That is carried.

Motion 348 was CARRIED.

THE PRESIDENT: Congress, we will now debate motions on Transport. Can I now ask speakers on Industrial and Economic Policy to get ready, that is for Motions 201, 203, 206 and 207. Is there a mover for Motion 405, please?

**SOCIAL POLICY: TRANSPORT
BRITAIN'S FAILING RAILWAYS
MOTION 405**

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

(Carried)

GORDON CULLUM (London): President, Congress and Comrades, I move Motion 405 on Britain's Failing Railways. The current provision for railways across Britain is a shambles. Every sensible person in the country knows that renationalisation is the

only solution but meanwhile fare increases should be calculated by the CPI instead of the higher Retail Price Index. In addition, the private companies, which waste public money on share dividends and wages to the likes of Richard Branson, have provided a terrible service and cutting health and safety, including attempting to take the guards off the train. These lots should see fare deductions for late and cancelled trains rather than hiking up obscene prices every year. Let's work with our brothers and sisters in the railway unions to pressure fat-cat bosses to give workers and travellers a fair deal. Thank you. *(Applause)*

THE PRESIDENT: Thank you, Gordon. Secunder?

TONY COLE (London): Congress, I am second Motion 405 on Britain's Failing Railways. I'm a first-time delegate and a second-time speaker. *(Applause)* Our union has the absolute right policy on the railways and, like the water industry I work in, the GMB's policy is to renationalise them both. By putting the railways back into public hands, we would not only get good value for money and reasonable ticket prices, but it will achieve proper workers' rights and pay. We don't let the supposed free market dictate how that infrastructure is run and how it's controlled. Meanwhile with every drop in performance by the privatised railways an equal drop in ticket prices should follow. Thank you. *(Applause)*

THE PRESIDENT: Thank you, Tony. Well done. I call the mover of Motion 406.

HS2 INTERCITY SCHOOLS LOSING OUT FINANCIALLY DUE TO THE MASS EXODUS OF FAMILIES TO OUTER CITY REGIONS MOTION 406

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

(Carried)

FRANK OSEI (London): Congress, I move Motion 406 — HS2 Intercity Schools losing out financially due to the mass exodus of families to outer City regions.

Congress, High Speed Rail and Government officials did not take into account the impact on funding in educational establishments as the funding formulae related to the number of pupils in the classrooms. Unfortunately, the demolition of local authority housing estates, together with a mass exodus of whole communities means that some

classrooms are becoming empty. This exodus has a knock-on effect on school budgets throughout each local authority as a result of HS2 coming through their neighbourhoods. For example, the London Borough of Camden has been dramatically affected with schools at crisis levels due to a lack of pupils.

In turn this also has a negative impact on staffing levels threatening the very survival of schools in Camden. Recruitment and retention rates have been severely impacted within Camden, promoting the exodus of support staff who are there to help the most vulnerable of children. Within the past year alone, there have been 78 redundancies in Camden to cover the shortfall in pupils. Other boroughs have also been going through restructuring and redundancies because of budget restraints.

Without enough financial support from the Government, schools are on the brink of closure as they continue to struggle with the effects created by HS2. The Government insist that they are pumping more money into schools, but just take a look at the London Borough of Camden. A joint letter from 40 head teachers in Camden said: "Many of us have had to stop recruiting new staff and, in some cases, schools have had to make members of staff redundant simply to balance the budget, stretching the existing members of staff to their limits". The letter called on the Government to make an immediate investment in our children's education.

A Department for Education spokesperson said: "This year under the National Funding Formula schools in Camden will attract £6,251 per pupil on average, which is well above the national average of £4,689". Unfortunately, this does not address the issue created by HS2 which has caused the reduction of children living in and attending the schools within Camden as well as the other boroughs affected by HS2. Therefore, schools will close.

After the completion of HS2, Camden's gentrification rebuild will require schools of local authority and not supplementary private sector schools created by the closure of local authority schools because of a lack of public funding. The Government should financially support local authorities in order to ease the financial burden imposed upon educational establishments in the line of fire by HS2. Congress, please support. *(Applause)* I would like to give a thank you to everyone in the London Region for supporting me last year with my difficulties at work and a special thank you to Branch Secretary Dennis McNulty for encouraging me to be a first-time delegate. *(Applause)*

THE PRESIDENT: Well done. Secunder?

STELLA IKANIK (London): Congress, I'm a first-time delegate and a third-time speaker. *(Applause)* I second Motion 406. Congress, the Government insist that they are pumping more money into schools, but the Institute for Fiscal Studies said last year that between 2009 to 2010 and 2017 to 2018 school spending per pupil in England fell by 8%. Many schools have had to make redundancies and most have been unable to replace staff who leave. This has meant that the workload for staff remaining is also at an all-time high. Some schools will struggle even to pay staff below-inflation pay increases!

