



# FINAL AGENDA

## Annual Congress 2016

Bournemouth International Centre

**CONGRESS - SUNDAY 5 JUNE - MONDAY 6 JUNE**

9.30 am - 12.30 pm, 2.00 pm - 5.30 pm

**SECTION CONFERENCES- TUESDAY 7 JUNE**

9.30 am - 12.30 pm, 2.00 pm - 5.30 pm

**CONGRESS - WEDNESDAY 8 JUNE**

9.30 am - 12.30 pm, 2.00 pm - 5.30 pm

**CONGRESS - THURSDAY 9 JUNE**

9.30 am - Close of business

## **1974 CONGRESS, BLACKPOOL**

### **MOTION 257 PRE-CONGRESS DELEGATE MEETINGS**

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

**PERIVALE BRANCH**  
*London Region*

# GMB Zero Tolerance Statement

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

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

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

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

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

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

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

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

This statement applies to;

GMB members

GMB post holders

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

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



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# CENTRAL EXECUTIVE COUNCIL AND NATIONAL OFFICE

## GENERAL SECRETARY AND TREASURER

ROACHE, TIM

## NATIONAL SECRETARIES

AZAM, REHANA  
BOWDEN, JUSTIN  
BRIMBLE, JUDE

## NATIONAL OFFICERS

CHAMBERS, AVRIL  
FEGAN, STUART  
HOLDER, SHARON  
JENKINS, ROGER  
HULSE, DAVE  
RIX, MICK  
WHITEHURST, PHIL

## NATIONAL ORGANISING OFFICER

SMITH, MARTIN

## NATIONAL ASDA CO-ORDINATOR

DONALDSON, HARRY

## GENERAL MEMBER AUDITORS

BURGIN, ANDY  
SWAINSON, JOHN

## CENTRAL EXECUTIVE COUNCIL LAY MEMBERS (53)

ABUBAKIR, KATHY

*Public Services*

BATSON, JUDITH

*Commercial Services*

BEARCROFT MBE, SHEILA

*Manufacturing*

BLACKMAN, LIZ

*Public Services*

BRADY, JULIA

*Commercial Services*

BUCHANAN, KEVIN

*Commercial Services*

CHEAL, JAMES

*Manufacturing*

CLARKE, MARGARET

*Commercial Services*

CLARKE, RICHARD

*Public Services*

CLARKE, JIM

*Public Services*

CLEMENTS, DAVE

*Commercial Services*

COLLINSON, NEIL

*Public Services*

DALEY, ELAINE

*Commercial Services*

DANIELS, KEN

*Public Services*

DEAN, ANNE

*Public Services*

EVANS, GWYN

*Commercial Services*

FARR, BRIAN

*Manufacturing*

GAGLANI, SHAILESH

*Manufacturing*

GIBBS, GORDON

*Public Services*

GILLIGAN, DEAN

*Public Services*

GREGG, MARGARET

*Commercial Services*

GUNTER, COLIN

*Manufacturing*

HOPE, DAVID

*Public Service*

HULLEY, BRYAN

*Manufacturing*

HUSBANDS, MICHAEL

*Commercial Service*

HUTCHINSON, MARY

*Manufacturing*

IRVING, ANDY

*Manufacturing*

JACKSON, MARTIN

*Public Services*

JONES, KEVIN

*Public Services*

KANE, PETER

*Commercial Services*

KERR, COLIN

*Commercial Services*

MARNELL, EDDIE

*Manufacturing*

McDONNELL, JOHN

*Manufacturing*

McGIVERN, ANDY

*Manufacturing*

MEYRICK, PETER

*Fine Manufacturing*

MINNERY, JUNE

*Public Services*

MODLOCK, BILL

*Public Services*

MURPHY, CATHY

*Commercial Services*

NEWMAN, ANDY

*Commercial Services*

PLANT, BARBARA

*Public Services*

RICHARDSON, GORDON

*Manufacturing*

RIDDELL, PHYLLIS

*Manufacturing*

ROBINSON, PENNY

*Public Services*

SAGE, MALCOLM

*Commercial Services*

SLATER, KATHLEEN

*Commercial Services*

SMART, VIV

*Public Services*

STRIBLEY, JAMES

*Commercial Services*

SUTTON, CATHERINE

*Commercial Services*

SYKES, MARK

*Public Services*

TURNER MBE, MARY

*Public Services*

WELHAM, ROBERT

*Manufacturing*

WHEATLEY, PAUL

*Manufacturing*

WRAGG, DIANE

*Public Services*

## CENTRAL EXECUTIVE COUNCIL OBSERVERS

DAWSON, CRAIG

DOVEY, KAREN

HUSON, LYNNE

## NATIONAL OFFICE

BAKER, ELLY

BARNES, ANNA

BARTLAM, WENDY

BLAIR, HELEN

CALLOW, JOHN

CLEMO, IDA

CRAVEN ANDREW

DOOLAN GARY

DOW, GRAHAM

GANNON, PAT

GOLDING, EMMA

GREENAWAY, KEIR

HARDING , KERRI

GREGORY, CHARLOTTE

HEALY, MARIAN

JANDU, KAMALJEET

JOHNSON, LISA

KEANE, PAULA

KILPATRICK, GARY

LAFFERTY, ANN

LEONARD, KAREN

LEWIS, JOE

LUDKIN, MARIA

MANN, LYNSEY

MCCLUSKEY, BERNADETTE

MCGHEE, NICHOLAS

O'HEARN, EAMON

PANTON, KEVIN

PARKER, CARL

PATON, AUDREY

PERRIN, HILARY

PRYLE, OLIVIA

ROBINSON, BOB

SCHOUWENBURG, BERT

SHEARS, DAN

SHORT, STEVE

SMITH, BARRY

SMITH, KAREN

SPEIGHT, CATH

SWEENEY, KEVIN

TINNEY, LAUREN

WALKERSHAW, KATHLEEN

WYLIE, ALLAN



# BIRMINGHAM & WEST MIDLANDS REGION

**REGIONAL SECRETARY**  
MORGAN, JOE

**ELECTED ORGANISER**  
WHITTAKER , GILLIAN

**REGIONAL STAFF**  
ATKISS, ADELLE  
CASWELL, KATE  
PEACOCK, STEPHANIE

**SENIOR ORGANISER**  
KHALIK, MOHAMMED

**NON-ELECTED ORGANISERS**  
GRIEVESON, WENDY  
WARWICK , DAVID

## LAY DELEGATES (34)

**ADAMS, BRIAN**

*S74 Stoke & Shropshire Gas*

**BAKER, KEVIN**

*C15 General*

**CALLEJA, RAYMOND**

*B93 Oxford*

**CARTER, STEVE**

*B01 Birmingham Forward*

**CHATFIELD. CHARLES**

*S20 Security*

**COOKE. BYRON**

*W50 Wellington*

**DUDSON. ALAN**

*W18 Walsall*

**DWYERS. DALE**

*K10 Kidderminster*

**ENGLAND, ARNOLD**

*W50 Wellington*

**FAGAN, SAM**

*S85 Sandwell Community*

**FELLOWS, TREVOR**

*T37 Tipton Electricity*

**GRAHAM, PAUL**

*B41 Birmingham Rubber*

**HACKETT, TONY**

*A02 Ambulance*

**HADDINGTON, KEVIN**

*S26 Service Force*

**INGLEY, JACKIE**

*T10 Tamworth*

**JONES, ANGELA**

*A15 ASDA*

**JONES, ANTHONY**

*T36 Tipton No.2*

**JONES, BRIAN**

*B95 PH Jones*

**JUSS, WARINDER**

*X13 Birmingham General*

**LAL, MADAN**

*W70 Willenhall*

**LEECH, TARA**

*S64 Stafford & Stoke*

**MANNIX, KERRIE**

*S20 Security*

**O'ROURKE, PAULINE**

*A15 ASDA*

**PICKERILL, PAUL**

*X60 Newcastle Borough Council*

**PINCHER , RACHEL**

*C40 Care Sector*

**PRICE, IAN**

*W10 Walsall Education & General*

**PYKE, ANDREW**

*B49 Education*

**RHODES, CHRISTOPHER**

*S75 Stoke Unity*

**RICHARDS, GERALD**

*C80 Dudley*

**ROBERTS, RACHAEL**

*S64 Stafford & Stoke*

**ROBERTSON, STEPHEN**

*B10 Banbury*

**TAYLOR, CHARLES**

*R36 Rocester JCB General*

**THOMAS, YVONNE**

*C40 Care Sector*

**YATES, SHARON**

*S75 Stoke Unity*

# LONDON REGION

**REGIONAL SECRETARY**  
HAYES, PAUL

**SENIOR ORGANISERS**  
KENNY, WARREN  
POWELL, DAVE  
WARR, TONY

## LAY DELEGATES (67)

**ABDOOL CARIM, ABDOOL**  
*Aviation Security*  
**AKBAR, MOHAMAD**  
*London Ambulance Health*  
**BARTLETT, MELANIE**  
*Barking & Dagenham LGO*  
**BELGRAVE, PAMELA**  
*Harrow Public Services*  
**BITSON, SHAUN**  
*Kings Lynn No.1*  
**BOLISTER, GARY**  
*Islington & Haringey*  
**BLOCK, PAUL**  
*Energy Central*  
**BOWMAN, MAVIS**  
*London Stores General*  
**BRUNNING, GORDON**  
*Securicor 1*  
**BYRNE, DANNY**  
*City of London*  
**CHANA, TARANJIT**  
*Ealing*  
**CHOLERTON, ANTHONY**  
*London Zoo*  
**CLOUDEN, NICOLA**  
*Bucks County*  
**CONWAY, WILLIAM**  
*Houses of Parliament*  
**COPSEY, ANDREW**  
*Norwich General*  
**COUSIN, ALISON**  
*Lowestoft*  
**CULHANE, LARRY**  
*Fulham 1*  
**DARCI, JAISUCLAL**  
*Central Wembley*  
**DENTON-CAINE, JASMIN**  
*London Stores General*  
**DIXON, KEITH**  
*Huntingdon & Wisbech*  
**DOHERTY, SIMEON**  
*GMB London Security*  
**DOUCE, GARETH**  
*Lowestoft*  
**DUDLEY, KAREN**  
*Beds County*