Congress, unfilled pupil places is the official reason for the planned closure of St. Aloysius Primary School in Camden due to be officially announced next month.

Why, you may ask? Well, it is no coincidence that there are no families living in the area due to the demolition and mass exodus of whole communities that has come in the wake of HS2. Then there is the redevelopment of the once-local community areas due to HS2. The regeneration programme is now affordable housing and not that of the local authority. Congress, this has encouraged private sector education taking up the opportunity, due to the closure of local authority schools that were once vibrant within this area. Please support. *(Applause)*

THE PRESIDENT: Thank you, Stella. I call the mover of Composite 19.

ACCESSIBLE PUBLIC TRANSPORT AND VEHICLES COMPOSITE 19

Covering the following motions:

408 — Closure of Roads to Wheelchair Accessible Vehicles (London Region)

409 — Accessible Public Transport (London Region)

410 — Disability Access on Transport for London (TfL) Services (London)

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.

(Carried)

STEPHEN JONES (London): Congress, I move Composite 19, comprising Motions 408, 409 and 410 on Transport for London.

When Mayor Sadiq Khan was elected in 2016, he made promises to London. He promised that London would be an all-inclusive city with a public transport system to match. We would ask where is this public all-inclusive transport system, because it certainly isn't all inclusive, not by a long stretch? It is not inclusive at all. It is not inclusive at all. Frustratingly, we are still waiting to see where this is going because it hasn't happened yet. There are many problems for people with disabilities, and some of them involve wide gaps between the platforms and trains, lighting, making stations fit for purpose that are disabling for passengers with visual impairments, narrow doorways and stairs, and a lack of clear signs, sustainable, audible and visual signals. Furthermore, where buses have the signals that say where you are going, they are in the wrong places and buttons are in the wrong places. Most shockingly of all, there is ignorance and prejudice that results in exclusion towards the disabled.

Another point I would like to raise is that this clearly indicates that Transport for London is not fully fit for purpose when it comes to accessibility for disability passengers with physical or hidden disabilities. Another key factor we have found is that this is not just a London City problem but a national crisis that needs urgent and crucial investment, inspection and corrections. This needs to be done in all cities throughout the country. It is not just down to the Mayor of London, Sadiq Khan. Management needs to resolve the issues and difficulties faced by disabled passengers when using the outdated and outmoded systems that need realistic modernisation and standardisation for trans and stations to be made fully accessible for all its passengers, which it is not at the moment.

We also call for action. Here comes a little shopping list. We call on the GMB Congress to actively and positively support the demands of those who self-define as having a disability for a fully accessible public transport system nationally and equally to facilitate all of its passengers. Secondly, to promote new thinking and new ways of thinking on ways to improve disability access throughout the new internal and infrastructure programmes, ramps, lifts and mechanical aids. The list includes wheelchairs, stairlifts and the list goes on. This must be alongside better-trained staff who actually understand and respect the needs of disabled passengers. Thirdly, we must lobby Mr Khan, the Mayor of London, and other mayors nationally, for serious improvements in their approach to disability and disabled passengers and disabled access to all areas in their transport systems.

Finally, in supporting this motion you will ensure that we have a fully-accessible and all-inclusive transport system that gives disabled passengers the freedom to travel anywhere, which we do not have at the moment, which is not an unreasonable or unrealistic expectation. Thank you. *(Applause)*

THE PRESIDENT: Thank you, Stephen.

ESME CHOONARA (London): Congress, I second Composite 19 — Accessible Public Transport and Vehicles. President and Congress, I don't know whether any of you have tried to make a step-free journey across London, but let me tell you it is not easy. First of all, you have to find one of the quarter of Tube stations that are actually classified as "step free". But some of those are only step free in one direction. Some of them are step free for changing Tubes but not for getting out of the Tube or getting into the Tube. Some of them only have one step-free entrance or exit from a station so you have to work out which station you're going to get in by and which entrance you're going to get out by. Even if you are travelling on the Overground, and there are big boasts that that is step free, you have to request a ramp to get on and off the ground even at the step-free stations, so you have to do a lot of planning and a lot of work to get yourself across London. It is not a reasonable way to expect people to be travelling around. Actually, it means up that you have to have better navigation skills than Bear Grills to be able to find your way around the London Transport network!

Disabled drivers and passengers are further disadvantaged when, actually, they can't get their vehicle or the vehicle they are travelling into a whole load of roads that have been closed off and made inaccessible to them. The lack of transport accessibility is discriminatory. It is stigmatising, it is isolating and it has to stop. Congress, we are calling on yourselves to support this composite. We want the GMB to fully engage in meaningful and timely consultation with leading public transport providers to ensure an urgent improvement of disabled access to all areas of public transport, and to work alongside Transport for London and others to develop a scheme that allows disabled drivers and passengers to use our streets. I know that this is not just a problem for London, but this is something that needs to go elsewhere. In particular, I urge delegates to support the forthcoming ability campaign: Freedom to Travel Anywhere. *(Applause)*

THE PRESIDENT: Thank you, Esma. I call the mover of Motion 411.

LICENCING OF DRONES MOTION 411

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

(Carried)

ANTONIO PIRES (London): Congress, I move Motion 411 — Licencing of Drones. I'm a first-time delegate and a first-time speaker. *(Applause)*

I work at Heathrow Airport and this motion came from our Aviation Security Branch. You will recall that earlier this year flights were suspended at both Heathrow and Gatwick Airports due to the sightings of drones flying near the airports. As drones stop all movements at airports, the travel plans of thousands of passengers were disrupted. This also affected the work we do at airports.

There is no doubt that improper drone use costs millions to the industry, but we need to strengthen the accountability of drone users and their ability to fly their drones safely. As a quick solution, an extended five kilometres for flights on drones came into force around UK airports. Previously, it was only one kilometre, which was clearly not sufficient. Since we have put this motion in, the regulator, the Civil Aviation Authority, CAA, has carried out a consultation, which included a licence fee to cover the cost of registering the new drones, the final decision of which is due in July.

It is expected that every drone and model aircraft owner in the UK will be charged £16.50 a year from November. Drone owners will have to register their details on a database, and the drone owners will have to complete a free online safety test. The number of drone users in the UK is unknown but the Civil Aviation Authority has estimated that 170,000 people will register. We are looking for a straight warning on their website to stop drones being bought and operate by children, and they should be sold only from reputable suppliers. But we have heard that membership organisations feel that this charge is too high, but what price do you put on safety?

Congress, £16.50 a year is cheaper than the cost of a fishing licence. Our motion calls on the Government to adopt a minimum operator age of 18 and legislate on remote pilots. The Government still allow for those aged 18 and over to register as an official drone owner. There will be no place for remote pilots, those who fly drones but are not the registered owner. We hope that this fee will encourage people to register, and at the same time will save the industry millions. Please support. *(Applause)*

THE PRESIDENT: Well done, Antonio. Just in time. Look at that. Seconder for Motion 411?

MILLIE BOUNDY (London): Congress, I second Motion 411 on the licensing of drones. I'm a first-time delegate and a first-time speaker. *(Applause)* I am really proud to be on this rostrum and part of this great movement.

I also work at Heathrow. As Antonio pointed out, the licensing of drones will assist to regulate the industry better and make people aware of the danger of a lack of understanding of the law. Also their responsibility towards the community. We have heard the scare stories about drones flown around the airports Heathrow and Gatwick and the danger to aircraft and civilians. They are scary stories. But I am sure there will be positive outcomes, too. For example, are employing and investing in drones to help them with their vital infrastructure, including roads, pavements hospitals and schools, and using them to survey traffic congestion. Drones will be part of an incredible future as long as we are on the ball.

Whilst welcoming new technology, we need to be mindful of companies, such as Amazon, who have already trialled parcel delivery. This may replace the jobs of some of our members. To do this, we welcome licensing but we need the Government to keep up with the technology and make sure that the system is not abused. Thank you. *(Applause)*

THE PRESIDENT: Thank you. I call the mover of Motion 412.

CROYDON TRAM CRASH — INDEPENDENT INVESTIGATION INTO SAFETY AT TfL MOTION 412

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

(Carried)

DAVID TUCKWELL (Southern): Congress and President, I am moving Motion 412. I will try and keep it interesting and brief because I know it is late in the day. I am sure we all agree that we have the right to travel and work on the rail network in safety. When something goes wrong investigations should be and are carried out to establish the causes of accidents and changes made to infrastructure, rolling stock and working practices to prevent any reoccurrence.

The investigators of the safety process are reviewing what happened with all the evidence being made available. It is a misnomer to call them accidents because this implies it was nobody's fault. These aren't accidents. Using the word "accident" suggests it just happened, unexpectedly and unintentionally, by chance, without apparent or deliberate cause. Human negligence or oversight are invariably the cause and foreseeable, if we choose to look, and working environments, equipment, procedures and management are all scrutinised to manage the risk.

Everything ought to be done to support the investigation and review process, and to rectify the problems which led to any incidents. This scrutiny can only be effective where all the available information is accessible. Although this motion is specific to the Croydon tram crash of 2017, that tragedy was only one of any number of tragedies due to the lack of rigour in the rail industry and associated bodies. There is, unfortunately, a long history of employers, operating companies and regulatory bodies not being transparent, not going far enough, not moving quickly enough to rectify flaws. This long history continues.