**MEMBERSHIP DEVELOPMENT OFFICER**  
O'LEARY, RICHARD

**ELECTED ORGANISERS**  
PHILLIPS, PERRY

**FAITH, DANNY**  
*British Airways Hatton Cross*  
**FOSTER, MARTIN**  
*Beds County*  
**FRANKLIN, FRANCES**  
*Home Counties General*  
**FRASER, GEORGE**  
*Home Counties General*  
**FREETH, ROB**  
*Edmonton/Enfield*  
**GOODSON, MARY**  
*Hendon*  
**GRIFFITHS, GWYNETH**  
*Luton*  
**HAMBLIN, HEATHER**  
*East Dereham*  
**HENDRY, KIM**  
*GMB@PCS*  
**HOLLAND, CATHY**  
*Essex PS*  
**HUGHES, ELIZABETH**  
*Hounslow*  
**HUNT, JULIE**  
*North West London*  
**HURLEY, SARAH**  
*Fulham 1*  
**JAMES, MARC**  
*Ipswich & District*  
**JONES, ANN**  
*Harrow Public Services*  
**JONES, STEPHEN**  
*Redbridge*  
**KHAN, ZAHEER**  
*Tower Hamlets Apex*  
**LAW, ALAN**  
*King's Lynn No 1*  
**MCLEOD, TREVLYN**  
*GMB Aviance/Plane Handling*  
**MCNULTY, DENNIS**  
*Camden Apex*  
**MARTIN, EVELYN**  
*Islington & Haringey*  
**MULLANE, DIANE**  
*Luton*

**REGIONAL STAFF**  
BARGER, CHRIS  
CAMPBELL, MARIE

**OSWICK, WAYNE**  
*Stansted Airport*  
**PALMER, GAVIN**  
*Barking*  
**PLATT, MARK**  
*Royal College of Nursing*  
**POLE, DICK**  
*North West London*  
**PRANLAL, HITENDRA**  
*Central Wembley*  
**REIS, WENDY**  
*Southend on Sea*  
**RICHMOND, JAMES**  
*Newham Apex*  
**RONEY, CLIFFORD**  
*Thames General*  
**RUSH, SIMON**  
*Professional Drivers*  
**SALAMI, JACQUELINE**  
*London Hotels & Catering*  
**SHAW, BRIAN**  
*GMB@PCS*  
**SIDDALL, EDWARD**  
*Islington Apex*  
**SMITH, JAN**  
*East Dereham*  
**STEWART, EUTON**  
*Hendon*  
**STRATTON, STEPHEN**  
*Tower Hamlets Apex*  
**STREET, STEVEN**  
*Barking*  
**THOMAS, VAUGHAN**  
*Norfolk Public Services*  
**VICKERS, HARRIET**  
*Holborn*  
**WALLIS, PAULINE**  
*Milton Keynes City*  
**WATSON, MARK**  
*Barking & Dagenham LGO*  
**WEST, VAUGHAN**  
*Islington Apex*  
**WILLSON, SHARON**  
*Norwich General*