In 2017 a Rail Accident Investigation Branch report into a serious irregularity at Cardiff Central revealed that some of the lessons from the 1988 Clapham Junction disaster, where 484 people were injured and 35 killed, revealed that some of these lessons appeared to have been forgotten.

A year later another report into a collision at London Waterloo highlighted similar circumstances, and the report stated: "Some of the lessons learned from the Clapham Junction accident are fading from the railway industry's collective memory".

We ask that GMB adds its voice to the calls for the Mayor of London to have an independent review into why Transport for London failed to provide critical train safety evidence to those bodies investigating a tragedy in which seven people died and 62 were injured, 19 seriously, and to change the culture at Transport for London that led to this investigation being compromised. Please support. Thank you.
(Applause)

THE PRESIDENT: Thank you, Dave. Secunder?

ALAN DURRANT (Southern): Congress, I am the seconder to Motion 412 — Croydon Tram Crash Investigation. The company running the Croydon tram service has been guilty of running health and safety systems that have found to be not fit for purpose and have contributed to an accident that cost seven people their lives, one of who was a GMB member. This tram accident also injured 62 people, 19 of whom were serious.

First Group Tram Operations Limited, when investigated by the Rail Accident Investigation Branch, were found to have been running safety systems that were not in line with the industry standard.

Congress, it is the GMB and other trade unions that lead the fight for high health and safety standards in the workplace and in our communities and, most importantly, within public transport services. Congress, would like GMB to support the call for an independent investigation into the safety culture and practices at Transport for London and its outsourced contractors that run transport services in London, and to further review why all information, including Fatigue Audits, were not sent to the accident investigators who were considering the reasons for the Croydon tram tragedy.

Delegates, we have a huge amount of health and safety regulations in this country designed to keep workers and the public safe. What we don't have is anyone to enforce those regulations when employers continually flout the law. Please support. *(Applause)*

THE PRESIDENT: Thank you, Alan. Does anyone wish to speak in opposition to any of these motions? Okay.

CINDY GAVIN (Yorkshire & North Derbyshire): Congress, I am speaking in slight opposition to Motion 411. I agree with the motion in principle, but it's just the bottom line that I don't agree with, with a minimum operator age being 18. The International STEM Youth Innovation Competition is an event for students under the age of 18 and is organised by the British International Education Association. It aims to raise the level of technological enthusiasm of students from all over the world, stimulating their passion for science, technology, engineering and maths. The first competition was actually held in the UK last year and it had a theme of creating a drone for a rescue situation. So limiting the operating age to a minimum of 18 and above would stifle out our children's creativity over the stupidity of some people. Thank you. *(Applause)*

THE PRESIDENT: London, do you want the right of reply? *(Declined)* Okay. I ask Martin Jackson from Yorkshire and North Derbyshire to respond on behalf of the CEC.

MARTIN JACKSON (CEC, Public Services): President and Congress, the CEC is supporting Motions 405, Composite 19, Motion 411 and Motion 412. We are supporting Motion 406 with this qualification. We agree with the principle that local authorities and other public bodies should be compensated for additional cost incurred

as a consequence of major projects. We are sympathetic to Camden's position as the local authority most affected at this time by HS2. Our qualification is to recognise that the GMB policy from previous Congresses is to support HS2. As a manufacturing and construction union, we represent members in a diverse range of industries whose livelihoods may depend on this investment.

Further, the CEC will seek to reject any suggestion of interpretation of GMB policy that our members are working in support of gentrification. So it is important that these issues are clarified by this qualification. Therefore, the CEC is asking for Motion 406 to be supported with this qualification that I have laid out. Thank you. *(Applause)*

THE PRESIDENT: Thank you, Martin. The CEC is supporting Motion 405. All those in favour, please show? Any against? That is carried.

Motion 405 was CARRIED.

THE PRESIDENT: On Motion 406, London, do you accept the qualification? *(Agreed)* Yes. Thank you. All those in favour, please show? Anyone against? That is carried.

Motion 406 was CARRIED.

THE PRESIDENT: The CEC is supporting Composite 19. All those in favour, please show? Any against? That is carried.

Composite 19 was CARRIED.

THE PRESIDENT: Motion 411, the CEC is supporting. All those in favour, please show? Any against? That is carried.

Motion 411 was CARRIED.

THE PRESIDENT: Motion 412, the CEC is supporting. All those in favour, please show? Anyone against? That is carried.

Motion 412 was CARRIED.