# MIDLAND & EAST COAST REGION

**REGIONAL SECRETARY**  
WORTH, ANDY

**REGIONAL FINANCE OFFICER**  
CASTLEDINE, DAVID

**REGIONAL STAFF**  
EVANS, CHERYL  
STOCKLEY, KAREN

**SENIOR ORGANISER**  
DOBBS, LES

## **ELECTED ORGANISERS**

HARDY, PAT  
SHAMMA, DAVID

## **NON-ELECTED ORGANISERS**

COPPIN, MICK

## **LAY DELEGATES (35)**

**BANKS, JEREMY**

*GMB Emas*

**BESTWICK, COURTENEY**

*Nottinghamshire General*

**BLADES, SUSAN**

*Scarborough & N.Yorks Community*

**BREARLEY, DAVID**

*Derby Tec*

**BURKETT, IAN**

*GMB Energy & Utilities*

**CLARKSON, CAROL**

*Hull Retail & Distribution*

**COLEMAN, KARAN**

*Leicestershire 2000*

**COOK, BEN**

*GMB Mid Lincs*

**DUDDING, KEV**

*Hull No.1*

**EVANS, JASON**

*Leicester Water*

**GOLDING, JIMMY**

*Peterborough Food & Allied*

**GOULDING, LUKE**

*Scunthorpe Food & Allied*

**HAYNES, ALBERT**

*Mansfield Central*

**HELEY, BILL**

*Midland Healthcare*

**HODGKISON, IAN**

*Rolls Royce*

**JOHNSON, HELEN**

*Eurotec*

**KELLAM, HELEN**

*Notts & Derby Health*

**LANGLEY, GARY**

*Nottingham City*

**LANGLEY, LEE**

*Midland Healthcare*

**LASCELLES, DAVID**

*Scunthorpe District & Apex*

**LE-BLANC, ALBERT**

*Melton Mowbray CFTA*

**LOVATT, DAWN**

*Lincoln Tec General & Apex*

**LOWREY, MARYANN LESLIE**

*Grantham Community*

**MCLAUGHLIN, PETER**

*Goole*

**MILLS, DOROTHY**

*Alfreton No.1*

**ORTEGA, SHONA**

*GMB Grimsby General*

**PETERS, LONE**

*Peterborough General*

**ROBERTSON, CAROL**

*Ashfield No.1*

**SHAW, JAYNE**

*Staythorpe & Newark Tec*

**SOPER, PHILLIP**

*Nottingham Tec*

**STEVENSON, SHARON**

*Sherwood Forest Hospitals*

**WASS, VICKY**

*Bassetlaw & Worksop*

**WHILDING, ROB**

*Buxton*

**WOODWARD, ALAN**

*GMB Notts Police Staff*

**YEL, TONI**

*Eurotec*

# NORTHERN REGION

## REGIONAL SECRETARY

COATES, WILLIAM

## SENIOR ORGANISERS

SCARR, TERRY

JUKES, CHRIS

## NON-ELECTED ORGANISERS

RACE, TANYA

GOW, DANIEL

## REGIONAL STAFF

JONES, DEBBIE

## LAY DELEGATES (36)

**BRYAN, ALYSON**

*Sunderland City LA*

**CARR, MICHAEL**

*Middlesbrough No.5*

**CLEGG, DAVID**

*Durham County LA*

**CONWAY, CLAIRE**

*Northern Elec Ind*

**DAVISON, VERONICA**

*South Tyne & Wear General*

**DEWART, GARY**

*Northern Elec Ind*

**DONALDSON, BARRY**

*Newcastle City LA*

**DOWSON, RAYMOND**

*Durham General*

**EARL, THOMAS**

*Carlisle & Cumbria LA's*

**EMMERSON, GEORGE**

*Sth East Northumberland Gen*

**FOULGER, BRIAN**

*Middlesbrough No.5*

**HARTLEY, GLYNIS**

*Asda Stores*

**HAY, ANGELA**

*Northern Utilities*

**HENWOOD, COLIN**

*Middlesbrough No.5*

**HUNTER, THOMAS**

*South Shields 2*

**IMMS, DAVID**

*Asda Stores*

**JONES, JAMES**

*Middlesbrough No.5*

**LANGAN, JOHN**

*Newcastle City LA*

**LAWSON, DIANE**

*Barrow No.5*

**LEYLAND, DARREN**

*North Electric Ind*

**LINES, CAROLE**

*Durham County LA*

**MARTIN, TONY**

*Transco No.1*

**MORRIS, YVONNE**

*South Tyne & Wear General*

**MURRAY, GEORGE**

*Newcastle & Nth Tyne Gen*

**PARKES, ALAN**

*Hartlepool No.2*

**RAMSAY, PAUL**

*Northumbrian Water*

**ROBERTSON, DIANE**

*Sellafield Ind*

**SAWDON, PETER**

*Stockton No.3 Eng*

**SERRECHIA, LINDA**

*Durham General*

**SPEAKMAN, RICHARD**

*Darlington Eng*

**STOBBART, ETAIN**

*Northumbrian Water*

**TAYLOR, BERNARD**

*Middlesbrough Manuf*

**TIMBEY, LESLIE**

*Durham County LA*

**WALKER, ALAN**

*Hartlepool Matsa*

**WALLER, EMILY**

*Hartlepool No. 4*

**WEBSTER, DAVID**

*Barrow No.5*

# NORTH WEST & IRISH REGION

**REGIONAL SECRETARY**  
MCCARTHY, PAUL

**SENIOR ORGANISER**  
MCDERMOTT, GRAHAM

**ELECTED ORGANISERS**  
ALMOND, MARIA  
ATKINSON, KAREN  
COLLINGE, ALAN  
MULHOLLAND, MICHAEL  
SMITH, NEIL

**REGIONAL STAFF**  
DAVIES, JANET  
REED, DEBBIE  
FARRINGTON, ROSS

## LAY DELEGATES (55)

ALI, KAMRAN  
*RMB1*

BARTON, JAMES  
*Z15*

BIRCHALL, KENNY  
*L20*

BODEN, STEPHEN  
*M96*

BOYLAN, PAUL  
*D78*

BUCKLEY, SHIRLEY  
*O30*

BUOEY, MICHAEL  
*N61*

BUTTERWORTH, STEPHEN  
*Z01*

CAIRNS, GILL  
*A56*

COMBOY, JILL  
*K87*

DALY, MARK  
*F25*

DANIELS, ROBERT  
*L25*

DAVIES, JAYNE  
*L35*

DOCKERY, MARGARET  
*B16*

EVANS, PAUL  
*M94*

FIRTH, COLIN  
*C51*

FLANAGAN, DAVID  
*P42*

FLANAGAN, KEVIN  
*Q22*

FRANCEY, PAUL  
*NIR*

GILLOW, MICHAEL  
*N45*

GOULDING, WILLIAM  
*P41*

GRAY, DAVID  
*G40*

GUNN, ROBERT  
*F72*

HARGREAVES, CLARE  
*M01*

HENRY, DOUGLAS  
*M35*

HINDLE, PAUL  
*OPS1*

HOLDEN, ROSS  
*M15*

HOYLE, LISA  
*X39*

JENNINGS, SONIA  
*L34*

JOYCE, DEIDRE  
*A62*

KAMBLE, VIVEK  
*HC1*

KEEGAN, SUSAN  
*W20*

KEIGHT, JEFF  
*L50*

KELLY, JOAN  
*S02*

KEOWN, GAIL  
*U88, ,*

LALKHAM, BERNARD  
*JO1*

MACKLIN, PETER  
*Q78*

MCMULLAN, THOMAS  
*W80*

MERCER, LINDA  
*A06*

MOLD, MATTHEW  
*S11*

PATRICK, TRACEY  
*X07*

PITCHFORD, JOANNE  
*B23*

PITCHFORD, RUTH  
*B19*

PLATT, WILL  
*U88,*

RAWSTHORNE, BARBARA  
*Y03*

RICE-GRAY, JULIE  
*L45*

RICHARDS, PAUL  
*K28*

ROWAN, PAUL  
*L32*

SMITH, GRAHAM  
*O11*

STODDART, ANN  
*HC1*

STODDART, BARBARA  
*N32*

SUTCLIFFE, DEREK  
*LCC1*

VAUGHAN, JANET  
*M24*

WHITTLE, STEVEN  
*B41*

WINSON, LORRAINE  
*M15*

# GMB SCOTLAND

**REGIONAL SECRETARY**  
SMITH, GARY

**NON-ELECTED ORGANISER**  
GILMOUR, LOUISE

**REGIONAL STAFF**  
FLYNN, JANICE

**SENIOR ORGANISER**  
CONROY, MICHAEL

## LAY DELEGATES (35)

**AIRNS, ELIZABETH**

*Lanarkshire NHS*

**AITCHISON, TANYA**

*Dundee 1*

**ALI, USMAN**

*Glasgow General Apex*

**BRESLIN, PATRICK**

*Glasgow NE & SW Health Service*

**CAMPBELL, CAROLINE**

*North Lanarkshire Public Services*

**CARR-POLLOCK, THOMAS**

*Bathgate*

**CARSON, BRENDA**

*Clyde Bonding*

**DONEGAN, TOM**

*Yodel*

**DRYLIE, ANNETTE**

*Fife Public Services*

**DUFFY, PATRICK**

*Cumbernauld PS*

**FENTON, ROBERT**

*Glasgow L M Engineering*

**FINN, MARY**

*Glasgow NE & SW Health Service*

**GAULD, JULIE**

*Asda Retail*

**HILLS, JEFFREY**

*Remploy Lanarkshire 306 (CFTA)*

**HUMPHREY, JOSEPH**

*Glasgow 33*

**LIDDELL, JOHN**

*Glasgow 1*

**LOGAN, ALEXANDER**

*Port Glasgow No4 Engineering*

**LOGUE, JOHN**

*Clydebank No3 Engineering*

**McCROSSAN, JAMES**

*Castle Douglas*

**McCUE, STEVEN**

*Scottish Gas*

**McCALLUM, WILLIAM**

*Glasgow NE & SW Health Service*

**McEWAN, WILLIAM**

*Dunbartonshire PS*

**McKENZIE, JOHN**

*Glasgow City Council (Apex)*

**McNEILL, FRANCIS**

*Glasgow 66 Engineering*

**MURPHY, THOMAS**

*Falkirk Public Services*

**PATERSON, FRANK**

*Aberdeenshire Public Services*

**PATERSON, RAYMOND**

*South Lanarkshire PS*

**ROBERTSON, GEORGE**

*Glasgow 29*

**ROBERTSON, CHARLIE**

*LA Staffs Tayside Apex*

**STUART, ROSS**

*East Ayrshire PS*

**THOMPSON, ANDREW**

*Scottish Water*

**VALLANCE, GRACE**

*Clyde Bonding*

**WALKER, DUNCAN**

*Grangemouth 583 CFTA*

**WILLIAMS, SARAH**

*Tollcross Biscuits*

**WILSON, SCOTT**

*Fife Public Services*

# SOUTHERN REGION

**REGIONAL SECRETARY**  
MALONEY, PAUL

**SENIOR ORGANISER**  
HARRITY, CHARLES

## LAY DELEGATES (43)

**ADAMS, LOUISE**

*G36 Security*

**ADJE, CHARLES**

*X98*

**ALLEYNE, ANDREW**

*L25*

**COX, WENDY**

*G33*

**CURTIS, PAUL**

*B10*

**DANCEY, NIKKI**

*N10*

**DOLAN, MARTIN**

*A53*

**DONOVAN, JOHN**

*B50*

**EVEREST, PAUL**

*S69*

**FALL, IAN**

*L09*

**FERGUSON, LORRAINE**

*W09*

**GALLAGHER, RYAN**

*X17*

**GIGG, DAVID**

*G36*

**GOLDING, CHRISTINE**

*L09*

**HEASMAN, ELIZABETH**

*C23*

**HOOD, TINA**

*G38*

**MEMBERSHIP DEVELOPMENT OFFICER**

DAVIES, GAVIN

**ELECTED ORGANISERS**

GORDON, MICHELLE

GRAFTON, PAUL

MACKLIN, FRANK

**REGIONAL STAFF**

FRASER, ALAN

SHURGOLD, JULIE

**HUGHES, MARGARET**

*K19*

**HYMAN, CHARMAINE**

*L26*

**ISAAC, GWYN**

*M27*

**JACKSON-AMPAW, NANA**

*C60*

**JONES, KEVIN**

*S35*

**KALLU, AMARJIT**

*W09*

**LEAK, DAVID**

*Z39*

**LEWIS, GARETH**

*B59*

**MAINGI, BRIDGET**

*R26*

**MANDERS. DAVID**

*C23*

**MASKELL, MARTIN**

*Y20*

**MASON. STEPHEN**

*X23*

**MCARDLE. BEN**

*C65*

**MCLAUGHLIN. TONY**

*X99*

**MINNS, SHARON**

*B61*

**NORRIS, MARC**

*D37*

**ODUMOSU, DOTUN**

*L25*

**POWELL, JOHN**

*W27*

**REYNOLDS. ALICE**

*B59*

**RODRIGUES, MANETTA MARTHA**

*W15*

**STANSELL, CANDICE**

*S15*

**SUCKLING, DOUGLAS**

*D27*

**TERRY, EDWARD**

*K22*

**TUCKWELL, DAVID**

*L17*

**WARREN, GARY**

*S15*

**WATTS, JON**

*W15*

**WHITE, GORDON**

*X97*

# GMB WALES AND SOUTH WEST REGION

**REGIONAL SECRETARY**  
PHILLIPS, JOHN

**SENIOR ORGANISER**  
BURNETT, MERVYN  
HUGHES, NICK

**ELECTED ORGANISERS**  
BECK, JEFF  
GAGE, PAUL  
GIBBS, ROB  
PHILLIPS, ALTHEA

**REGIONAL STAFF**  
BOWEN, LYNNE  
COLUCCI, DEBBIE  
WHYMAN, CAROLE

## LAY DELEGATES (45)

**BAYLISS, DEREK**  
*Portbury Distribution*

**BEATON, WENDY** *South & West*  
*Wales General*

**BOHIN, PAUL**  
*Bristol 6*

**BOWLER, MARK**  
*RCT Borough Council*

**BRINKWORTH, GWYLAN**  
*South Wales Police*

**CLARKE, LYNDON**  
*Newport 1*

**DANIELS, ROBERT**  
*Cardiff 1*

**DAVIES, HELEN**  
*South Wales Police*

**EVANS, KAREN**  
*Denbighshire Composite*

**EVANS, NIGEL**  
*West Gower Water*

**FERGUSON, HOLLY**  
*British Gas Energy*

**FRENCH, DANIEL**  
*Asda Devon & Cornwall*

**FUNNELL, NEIL**  
*Caerphilly County Borough Council*

**GRAHAM, DAVID**  
*Gloucestershire Community*

**GROAT, ANGUS**  
*Apex Securicor*

**HAMBLIN, DAVID**  
*Transco Gas*

**HARRISON, SHARON**  
*Hengoed Engineering*

**HOLMAN, NATHAN**  
*Welsh Ambulance Service*

**HUNT, PAUL**  
*Cardiff Water*

**ISMAI, DEAN**  
*Gloucestershire*

**JONES, CARON**  
*Gwynedd Council Community*

**JONES, CRAIG**  
*RCT Borough Council*

**JONES, MARTYN**  
*Merthyr Bus*

**KEMPTON, PAUL**  
*Cardiff 1*

**LEADER, ANN**  
*Mid Glamorgan C&T*

**LEGG, MARK**  
*Monmouthshire County Council*

**LOCK, SIMON**  
*Newport 1*

**MARCARIAN, SANDRA**  
*Asda Joint Branch*

**MCGUIRE, PAUL**  
*Wilkinsons*

**MOORE, LINDA**  
*Camborne*

**MORRIS, DAVID**  
*Welsh Ambulance Service*

**PARKER DELAZ AJETE, LORRAINE**  
*Plymouth & District*

**RAYBOULD, PAUL**  
*Torbay General*

**SAMUEL, STEVE**  
*Western Power Distribution*

**SEDGEBEER, BRIDIE**  
*Cardiff & District*

**SHILLABEER, JOHN**  
*Plymouth & District*

**SIBLEY, CHARLENE**  
*Plymouth Health*

**SMITH, JENNIFER**  
*Mid Glamorgan C&T*

**STACK, BRENDAN**  
*Milford Haven BMS*

**STAGG, JACQUELINE**  
*Asda Bristol/Somerset*

**SURMAN, RAY**  
*Avon & Wessex*

**THOMAS, PAUL**  
*Porth 2*

**WARN, NIGEL**  
*Devonport*

**WEEKS, JENNIFER**  
*North Bristol NHS Trust*