THE PRESIDENT: Thank you. On my reckoning, we have about half-an-hour left. You have been really good this afternoon about keeping to times, so thank you. Can delegates get ready to debate the last motion of the day, which is Emergency Motion 3 on British Steel and Scunthorpe. Could I have the mover for Motion 201, please?

INDUSTRIAL & ECONOMIC POLICY: GENERAL

A WAGE YOU CAN LIVE ON MOTION 201

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

(Carried)

WILL CONWAY (London): President, I move Motion 201 — A Wage You Can Live On. Congress, since the introduction of the minimum wage by Labour in 1998, amidst massive opposition by the Tories, it has gained general acceptance to the point where it has been hijacked as a Conservative flagship policy. The trumpeting of the new National Minimum Wage every November is seized upon by the one-nation Tories as a chance to virtually signal their caring credentials, but they have only hijacked the policy without understanding it or wishing to properly advance it as a real tool to combat in-work poverty.

In 1998 the relevance of a minimum hourly wage was real. The standard working week was 40 hours, part-time work was, to a large degree, by choice and minimum hours contracts were only worked by students. By multiplying the minimum by 40s and 52s you get a figure that, in someone's theory, afforded a basic realistic living wage. It didn't really, but that is a different argument. The very fact of its introduction was a major landmark and a massive, if belated, step in the right direction. Later increases brought the figures more into line with what the unions' activists and charities were demanding and made the sum more relevant.

Comrades, we now come to the present day. With the rise in the gig economy, bogus self-employment, erosion of benefits and the wrecking of workers' rights, the Tories decided to give something back. The National Living Wage was born in 2016, but it is not the same beast. Despite this apparent great generosity and unemployment being measured at a 44-year low, 14 million people are reckoned by the UN Special Rapporteur to be in poverty. 60% of people in poverty are from working families. In 2017, 1.5 million people experienced destitution, meaning they had less than £10 a day after housing costs, or they had to go without essentials, such as shelter, food, heat, light, clothing or toiletries during a one-month period. Food banks are doing a roaring trade. If you take the amount that gets paid to the FTSE top 100 CEOs, it would be £7,500 higher, but the Tories' target is only 60% of median earnings, a figures itself that is dragged down by low pay. We need to change the language, for one thing. A minimum wage needs to be an amount that can be lived on to an acceptable standard, and if they are a weekly, monthly or annual amount, they will pay that week's, month's or year's rent to cover essentials. There is no need to come up with new words.

The Joseph Rowntree Foundation promotes various minimum income standards. These provide the research for the basis of the Living Wage and gives figures for work-age individuals and various families. It is based on what is considered a minimum social standard by a panel of normal people. This basket of essential is costed nationally to provide regional figures.

When describing employment, only that which is rewarded to minimum income standards should be acceptable. It can't be right that zero-hours contract staff who work less than a day a week are included in the same financial breath as decently paid full-timers. Employers who fail to comply with the legislation must be brought to book. Whilst 370,000 on minimum-wage contracts are underpaid, our colleague, Stephanie Peacock MP, raised an urgent question in Parliament last week, asking why the state's scheme to name and shame non-compliant employers has been suspended. It also noted that no employer has been successfully prosecuted. I'm sorry. That an exaggeration. The sum of £30 was awarded in a private prosecution in Jersey.

Congress, what I am calling on you all and our political colleagues to do is to use a different language when talking about minimum pay, and to challenge the Tories' and capitalists' self-congratulation, while ordinary people live in poverty and destitution. Society should be providing a minimum income standard and recognising as such it as the minimum. I propose this motion. *(Applause)*

THE PRESIDENT: Thank you, Will. Secunder?

ANDREW CLARKE (London): Congress, I second Motion 201 — A Wage You Can Live On. I'm a first-time delegate and it's the last time that I will be speaking. *(Applause)*

My daughter is a HR business partner at a famous retail store in central London. When I told her that I intended to second this motion, she said, proudly, "Dad, we pay the London Living Wage". Lucky for her after yesterday, because if they didn't I'm sure she would be hearing from me and the GMB family pretty soon.

According to the Living Wage Campaign many thousands of businesses have been accredited and are paying more than the Government minimum. They are paying employees the real living wage for the real cost of living. Also they report that 93 of these businesses that have been accredited have benefited. They also report that 86% of those businesses say that the reputation of their business has improved; 75% say it is increased motivation and retention rates for employees, and 58% say it is improved relations between management and staff.

I just have a quick message for Asda. By now you will have seen what took place at Congress yesterday. Every region is prepared to take some sort of action, and you heard what our General Secretary had to say. "We, your servants, would like a real living wage for the real cost of living, the wage you can live on. We would also like an increase in benefits and not to have them taken away, and not a wage that represents what we think is modern day slavery, and the threat of dismissal if we don't accept your readjusted terms".