**WILSON, MIKE**  
*Monmouth Utilities*



# YORKSHIRE & NORTH DERBYSHIRE REGION

**REGIONAL SECRETARY**  
DERRICK, NEIL

**SENIOR ORGANISER**  
WILBURN, DESIREE

**MEMBERSHIP DEVELOPMENT OFFICER**  
WADE, PAUL

**ELECTED ORGANISERS**  
TRAVIS, DARRAN  
WOOD, SUSAN

**REGIONAL STAFF**  
DEGUN, KALVINDER  
FORD, MARIA  
JONES, CAROLINE  
KIRKHAM, COLIN  
ROACHE, MANDY

## LAY DELEGATES (42)

**ALAM, BADRUL**

*Smart Energy*

**BAGNALL, PETER**

*Leeds School Support Staff*

**BROWN, IAN**

*Bradford & Keighley Gas*

**BURLEY, AMANDA**

*Leeds Civic*

**BURTON-KEEBLE, ALEX**

*Barnsley Health Service*

**BUTLER, IAN**

*Sheffield Waste & Recycling*

**BUTT, AAFAQ**

*Brighouse General*

**BYWATER, ROBERT**

*Asda Distribution*

**CALVERT, TERENCE**

*Bradford District Care Trust*

**COOPER, ANGELA**

*Leeds Works Dept*

**FINNERTY, JAMES**

*Barnsley Health Service*

**GAVIN, CINDY**

*Leeds General*

**GILBERTHORPE, KENNETH**

*S. Yorkshire & North Derbys Blmks*

**GILL, COLIN**

*Leeds Works Dept*

**GOLDING, BRIAN**

*Rowntree & Associated*

**GOODGE, GLYNNIS**

*Doncaster Central*

**GREENE, JASON**

*Parkgate*

**HENSBY, KEVAN**

*Sheffield Mcp & Light*

**HILL, WAYNE**

*Leeds General*

**HINCHLIFFE, MICHAEL**

*Sheffield Waste & Recycling*

**HINSLIFFE, WILLIAM**

*Yorkshire Copper Works*

**HIRST, MICK**

*Pontefract Central*

**HUMPHREYS, THERESA**

*Leeds City Council*

**IONS, REBECCA**

*Asda Stores*

**IOBAL, NADIA**

*Smart Metering*

**JACKSON, JOHN**

*Transport & Distribution*

**JARVIS, GRAHAM**

*Barnsley Manufacturing*

**JONES, IAN**

*West Yorkshire Police Support Staff*

**KAVANAGH, LOUISE**

*Leeds School Support Staff*

**KEMP, IAN**

*Parkgate*

**O'CONNOR, BARNEY**

*Bradford District Care Trust*

**PINDER, CATHERINE**

*Brighouse General*

**PIPER, VINCENT**

*Robert McBride*

**PRICE, DAVID**

*Kirklees*

**ROBINSON, ELIZABETH**

*Bradford & Keighley Gas*

**SHIELD, JAMES**

*York General*

**SHILLITO, DAVID**

*Yorkshire Clothing & Textile*

**STEER, PHILLIP**

*West Yorkshire Manufacturing*

**TOWNEND, NIGEL**

*BASF Chemicals*

**WALKER, SUSAN**

*Asda Stores*

**WILDE, CHRIS**

*Leeds Health Service*

**YOUNG, SARAH**

*Sheffield Health*

# CONGRESS LAY DELEGATES

## MALE/FEMALE BREAKDOWN

REGION	NOMINATED		ELECTED AND APPOINTED	
	M	F	M	F
BIRMINGHAM & WEST MIDLANDS	33	10	26	9
LONDON	41	26	41	26
MIDLAND & EAST COAST	29	24	21	18
NORTHERN	28	10	26	12
NORTH WEST & IRISH	49	31	33	22
GMB SCOTLAND	29	19	25	10
SOUTHERN	31	21	31	21
GMB WALES & SOUTH WEST	32	15	30	15
YORKSHIRE & NORTH DERBYSHIRE	33	16	30	12
<b>TOTAL</b>	<b>305</b>	<b>172</b>	<b>263</b>	<b>145</b>

# GUIDELINES FOR CONGRESS BUSINESS

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

## 1. CONGRESS

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

### Congress

Sunday 5 June & Monday 6 June                      9.30 am - 12.30 pm, 2.00 pm - 5.30 pm

### Section Conferences

Tuesday 7 June    9.30 am - 12.30 pm, 2.00 pm - 5.30 pm

### Congress

Wednesday 8 June                                        9.30 am - 12.30 pm, 2.00 pm - 5.30 pm

Thursday 9 June    9.30 am – close of business

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

## 2. STANDING ORDERS COMMITTEE

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

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

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

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

## 3. GENERAL MOTIONS

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

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

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

(1) The Committee shall determine whether or not each Motion is "**in order**" for debate at Congress i.e.

- whether the Motion ought to be dealt with by a more appropriate body (for example a JIC or a Section or Delegate Conference);
- whether, at a Congress which is not a Rules Revision Congress, the Motion conflicts with a rule, or is an explicit rule amendment or would require a consequential rule amendment to give effect to its provisions;

- whether the Motion covers more than one subject;
- whether, after consultation with the delegation, the provisions of the Motion are still relevant and appropriate to the present situation (i.e. whether the Motion has been "overtaken by events");
- whether the wording of the Motion is incomprehensible;
- whether at a Rules Revision Congress, a rule amendment Motion would leave a rule deficient;
- whether the Motion conflicts with a previous Congress resolution that it does not expressly seek to overturn.

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

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

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

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

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

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

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

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

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

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

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

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

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

#### **4. EMERGENCY MOTIONS**

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

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

Emergency Motions can be composited.

#### **5. WITHDRAWAL OF MOTIONS**

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

#### **6. MATTERS OF URGENCY**

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

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

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

#### **7. CENTRAL EXECUTIVE COUNCIL**

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

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

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

#### **8. DEBATING PROCEDURE**

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

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

- no resolution of the Congress in session can be amended, rescinded or negated by a subsequent Motion, at that Congress;
- precedence in debates shall be given to a Motion of the Central Executive Council;
- rule amendments take precedence in debate over general Motions;
- personal attacks on colleagues should not take place.

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

## 9. TIME LIMITS FOR SPEAKERS

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

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

## 10. VOTING

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

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

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

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

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

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

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

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

## 11. VOTING FOR PRESIDENT AND VICE-PRESIDENT

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

## 12. LITERATURE

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

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

## 13. PREVIOUS CONGRESS DECISIONS

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

### 1974 CONGRESS, BLACKPOOL, MOTION 257

#### *PRE-CONGRESS DELEGATE MEETINGS*

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

PERIVALE BRANCH  
*(London Region)*

### 1985 CONGRESS, BLACKPOOL, SPECIAL MOTION

#### *CORE RULE 34*

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

CENTRAL EXECUTIVE COUNCIL

### 1993 CONGRESS, PORTSMOUTH, MOTION 144

#### *CONGRESS DOCUMENTS*

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

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

### 1999 CONGRESS, BLACKPOOL, MOTION 9

#### *CONGRESS DEMOCRACY*

Congress has previously resolved that Pre-Congress meetings should not determine an intractable attitude to resolutions from other regions until the conclusion of the general debate (1974 Congress). Congress now demands the end of the practice of regions mandating delegates on any motions other than those of their own region, unless a major matter of principle is involved.

NORTH WEST LONDON BRANCH  
*(London Region)*

### 2003 CONGRESS, BLACKPOOL, MOTION 11

#### *UNION DEMOCRACY*

Congress calls for delegates to have democratic freedom.

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

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

THAMES VALLEY BRANCH  
*(London Region)*

# STANDING ORDERS COMMITTEE REPORT NO.1

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

## Times for Congress

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

Sunday 5 June – Monday 6 June  
9.30 am – 12.30 pm, 2.00 pm – 5.30 pm

Section Conferences – Tuesday 7 June  
9.30 am – 12.30 pm, 2.00 pm – 5.30 pm

Wednesday 8 June  
9.30 am – 12.30 pm, 2.00 pm – 5.30 pm

Thursday 9 June  
9.30 am – close of business

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

## Times for Speakers

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

### General Motions and Rule Amendments:

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

### Officers' Reports:

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

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

### Special Reports and CEC Statements:

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

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

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



## Questions on Balance Sheet and Auditors' Report

Questions on the Balance Sheet and Auditors' Report must be submitted in writing to the Congress platform no later than 5.30 pm on Monday 6 June 2016.

## Congress Motions and Section Conference Motions

In accordance with Recommendation 14 of the "Framework for the Future of the GMB: Moving Forward" CEC Special Report endorsed by Congress 2007, the Standing Orders Committee is recommending that Motions should be dealt with either by Congress or by Section Conferences as appropriate according to the subject matter for debate in the Motion. The Motions are printed in the Congress Final Agenda or the appropriate Section Conference Agenda.