As I have stated, 86% of those many thousands of businesses that pay a wage you can live on have seen their reputation improve. Motivation and retention in the business has improved.

When I return to work on Friday morning —

THE PRESIDENT: Andrew, I know it is your last time speaking, but you have the red light.

ANDREW CLARKE: Last bit. If and when the GMB family turns up at your door, not only at Asda House in Leeds, like we did on May 1st, but at many many stores all over the country, how would this be for your reputation? How many people would want to be employed by your business? (*Applause*) Thank you.

THE PRESIDENT: Thank you, Andrew. It's been a pleasure having you as a speaker. We move to Motion 203.

CAMPAIGN FOR A SHORTER WORKING WEEK MOTION 203

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

(Carried)

DARRAN GREENWOOD (North West & Irish): Congress, I'm a first-time delegate and a first-time speaker. (*Applause*)

Productivity is stalling in the UK, but it is disgusting that as one of the world's wealthiest nations we are working the longest hours in Europe. At the same time, the number of days lost to work-related stress and depression is on the increase. I, myself, work within the manufacturing of pharmaceuticals, the legal ones, where we deal with countries in Europe who themselves work a four to a four-and-a-half day

week, with the ability to produce manufacturing output of five days. This is down to the technology we have in 2019. It gives us the ability to produce better machinery, logistics and the manufacturing output.

I call on the GMB to campaign for a shorter working week with no loss of income by workplace and sector. I am always told by my manager that the workplace balance is important and we should be in a work environment where pressure and work-related stress is reduced, if not eliminated. Reduced hours within the workforce is a way of reducing work-related stress and giving workers a better life. In work, I'm not there for a long time but for a good time. Thank you. *(Applause)*

THE PRESIDENT: Well done, Darran. I am sorry you had to wait so long to make your first speech. Secunder? *(The Motion was formally seconded from the floor)* Brilliant! Thank you. I call the mover of Motion 206.

PROTECTING YOUNG WORKERS FROM AUTOMATION RELATED REDUNDANCY MOTION 206

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:

1. 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.
2. 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.
3. 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

(Carried)

GORDON CULLUM (London): Congress, I'm back again. I'm moving Motion 206. Up to a third of jobs are under threat in the next couple of decades due to automation and advances in technology with manual and administration jobs particularly at risk. Jobs are already being lost and replaced and a huge proportion of our workforce is not seeing the benefits. Only the bosses are seeing the benefits. It begs the most fundamental question, and that is the one of who owns what? Do we continue to sell off our industries, services and banking to the greasiest hands under the table, or do we take back that collective wealth, the wealth, as workers, that we created, the services we run and the capital we create?

Whilst the battle was fought out between us, the labour Movement and the bosses' class, it's critical that we support all GMB reps to organise and pressure employers and corporates to minimise the negative effects of automation on jobs and to feed into the research that young GMB members have already conducted. We need to up our campaigning. We know we will get no favours from the Tories and we know whose side they're on, but as a priority we need to push for the TUC recommendations, including providing personal training credits to lower-paid workers, providing a personal allowance to workers who are made redundant due to automation and establish a strategy to monitor and respond to threats of job losses in the most at-risk industries. Thank you. (*Applause*)

THE PRESIDENT: Thank you, Gordon. Secunder?

RACHAEL HOOKWAY (London): This is the last time you're going to see me today. I promise. Congress, I second Motion 206. Automation is something that poses a risk to many business jobs. The Office of National Statistics analysed the jobs of 20 million workers in England and found that 7.4% were at high risk of automation. The research also found that younger people are more likely to be in roles that are affected by job automation. Of those younger people who were surveyed, it found that 15.7% were in jobs at high risk. Young workers already face many issues in the workplace, including insecure and precarious work. The addition of the risk of redundancy on the basis of automation is something that we need to fight.

The recommendations in this motion are a massive step in the right direction against the fight. Working together with our young member structures, we can make a difference. Please support. (*Applause*)

THE PRESIDENT: Brilliant, Rachael. Thank you. I call the mover of Motion 207.

ROBERT GUNN (North West & Irish): Congress, I move Motion 207 on the detrimental effects of outsourcing. Manufacturing companies, such as Bombardier, are currently implementing projects to outsource all non-direct and support functions, such as the supply chain, maintenance, IT and engineering, with the sole purpose of increasing profit margins for greedy shareholders and executives.

Outsourcing is a direct attack on employees' terms and conditions, and companies are taking advantage of our members. The problem is that cost-cutting exercise of outsourcing has a massively detrimental impact on terms and conditions of our members. Often well-paid jobs are TUPE'd from companies such as Bombardier to

these third-party suppliers, and if they are not being paid the minimum wage it means that our members do not see improvements in their contracts for years and that annual wage increases will be held back until the National Minimum Wage increases to parity. So the same people continue to do the same job but for less and less money, year on year. This is a race to the bottom for remuneration and must be stopped.

While our members are told by management that the companies must outsource in order to be competitive, it means that jobs and skills are under constant threat. However, the same logic does not apply to those sitting at the very top of the corporate tree. Just last year, Bombardier had no issue in awarding their top executives an estimated windfall of \$47 million in bonuses. During the same timeframe, we lost more than 1,800 jobs to outsourcing. Congress, it is simply not fair that workers' pay and conditions are compromised by companies for profit.

These third-party suppliers often over-promise and under-deliver, ultimately resulting in bankruptcy, as recently seen with companies such as Carillion, leaving workers caught in the crossfire and thousands of jobs in the balance. They tender at the lowest possible price in order to be competitive and when successful they then attempt to restore their profit margins by attacking our members' terms and conditions.

We urge GMB to encourage a future Labour government to carry out a full review of the TUPE regulations and to ensure that our members' hard won terms and conditions are protected.

I have one final point to make, colleagues. This week we have expressed support for our members, quite rightly, in British Steel, Bridgend and Appledore. *(Applause)* Our members in Bombardier are also under threat as the company is in talks for someone to bid to buy the company. I am sure that this Congress will wish to send a message of support and solidarity to our Bombardier members in Northern Ireland. Thank you. *(Applause)*

THE PRESIDENT: Thank you. Is there a seconder? *(The motion was formally seconded from the floor)* Thank you. Does anyone wish to oppose any of those motions? *(No response)* No. The CEC is supporting all of them. All of those in favour of Motions 201, 203, 206 and 207, please show? Anyone against? They are all carried.

Motion 201 was CARRIED.

Motion 203 was CARRIED.

Motion 206 was CARRIED.

Motion 207 was CARRIED.

THE PRESIDENT: Before we move on to the emergency motion, I have one announcement to make. The raffle prizes have been drawn at the National RMA stall. Could delegates who have tickets go to the stall to collect any won prizes. Many thanks to all those who did purchase tickets because you helped to raise in the region of £1,049, plus £60 for getting the correct name. *(Applause)*

EMERGENCY MOTION 3 SAVE BRITISH STEEL — SAVE SCUNTHORPE

This Congress is appalled by the announcement that was made on 21st May 2019 that shook Scunthorpe with the placing of British Steel into administration putting thousands of jobs in jeopardy with the government again looking for interested parties to take over.

We are seeing successive owners-bidders-buyers, who have no interest in steel works nor Scunthorpe as their only interest is shareholders and profit. The GMB should pressure the government to ensure they commit to procuring British steel for future British contracts they award.

Congress, we ask the union to call upon the government to fully support the workers and contractors at British Steel and retain this indispensable manufacturing plant within the UK.

Manufacturing of steel is vital to Scunthorpe and to the UK economy. Congress asks that the GMB takes an active role and join our sister trade unions in the government sponsored British steel support group with immediate effect.

NORTH LINKS UNITARY MIDLAND AND EAST COAST

(Carried)

MILES SHORT (Midland & East Coast): I'm from Scunthorpe, and moving Emergency Motion 3: Save British Steel — Save Scunthorpe. It's not saving British Steel but it's saving Scunthorpe. You will have seen the recent shambles at the British Steel plant at Scunthorpe. The GMB — thank goodness for the GMB — is in the forefront of fighting for the jobs and livelihoods at Scunthorpe. The GMB organiser and negotiator, Dave Osmond, has the task of supporting the members working in local branches and the economy. Tom Watson and the reps on the site have assisted. I'm sorry if I haven't got the names right but I'm not good at names.

Although the Government have been portrayed as saviours — for this Government to be portrayed as saviours, God help us! — if you speak to members on the ground you will find that redundancy notices have all but been issued, with the massive uncertainty with a false hope of being given the news.

Workers and contractors at Scunthorpe have been through this action previously, many times, which has led to massive redundancies in the workforce. I know, I was one of them, twice. Twice! It's not funny when you have been made redundant and you are stood in a queue with another 2,000 people. It's not funny! It really isn't funny! It's not nice, it makes you sick and you don't know what you're going to do. You look at your family and kids, and you think, "God, what am I going to do?" "What am I going to do?" The nearest to Scunthorpe is nearly 40 miles away. If you're made redundant and you haven't got any money, you can't travel. Nobody gives you a hand out or owt like that. I moved to Scunthorpe 40 years ago, and the reason why I moved is because I played for the football team. I was proud to play for the football team. I'm proud of Scunthorpe. I love the place. The people are fantastic and I don't want this to happen! *(Cheers and a standing ovation)*

A lot of people laugh at the town of Scunthorpe because if you take the “S” off it and you look at it, then you will know what I am talking about. (*Applause*) Anyway, I am proud to say that I am from Scunthorpe. That’s why when I come to the rostrum I always say that I’m from Scunthorpe. A lot of people laugh at me and say, “You idiot!”, and I probably am a bit of a knobhead. (*Laughter*) I don’t care.