## Motions in line with Existing Policy

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

32. SUPPORT FOR THE FRIENDS OF THE DURHAM MINERS' GALA
46. REGIONAL HEALTH & SAFETY OFFICERS
78. NATIONAL WOMEN'S CONFERENCE
82. DOMESTIC VIOLENCE, WOMEN AND AUSTERITY
96. GMB CAMPAIGN AND STRATEGY FOR SUPPORTED EMPLOYMENT FOR ALL
123. THE INEQUALITY OF NATIONAL MINIMUM WAGE LEGISLATION
133. ZERO HOURS CONTRACTS
142. TRIBUNAL FEES
143. THE ECONOMY – YOUTH UNEMPLOYMENT AND THE WRONG IDEOLOGY
146. CAMPAIGNING AGAINST AUSTERITY CUTS
152. ANTI-POVERTY AND THE WORK OF THE TRADE UNIONS
186. GAGGING LAWS
207. THE TRANSATLANTIC TRADE AND INVESTMENT PARTNERSHIP (TTIP)
208. TTIP
219. PRESS MISBEHAVIOUR
220. DEFEND PUBLIC BROADCASTING
227. PAYING FOR OVERPRICED VACATIONS DURING SCHOOL HOLIDAYS
233. LEGAL AID
242. SHORTAGE OF NHS DENTAL PRACTICES
255. TRADE UNION AWARENESS IN SCHOOLS
256. POLITICAL EDUCATION IN SECONDARY SCHOOLS
266. STOPPING WATER POVERTY
270. SOCIAL HOUSING
271. SOCIAL HOUSING
280. CONTROL OF PRIVATE LANDLORDS
281. LANDLORD LICENSING
282. PRIVATE LANDLORDS
293. NATIONAL CONCESSIONARY BUS FARE SCHEME
298. TAX CREDITS
299. BEDROOM TAX

## **Composite Motions**

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

## **Mobile Phones**

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

## **Film Cameras**

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

## **DVDs, Videos etc**

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

## **Bucket Collections**

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

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

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

# CONGRESS

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<i>X</i>	Motions marked with an <i>X</i> have been ruled as "Out of Order" by the SOC and are listed in Standing Orders Committee Report No 1
<i>EP</i>	Motions marked with <i>EP</i> are in line with Existing Policy. They are reported in Standing Orders Committee Report No 1 and the policy positions are listed at the end of the Final Agenda
<i>Cx</i>	Motions marked with a <i>C followed by a number</i> are part of a Composite Motion which are listed at the end of the Final Agenda

# UNION ORGANISATION

## GENERAL

### **C1 4. GMB STRUCTURAL REVIEW**

This Conference both deplores and denounces the insidious Trade Union Bill, the clear intention of which is to weaken trade unions by restricting the right to strike, placing financial constraints upon our ability to campaign politically, removing check-off facilities and reducing time off arrangements for undertaking union duties.

Conference endorses the unconditional opposition shown by the GMB against the Bill, but recognises the threat that it presents to our capacity to effectively represent the interests of our members at the workplace and beyond.

Therefore, Conference calls upon the CEC to commence an immediate and extensive examination of our internal financial, operational and organisational structures, including existing regional constituencies, with a view to ensuring that we retain the ability to recruit, organise, retain and represent members to optimal effect.

NEWPORT CBC BRANCH  
*Wales & South West Region*

### **C1 5. MAINTAINING A STRONG UNION**

This Conference recognises the huge strides we have taken as a union to achieve financial and administrative stability over recent years. The union needs a sound structure if it is to protect its members and take on those campaigns, we must fight either against bad employers or Ideologically driven Governments intent on attacking working people.

We further recognise the threat posed to the GMB and other unions by the TU Bill and that although we may plan to fight it and counteract its measures we must also be certain that our union's structures, organisation and administration are as robust as they can be for the many challenges we face.

Congress calls on the CEC to review the state of GMB's finances and administrative health upon the completion of the current Direct Debit switchover campaign in Public Services. To assess the impact of this on income and membership and what if any structural changes - either in the form of regional boundaries or administrative centres - the union needs to make to ensure its survival as a strong campaigning union.

LEEDS WORKS DEPARTMENT BRANCH  
*Yorkshire & North Derbyshire Region*

### **C1 6. TRADE UNION BILL CHECK OFF**

This Conference agrees that the GMB union should have a full and thorough examination of our structures and regions, taking into account the effect of the recent legislation and how the union is best served and protected going forward.

C23 CARSHALTON BRANCH  
*Southern Region*

### **C2 10. VOTING EDUCATION**

This Conference calls upon the CEC to adopt a policy on educating people on the important issue of voting in important elections. Further to the motion sent by this branch in 2013 and agreed by Congress, it appears from the low turnout for the General Secretary & CEC positions that education has not been forthcoming and people do not turn out to vote, even when the voting paper is sent directly to them at home.

We need the GMB members to be strong and educated on the important issue of voting, especially for General Elections where we saw the Tories become government because working people did not turn out to vote. We, the GMB, should lead by example, and we therefore call on the CEC to carry out a root and



branch review of turnout and participation in our recent internal elections to establish what factors contributed to the low turnout of members voting.

We also call for an ongoing campaign of political education aimed at maximising our members' participation in General, Local and European Elections.

WEST YORKSHIRE MANUFACTURING BRANCH  
*Yorkshire & North Derbyshire Region*

## **C2 11. CEC AND NATIONAL ELECTIONS**

This Congress is asked to look at CEC and National elections process.

While we warmly congratulate the newly elected members of the Central Executive Committee and the General Secretary, the election has highlighted some concern by members in relation to the participation within the ballot and potential weaknesses in the election process itself.

In order to help the Union for the future we ask that a national review and research be undertaken to identify the following points:

- The reasons why the turnout was low?
- Whether the way the ballot papers were issued was a factor in the low turnout?
- How awareness about the elections, their importance to the union as well as the information about candidates standing and the procedures used helped or hindered overall participation in the election processes (e.g. hustings meetings, candidate profile information and how the elections were promoted to members).

The important task is to identify the key reasons for the low turnout and to bring forward recommendations and, if necessary, Rule Change proposals for Congress to consider in the future.

Finally, in light of the growth in the use of social media & new technology we ask the review to look at how these new forms of communication could be developed to improve participation in the democratic processes within the union. This should include the potential for new ways of voting, for example secure on-line voting to be considered.

It is in all our interests to have a good level of active participation in the elections of our CEC and senior posts in the Union. Over time systems and communication processes have changed and we need to move with them to ensure our election procedures and processes are fit for purpose going forward.

Q22 BRANCH  
*North West & Irish Region*

## **C2 12. ELECTION OF GENERAL SECRETARY**

This Congress notes with concern the extremely low turnout in the recent elections for General Secretary. Less than 5% of the membership voted and the successful candidate received support from less than 3% of the membership.

Congress believes that the poor turnout was largely due to the fact that voting papers were sent out in the union's magazine rather than a separate postal ballot.

An election for the most important position in the union should not take place on the cheap.

Congress agrees that future elections for the position of General Secretary should be by a full postal ballot with voting papers sent directly to members' home addresses in the same way as an industrial action ballot.

L50 BRANCH  
*North West & Irish Region*

## **C2 13. GENERAL SECRETARY ELECTION 2015**

Congress expresses its great concern at the pitifully low vote in last year's General Secretary Election. It believes that despite the importance of this election many members were simply unaware of who the candidates were.

It calls therefore for a full investigation throughout GMB to be conducted by an appropriate body of the Union and a report prepared for next year's Congress to hopefully avoid a repetition of this in future elections.

NORTH WEST LONDON BRANCH  
*London Region*

**C2 14. ELECTION OF CEC**

This Congress notes the poor turnout in the recent CEC elections. Congress believes that the practice of sending out voting papers in the union's magazine is not conducive to achieving a decent turnout.

Congress agrees that future CEC elections should be conducted by a full postal ballot with voting papers sent directly to members' home addresses in the same way as an industrial election ballot.

L50 BRANCH  
*North West & Irish Region*

**C2 15. BALLOT PAPER DISTRIBUTION**

This conference requests that ballot papers are posted individually to members and not placed inside magazines.

K22 KINGSTON COLLEGE BRANCH  
*Southern Region*

**18. CENTRAL NATIONAL I.T. SUPPORT**

Congress agrees that there is a need for a National I.T. Support position to increase branches effectiveness and impact when the requirement is needed.

This would take the form of support to branches plus promoters of the GMB through technology and information from a single professional person or body. Currently there is limited support for sourcing logos, pictures plus information that is nationally acceptable and of a universal quality to use to promote the GMB.

Congress therefore asks the CEC to create such a post.

CAMBRIDGE 2 BRANCH  
*London Region*

**20. INTERNATIONAL OFFICE SUPPORT**

Congress endorses the work of the International Officer and the department and asks the CEC to give a greater weight to its work and greater publicity to its campaigns. Further urges all branches to better fund the International Offices appeals.

EDMONTON/ENFIELD BRANCH  
*London Region*

**25. ORGANISATION/COMMUNICATION**

This Conference is asked to look at how we must effectively organise ourselves and communicate with the membership when disputes within companies/organisations that cross over regions occur. We believe that the sovereign representing region be elected/appointed as the focal point and the position maintained throughout the dispute. This is to try and ensure we have a clear and consistent approach during the dispute, transparency with our members and provide a clear route for the input of ideas and debate.

N45 BRANCH  
*North West & Irish Region*

**27. FULLY ACCESSIBLE COMMUNICATIONS**

This Conference restates its full commitment to equality for all, regardless of disability or impairment.

With this in mind, it commits to making all **GMB** communications fully accessible to all members, regardless of any hearing impairment. To this effect, it will – in future – ensure that all video messages on YouTube GMB Channel, or on any other platform used, will be professionally subtitled and NOT left to the auto-generated, phonetic type captions that are usually used.