THE PRESIDENT: You’re pushing your luck. You know that now, don’t you?

MILES SHORT: I would like to thank you all because this union is one of the best unions that I have ever been in. It’s a caring and sharing union. It means a lot to me. I come to conferences and I listen to what we say and it’s fantastic. It starts here and it spreads all over that floor. We have people wearing red tops and everything like that. It’s spreads all over the floor. It’s fantastic. I love it. It’s like being at a wedding. I’ve had some great nights out with *them* lot over *there*. I’ll tell you what. I got a bit paralytic on the night of our do. I really did. I drank a bit too much, to be honest. I went in the bedroom and it was going round, and I was thinking, “Oh, my God!” Do you know how I woke up. I woke up lying next to my bed, not on it. (*Laughter*) I don’t know how the hell that that happened, but there you go. I’ve forgotten where I was.

Recent proposals for HS2 would mean miles and miles of track which the Scunthorpe Steel Works could produce, as Scunthorpe steel is the best steel in the world. The railway lines we make are fantastic. If you look around here, you are all sat on chairs which are made of steel. When you came down on the train, what were you travelling on? Steel! So, please, back this campaign, because once the furnaces are turned off, they won’t be turned on again. (*Applause*)

THE PRESIDENT: Thank you. Secunder?

ANTHONY DAVISON (Midland & East Coast): Congress, I am supporting Emergency Motion 3. Comrade President and comrades, in 2016, the private equity company, Greybull Capital, bought Tata Steel. Private equity means vulture capitalism. They pick any morsels left on the bones and then get rid, totally regardless of the human cost! By the middle of 2018, having made profits for two years, Greybull began to lose money. Greybull acquired a £120 million Government loan to pay for its EU carbon emissions bill. In the High Court, with debts of £880 million, they requested a further £30 million. This was refused.

Comrades, this situation is a national emergency, with 5,000 steelworkers’ jobs and a further 20,000 jobs in the supply chain at risk of redundancy, making 25,000 jobs in total. With redundancy and unemployment payments, plus a loss of the taxes to the Exchequer, and the virtual collapse of the Scunthorpe economy, it would be cheaper to nationalise British Steel, but nationalisation should mean a Socialist nationalisation, where the working class and society as a whole would benefit. (*Applause*)

I, therefore, call on the GMB to demand that the TUC organise a mass campaign linking the plight of Scunthorpe steelworkers with the Swindon car workers and the Ford workers at Bridgend! We must call for strike action if it is deemed necessary. That would shake this Tory Party to its very foundations. The Tories are in turmoil,

in total disarray and tearing itself apart. What better opportunity to stick the boot into these leeches could we have?

The Tories are virtually opposed to nationalisation, but do you remember the phrase “quantitative easing”? Well, I’ll tell you what quantitative easing was. It was nationalising the bankers’ debt, and we were left with the bill, with our vital public services cut to the bone! (*Applause*) The obscenity of it is that those who crashed the economy are still stuffing millions into their pockets in bonuses. And then the Tories’ mantra was “We’re all in this together!” We’re all in this together, are we? Well, printed in this year’s *Sunday Times*’ Rich List — get your pens out because you’ll need them handy — the top one thousand wealthiest individuals and families in Britain are sitting on a record (wait for it!) £771.3 billion! Yes, I said “billion”. This sum has risen by £47.8 billion since last year. But you can be rest assured, comrades, that we’re all in this together! (*Laughter, cheers and applause*)

I’ll finish by saying this. It doesn’t have to be like this. There is an alternative. It’s called the Socialist alternative, and it’s vital that we get Corbyn into No. 10, and we can start with that Socialist transformation in society. We can condemn the Tories and their system to the dustbin of history. We can get rid of them forever! Thank you, Comrades. (*A standing ovation*)

THE PRESIDENT: What two brilliant speeches to end on today. Nobody is in opposition, are they? We are not taking any opposition speakers because we are supporting this motion. All those in favour, please show? Anybody against? That’s carried.

Emergency Motion 3 was CARRIED.

THE PRESIDENT: That’s it for today. Thank you for starting early and we have finished late. Tomorrow, you have got a lie in until 9.30. Please don’t leave any bags in the hall tonight.

Conference adjourned for the day.