Furthermore, **GMB** agrees to use whatever influence it has to push for a similar policy within the wider Labour movement (TUC, Labour Party, Unions Together, sister unions, etc.).

Members will note that auto-generated subtitles usually bear little resemblance to what is actually being said, and frequently appear as "gibberish". It is essential that the work is done by competent, professional staff with a clear ability to ensure the subtitles reflect the content being spoken.

Conference notes that Government statistics shows some 11,000,000 individuals in the UK are deaf, deafened, hearing impaired or have some form of restriction upon their hearing. Many of those are fully dependent upon subtitles for the understanding of TV, DVD, video or such media.

The **GMB** prides itself on being an inclusive family of members. We must not unintentionally exclude anyone in future.

CARDIFF 1 BRANCH  
*Wales & South West Region*

### **30. FAIR TRADE AND ECOLOGICAL PURCHASING WITHIN THE GMB**

This conference agrees that there should be a policy for GMB to support Fair Trade and ecological purchasing for basics such as tea, coffee and sugar. We resolve that the union should be at the forefront of environmental issues and initiatives that support better working practices and trade union membership around the world. Therefore, we resolve that all procurement of basic items should be done in a more environmentally conscious way than at present and all purchases should be Fair Trade wherever possible. The same should also be fully considered when arranging catering for all GMB organised events, conferences and meetings.

B61 BRACKNELL FOREST & WOKINGHAM DISTRICT COUNCILS BRANCH  
*Southern Region*

### **31. GMB'S CARBON FOOT PRINT**

We ask this Conference to review and improve the eco friendliness of the Union and improve the carbon footprint of the union as a whole trade union body. Last year the global temperatures rose by 1 degree. Does not sound much but it has a global effect causing massive disasters such as the flooding on Boxing Day in Calderdale, West Yorkshire.

The GMB can achieve this in many ways some small, some large but overall the GMB will save money in the long term. To do this we need to look at the medium and long term investments needed to achieve this goal. We could cut the amount of printing done and try digitalise some of the processes, switching lighting to low energy lights and have sensors instead of switches we could look at staff working from home rather than offices if possible to save on transport and increase security where they live.

In the longer term electric car (EV) charge points could be fitted at all GMB offices, free to use for EV & PHEV (petrol hybrid electric vehicle) users.

Currently there is a grant to help cover charging units and fitting points to commercial premises. This could also be helpful in attracting people to join or learn more about the GMB as we will look greener & friendlier.

Overall we call this Congress to review and improve the carbon footprint of the GMB. We also call upon GMB to press national congress to do the same and report back on the progress at next Congress and future Congress. We also call upon the Congress to raise and push this matter with other UK trade unions and other international trade unions plus the TUC.

BRIGHOUSE GENERAL BRANCH  
*Yorkshire & North Derbyshire Region*

## **EP 32. SUPPORT FOR THE FRIENDS OF THE DURHAM MINERS' GALA**

This Conference notes that:-

The Durham Miners' Gala forms a tangible link from previous generations of trade unionists to those activists today. Solidarity and collective spirit are the keystones of The Durham Miners' Gala and as such The Big Meeting therefore stands in stark contrast to the venality promoted by some in society.

In order that current and future trade unionists are able to experience and learn from our collective heritage The Durham Miners' Gala must be supported by the Trade Union Movement.

This Congress of the GMB resolves to:-

- Establish contact with The Friends of the Durham Miners' Gala to discuss ways in which GMB can support The Durham Miners' Gala.
- Encourage members to attend The Durham Miners' Gala.
- Promote the work of The Friends of the Durham Miners' Gala to its members.

TRANSCO BRANCH  
*Wales & South West Region*

## **UNION ORGANISATION**

### **RECRUITMENT & ORGANISATION**

#### **33. RECRUITMENT AND RETENTION OF MEMBERS**

This Conference is concerned that due to the introduction of Tory government legislation the recruitment of new members and the retention of existing members is becoming challenging.

Therefore, we call upon this Conference to actively participate in developing a long term strategy that is successful in recruiting and retaining members.

SHEFFIELD MCP & LIGHT BRANCH  
*Yorkshire & North Derbyshire Region*

#### **36. RECRUITING STREET TRADERS**

Congress agrees street traders' help communities thrive. They are significant contributors to the economy and follow a long tradition of offering variety in food and crafts to their local communities. Yet, independent traders are being squeezed by authorities and market managers where no regulation is in place to protect these small start-up businesses.

This branch notes that there are more than 33,000 street traders in the UK with an estimated turnover of £2.4billion.

There are 1225 retail markets in the UK, 65% of retail markets are run by local authorities and 18% are operated by private companies. The remainder comprise retail markets managed by trade co-operatives, social enterprises and community interest companies.

Market traders provide formal employment to 27,500 people, including 1,000 apprentices, a total of 55,000 people employed directly on retail markets.

**GMB believes this situation should be condemned because:**

1. Local Authorities continue to run the majority of the market but there is little protection for street traders and their business.
2. There is no legislation in place for market managers and market traders. Market managers can set any pitch and commission fees and can shut a trader down for no reason.
3. The trader is often powerless to fight for what is fair because a market manager can just close the door.

GMB resolves:

1. To start a campaign to recruit street traders of all kinds.
2. To work with organisations like the National Market Trade Federation and Mission for Markets.
3. To demand fair treatment of street traders.

HOLBORN BRANCH  
*London Region*

## UNION ORGANISATION REPRESENTATION & ACCOUNTABILITY

### **C3 38. REPRESENTATION OF GMB YOUNG MEMBERS**

This Conference notes that:-

The Trade Union movement maintains a proud tradition of representative democracy. Congress believes that in order to best represent its members we must always seek to ensure that our structures are accountable, representative, and orientated to their needs.

Due to the finite nature of being a Young Member (coupled with the existing structures) there is no real likelihood of a Young Member being elected to the CEC. This oversight in our democratic structures robs the GMB of the voice and representation of its Young Members in one of its most valuable forums.

This Congress of the GMB resolves:-

- Establish a working group which will include members of the GMB Young Members Network to look at the democratic representation of Young Members within the GMB.
- The working group with its GMB Young Members are to assess the feasibility of Young Member CEC observer positions becoming full members of the CEC.
- The working group in question to deliver their report with recommendations to the next GMB Congress.

TRANSCO BRANCH  
*Wales & South West Region*

### **C3 39. RETIRED MEMBERS' ASSOCIATION (RMA)**

This Conference calls on the GMB for RMA Representation on the CEC in its own right and not as an Observer.

EAST DEREHAM BRANCH  
*London Region*

### **40. TUPS MEMBERS ENGAGEMENT WITH OTHER REGIONS**

Congress agrees to establish systems to enable TUPS members whose regions are different to those in which they live or work to be able to register with their local GMB region, and to be able to participate in its activities and functions, whilst still remaining full and voting members of their branch.

As a TUPS branch, the RCN is sponsored by GMB London Region. This means that RCN GMB members are only able to engage with activities and participate in the governance of London Region, irrespective of where they actually live or work in the UK. RCN GMB members not residing or working in London would like to continue to be a member of the RCN Branch, but also be able to have some engagement with the activities of their local GMB branch and/or region. We believe this to be an issue that is of concern to other TUPS whose members are not contained within the same location.

Congress is urged to give this matter consideration.

ROYAL COLLEGE OF NURSING BRANCH  
*London Region*

#### **43. ENVIRONMENT**

This Conference calls on the Central Executive Council to renew efforts to combat climate change and invest time and money behind an education programme to promote the need for an Environment Rep in every branch and the need for a "Just Transition". The COP 21 talks in Paris led to a global agreement to limit global warming to no more than 2°C above pre industrial levels and where possible limit rises to 1.5°C. Such a task will require the efforts of all not just a few to achieve this goal and see change in industrial policy.

GMB UNITE BRANCH  
*London Region*

#### **45. MISCELLANEOUS MEMBERS**

This Conference calls upon GMB to recognise the disparity within the union between miscellaneous members and those working in an organised workplace, and the need for more resources to be made available for the recruitment and training of accredited representatives to support miscellaneous members to the same level as those organised ones.

R26 READING BRANCH  
*Southern Region*

#### **EP 46. REGIONAL HEALTH & SAFETY OFFICERS**

This Conference believes every region should have a Health & Safety Officer dedicated to this as a full time role.

ROWNTREE & ASSOCIATED BRANCH  
*Yorkshire & North Derbyshire Region*

## **UNION ORGANISATION**

## **FINANCES & CONTRIBUTIONS**

#### **47. LABOUR PARTY**

This Conference agrees that in light of the Collins report that led the Tories to interfere yet again with political funding that GMB needs to review its approach to funding outside of the traditional political fund.

C23 CARSHALTON BRANCH  
*Southern Region*

#### **48. TUC AFFILIATION**

This Conference notes that there has been considerable evolution over the years of union organisational structures, sizes and relationships between affiliated bodies and to organisations that the GMB is affiliated.

This congress resolves that the CEC evaluate the current role of the TUC, the benefit to our members that affiliation brings in respect to the affiliation costs and evaluate this expense with regards to value for money and what aspects of the TUC that the GMB wish to be involved with.

W15 WILTSHIRE & SWINDON BRANCH  
*Southern Region*

#### **49. SUPPORT FOR UNEMPLOYED**

This Congress asks that GMB extends further its services to members and the wider community to those facing redundancy as well as short and long term unemployed. Currently members' subscriptions are reduced to assist with the financial implications of such circumstances. However, there is not a coordinated offer in place to support members with employability related courses and assistance in navigating their welfare rights entitlements.

This motion asks that GMB regions and nationally look at affiliating to organisations who can extend their offer and work with the union to develop its services to members at this most difficult time in their lives. This will enable the union to draw upon the unique skills these organisations have in supporting people with Welfare Rights issues and helping them gain new employment.

P42 BRANCH  
*North West & Irish Region*

## 50. RESPECT WOMEN IN SPORT

This Conference, in 2014 a survey found that two-thirds of all women in football had experienced sexism. In the same year, the Premiership's Chief Executive Richard Scudamore was accused of sending vile and explicit e-mails about his female colleagues. Despite the furore this caused in the national press, no action was taken. But football is not alone.

At the Australian Tennis Open last year Eugene Bouchard, the Canadian number one women's tennis player made history by becoming the first Canadian tennis player to reach a Grand Slam final. But in the interview afterwards, she wasn't asked about her technical prowess or her ability to beat her opponent. Instead she was asked "as a single woman, which famous celebrity would you most like to date?"

In March 2015 a clothing company was forced to withdraw its line of sports clothes because the washing instructions inside their garments were "Give this jersey to your woman. It's her job". They claimed it was "just a joke."

Women face a lack of respect in all areas of sport. On a day to day basis they are faced with sexist attitudes, derogatory remarks made by their fellow sportsmen and journalists.

SEXISM IS A PREJUDICE. THERE SHOULD BE NO ROOM FOR ANY TYPE OF PREJUDICE IN SPORT OR ANY OTHER WALK OF LIFE.

Yet despite the level of prejudice still pervasive in our society today, women want to play sport. There is an appetite to watch sports played by women, as was demonstrated by the viewing figures last year of the Women's World Cup. And don't forget, we reached the semi-finals, something the men's game hasn't achieved since 1966!

Sports sponsorship is a multi-billion dollar business and yet, in the UK in 2014, less than 0.5% of all sponsorship deals were invested in women's sports. This lack of investment and apathy by key sports sponsors means that women continue to struggle to be heard and taken seriously. It makes our victory in the Women's World Cup all the more remarkable don't you think!

The GMB has and does sponsor sports teams including Castleford Tigers Rugby Team, Swindon Town Football Club, Port Vale Football Club and most recently Nottingham Panthers Ice Hockey Team – the common theme through all of these sponsorship deals - they are all male.

We therefore call upon the GMB to:

1. Spearhead a national campaign to kick sexism out of all sport;
2. Demonstrate their commitment to women in sport by providing the equivalent if not more sponsorship to professional and non-professional female sports teams ensuring that there is equal parity at all times between GMB sponsorship of male and female sports teams.

LEICESTER SERVICES BRANCH  
*Midland & East Coast Region*

# UNION ORGANISATION

## EDUCATION & TRAINING

### 61. LIFELONG LEARNING OPPORTUNITIES FOR GMB MEMBERS

This Congress calls on the GMB to develop a national lifelong learning training and education offer to all members. Education is a key to the GMB's success and its offer to members. We call upon the GMB to examine ways in which opportunities can be extended beyond traditional Trade Union education.

Lifelong learning has already proven to be valuable recruitment and engagement tool across all sectors within the union. The development of such an offer would not only increase members' opportunities and benefits but would also engage members outside of these traditional industrial settings.

This motion asks that the opportunities and methods in which lifelong learning can be presented to members and the wider community be explored fully in working towards a coherent regional and national training offer. The current system excludes members depending on their geographical location. In light of technological advances and affordability of distance learning platforms, many of these barriers to learning can be overcome for GMB members.

Congress, this is a vital service the union should offer against the background of significant cuts in adult education budgets and the expectation by government that employees and those seeking further skills should pay for it themselves through loans.

P42 BRANCH  
*North West & Irish Region*

### C4 62. UNION EDUCATION

This Congress notes that Trade Union education is suffering from attacks and cuts in funding from this Government (along with everything else). Our reps must not suffer from the lack of proper TU education to equip them to do their job in this difficult time.

Congress therefore resolves to set up in all regions on an annual basis. Train the Trainers courses for Reps. Within the GMB, we have many very skilled and talented members who could deliver training for other reps on a branch or area basis. This would enable skill-sharing with small expense to great benefit of the union. It would also give some reps the opportunity to develop their skills and enable them to undertake further education. GMB would thus continue to deliver high quality education, rather than just rely on officers using their own chequered past stories and experience.

The British Trade Union education system has long been admired internationally and we cannot afford not to adapt and develop it.

LOWESTOFT BRANCH  
*London Region*

### C4 63. MORE EDUCATION FOR UNION REPS

This Conference calls for more education for union reps. Conference truly believes that knowledge is the best weapon in our daily fight, not least against H.R. To be given the opportunity to be educated to higher levels in order to gain real qualifications, e.g. in H&S, The Law at Work, Equalities – to name a few, will help give union reps the tools they need, as knowledge is the most powerful weapon.

S15 SECURICOR APEX 5 BRANCH  
*Southern Region*



**C4 64. REFRESHER TRAINING FOR REPS**

This Conference instructs the CEC to do a cost study of providing a two-day refresher training course for all Reps who have been in post for more than five years and who haven't received any training since their initial training.

Knowledge is power, and all Reps need to update their skills, so to provide a good service to the membership.

GMB MID LINCS BRANCH  
*Midland & East Coast Region*

**65. BRANCH SECRETARY TRAINING**

This Conference agrees that the role of Branch Secretary is an often undervalued, challenging and time consuming role that requires more ongoing support and training than is currently provided by the GMB. Conference agrees that the GMB should resolve to develop an initial training course for Branch Secretaries, backed up by quarterly Branch Secretaries meetings to encourage cooperative working and solidarity across Regions.

B61 BRACKNELL FOREST & WOKINGHAM DISTRICT COUNCILS BRANCH  
*Southern Region*

**66. POSITIVE ACTION**

This conference believes, as a growing union, with over 50% of membership being of the female gender, GMB's structure does not currently reflect this figure. We need courses to develop and empower women into leadership, as currently in GMB, there is an imbalance in structure by gender. GMB promotes equality, which currently is not being reflected.

This congress resolves to implement a training structure to develop women to take on roles to develop them in the union.

L26 WANDSWORTH BRANCH  
*Southern Region*

**C5 67. THE APPRENTICESHIP LEVY**

This conference

The apprenticeship levy will come into effect in April 2017. It will be payable by employers in the UK at 0.5% of the total payroll costs of all employees. Only employers with a total payroll greater than £3million will have to pay the levy, however, this covers thousands of GMB workplaces across every region. The OBR has calculated that the apprenticeship levy will raise £11.6billion by 2020, which will be used to fund apprenticeships. All GMB reps, including ULR, should be actively negotiating with employers to ensure only high quality apprenticeship programmes are set up in GMB workplaces. This will ensure apprentices are not being exploited while giving the next generation jobs with good levels of pay, pensions, health and safety and collective bargaining rights.

L26 WANDSWORTH BRANCH  
*Southern Region*

**C5 68. STOP ABUSE OF THE APPRENTICESHIP SYSTEM**

This Conference needs to highlight and debate the abuse of the Apprenticeship System by businesses.

Apprenticeship is defined as training lasting at least twelve months and including 1 day a week off-the-job training.

CBI statistics show the reality with  
10% of learning through "Training on courses"  
70% of learning through "On The Job" training  
20% of learning through "Mentoring or Coaching"

Many businesses are abusing the system when putting new starters on an "Apprenticeship" merely to pay the lowest pay rate that they need to pay.

Many of these positions are unskilled, the time taken to learn the job being short. But workers are kept on the Apprenticeship so employers don't have to pay their full rate of pay.

This is confirmed by the CBI's figures that only 20% of training is through mentoring or coaching.

This Conference urges GMB to support a campaign to make Apprenticeships meaningful and not a means of cheap employment.

SCOTTISH SECURITY & AVIATION BRANCH  
*GMB Scotland*

**C6 69. MAKING MENTAL HEALTH CENTRAL TO GMB@WORK**

This Congress is asked to support two policies that together will further put mental health support at the centre of our GMB@Work organising strategy.

The first is to offer GMB Mental Health First Aid training for all reps to support members as best they can which would also include support for themselves, as reps are not mental health professionals and already have a demanding role in representing our members.

Building on this, this motion secondly calls for our organising strategy to include encouraging employers in GMB-recognised workplaces to develop a good workplace policy on mental health and for this to be negotiated with GMB and our reps who have received Mental Health Awareness and Support Training.

Our union has done great work on mental health awareness since last year's Congress in Dublin, particularly through the Young Members Network's campaign on young workers' mental health. Though we always know that more can be done to fully support our members in all workplaces and sectors.

M15 BRANCH  
*North West & Irish Region*

**C6 71. MENTAL HEALTH ISSUES IN THE WORKPLACE**

This Conference recognises the ever increasing amount of people at work suffering with mental health issues varying from mild to extremely serious, much of it caused by the worry and uncertainty facing people trying to cope with austerity measures implemented by this Government.

Reps are clearly not in a position to assist only signpost.

However, given the scale of the problem, we call on GMB to develop a training course to assist Reps to spot the signs and help with early intervention.

B16 BRANCH  
*North West & Irish Region*

**C6 72. MENTAL HEALTH**

This Conference estimates that one in six British workers are experiencing some form of depression, anxiety or stress which has caused the major reason for workplace absence. We would like to make relevant training for our Shop Stewards and Safety Reps to be able to gain the knowledge and confidence to enable them to assist the wellbeing mentally of our membership.

ROCESTER JCB GENERAL BRANCH  
*Birmingham & West Midlands Region*

# UNION ORGANISATION

## EQUALITY & INCLUSION

### 75. EQUALITY MAPPING

Congress agrees that diversity and equality should always be at the heart of strategic planning. This Congress further agrees that for a trade union to be relevant to its members it needs to be able to connect with the broad range of different backgrounds that are represented in our membership. Furthermore, the membership should in theory, be reflected in the structures of the GMB at all levels.

Congress understands this is a huge undertaking and it should first begin to map its membership into the various equality strands, so we know exactly how our membership is broken down.

This motion calls for a CEC report to be prepared for the 2016 Regional Equality Conference.

Outlining this general data, along with any recommendations on how the union intends to move this issue forward to ensure that the GMB Union is representative and proportionate of the members they seek to serve.

EALING BRANCH  
*London Region*

### 77. EQUALITY AUDITS AND SOCIAL MOBILITY

This Conference notes with concern that social mobility has only continued to deteriorate in recent years. The most senior positions in Britain's institutions and public sector organisations are, once again, becoming dominated by those who had privileged educational backgrounds.

Congress believes that the positive impact of equality audits and equality impact assessments would be enhanced by the collection of information on whether staff attended public or state schooling. This would cast light on whether public sector organisations need to do more to encourage social mobility and prevent discrimination due to educational background and perceived social standing.

Congress calls on the GMB to be at the forefront of promoting social mobility by campaigning for questions on educational background to be included in equality audits that would further reveal issues of discrimination.

L25 SOUTHWARK BRANCH  
*Southern Region*

### **EP** 78. NATIONAL WOMEN'S CONFERENCE

This Conference to propose that Congress support this motion for a National Women's Conference.

We are encouraged to develop women's groups locally and be active in the union's agenda and regions are now having successful Regional Women's Conferences. The Conference will be a place for women to network and work towards the same goals. Nurturing and developing women into activism/leadership positions within our union.

C40 CARE BRANCH  
*Birmingham & West Midlands Region*

### 80. MUSLIM WOMEN AND THE ENGLISH LANGUAGE

This Congress believes that David Cameron's recent announcement about Muslim women and the English language does nothing more than stigmatise Muslim women and far from reducing radicalisation, is in fact more likely to encourage it.

Congress also notes that the reduction of funding for ESOL in FE colleges has had a major effect on migrants and BAME communities (of whatever nationality or religion) ability to access language classes.

This Congress instructs the CEC to highlight the hypocrisy of Cameron's policy and to continue to campaign against the frankly racist and Islamophobic policies of this Tory Government.

ISLINGTON APEX BRANCH  
*London Region*

**EP 82. DOMESTIC VIOLENCE, WOMEN AND AUSTERITY**

This Conference, Austerity has taken its toll on domestic violence provisions, in a fracturing that cuts across institutions, sectors and lives in the UK.

The difficulty has been in pinpointing how the different austerity measures and deterioration of social provisions negatively interact. In the case of domestic violence provisions, it has come through a variety of avenues: cuts to police and the criminal justice system, cuts to charities working on domestic violence that are funded by local government and wider cuts that structurally contribute to the rise of domestic violence and deterioration in provisions for those affected by domestic violence, predominantly women and children.

It has long been held that domestic violence tends to increase during difficult periods for societies, in wars and in recessions. What is becoming increasingly evident, as the austerity measures continue to bite, is how the strain of the recession on women -- the disproportionate number of public sector job losses being just one example -- has combined with both additional strains that are contributing factors to an increase in domestic violence and -- simultaneously -- a concerning shrinking of the services available to those experiencing domestic violence.

It has becoming increasingly evident that part of the inequality of the austerity measures was its function as a gender-backlash, eroding the progress of the past forty years, from the disproportionately female job-losses in the public sector cuts, to cuts to services women are more likely to require.

Single mothers are the demographic most hit by benefit cuts -- the Fawcett Society and Institute for Fiscal Studies estimated last year that single women will lose an average of almost 5% of their annual income by 2015 as a result of changes in taxes and benefits.

This has been compounded in domestic violence situations by the abolition of the Social Fund, which was used as an emergency payment from benefit offices to support those in 'dire need'. Meanwhile, this year saw female unemployment rise to a 25 year high. This loss of economic and social status and mobility has clear consequences for domestic violence, as the difficulty of leaving a violent partner is clearly significantly complicated by financial limitations.

We urge Conference to campaign and work closer with women's groups across the regions to highlight this depressing trend and reverse this backward step for women.

BASF CHEMICALS BRANCH  
*Yorkshire & North Derbyshire Region*

**83. DOMESTIC VIOLENCE**

Congress notes that there is no time limit to report rape or child abuse. However, domestic violence falls outside of the time requirements, leaving vulnerable victims who finally find the courage to come forward after years of domestic abuse, to then be told there is nothing the police can do after the three month period under the present law. Even though the evidence of abuse has gone on for years.

This Congress calls on the GMB to highlight this issue and campaign for change.

EALING BRANCH  
*London Region*

**86. SEXUAL ASSAULT REFERRAL**

This Congress resolves that GMB will support the work of SARCs (Sexual Assault Referral Centres) -- there is one in each borough in London and one in each County outside London. They should be given recognition for the excellent work that they do.

Regions should publicise the situation of victims because:

- They are not always believed by police
- They often have to wait up to a year for their case to come to court – and this will get worse because the Tories are currently cutting the court services even further
- Counselling or psychiatric help before their case has been to court is counter-productive
- They are not automatically allowed the protection of appearing by video-link in court.

GMB will also campaign for employers to support rape victim employees by:

- Being sympathetic to the need for sick leave
- Allow flexible working where needed
- Allowing time off to see solicitors and advisors.

EALING BRANCH  
*London Region*

**C7 87. FEMALE GENITAL MUTILATION**

This Conference calls for an on-going campaign by the GMB against the practice of Female Genital Mutilation (FGM).

This practice of FGM should be stopped in all our communities and whilst legislation can have a deterrent effect, it also requires working with communities to ensure an end to this barbaric practice.

The GMB calls on public community funding to be made available, not at the expense of other public sector funding, to enable the tackling of FGM and to seek its eradication in the UK.

G13 GATESHEAD LA BRANCH  
*Northern Region*

**C7 88. FGM**

This Congress recognises that the Union's policy towards female genital mutilation has not been effective and there is a need for the Labour movement to be more aggressive in demanding the protection of our children. We must demand that the government brings into play a more forceful approach in dealing with this abuse of young girls in the UK. Only one case has come to court that failed whereas in the EU there have been many more cases of prosecution and prison sentencing.

Female genital mutilation is illegal and an abuse of children, an abuse no different to the abuse of children in carers' homes that is now being brought before the courts.

MILTON KEYNES CITY BRANCH  
*London Region*

**90. SUPPORT RAINBOW INTERNATIONAL**

This Conference believes that GMB should affiliate (including a bucket collection at Congress) and work with Rainbow International to support them to enable activists working in the many countries across the world where LGBT people continue to face persecution and in some cases, death.

G36 SECURITY BRANCH  
*Southern Region*

**91. TRANSGENDER DAY OF REMEMBRANCE**

This Conference believes that GMB should hold a national event to mark Transgender Day of Remembrance and honour those who have lost their lives as a result of discrimination.

G36 SECURITY BRANCH  
*Southern Region*

**92. EQUALITY**

This Conference asks that the GMB either jointly with other organisations or on our own, campaign for the same legal rights for partners in same sex marriage as granted to partners under the Marriage Act 1949.

MIDLAND HEALTHCARE BRANCH  
*Midland & East Coast Region*

### 93. HIDDEN DISCRIMINATION

This Conference is urged to support the following motion to end hidden discrimination.

It should no longer be a legal requirement to disclose any disability on application forms when applying for employment, only a voluntary disclosure if at all.

This could reduce both positive and negative discrimination that is blatantly undertaken by some employers when assessing applicants.

Positive discrimination mainly used by the public sector and large corporate companies to meet the Equality Act criteria for interviewing set percentages of disabled applicants. This results in either interview being offered regardless of suitability for the position with no intention of looking at the applicants skills further than that and patronises disabled people.

Or, negative discrimination criteria used by some employers which is becoming more and more widespread to disregard applicants because they are disabled.

Those employers not employing people purely because of a disability regardless of the severity of the disability or not and the ability to do the job or not is an unacceptable practice.

Conference therefore instructs the CEC to fully research this practice and bring a full report on hidden discrimination to the 2017 Conference.

As both positive and negative discrimination are hard to prove and very rarely challenged. This is why this motion calls for research that gives disabled people a better chance, to let people be assessed on their ability not disability to do the job – not a tick in a box, disabled people want to work, they want the self-esteem and dignity to be treated equally let the chance be given.

W50 WELLINGTON BRANCH  
*Birmingham & West Midlands Region*

### 94. ADULT TRAINING IN THE WORKPLACE

This Conference notes the ever increasing trend towards workers being disciplined and dismissed for matters that could well relate to undiagnosed and historic disorders, such as dyslexia, dyspraxia and a range of matters that today would be supported from age 3-18. Congress believes that there has to be a much more open and transparent process in the workplace to encourage all employers to test their workers for disorders, the remedies for which could be life changing. Congress calls on the GMB to campaign to promote and practically work with employers to try and help and support vulnerable workers, who for no fault of their own, may have been failed historically by the system. Congress notes the considerable efficiencies that can be made by simple training and education techniques and the boost to worker morale and productivity that would follow.

G13 GATESHEAD LA BRANCH  
*Northern Region*

### 95. DISABILITY EQUALITY

This Conference welcomes recent TUC reports on the subject of disability equality.

We note especially, two reports entitled:

- *A manifesto for Disability Equality;*

and,

- *“You don’t look disabled”: supporting members with invisible impairments.*

Both reports draw upon the earlier TUC report (“*Trade Unions and Disabled members: Why the social model matters*”) and seek a more inclusive and supportive approach to facilitating members with disabilities.

We call upon our Union, at national and regional levels, to promote these reports, to actively discuss and promote the issue within Equality forums, and to give consideration to compiling information about members' own experiences, with a view to producing our own report.

Conference further notes that the disabled in Britain have been subjected to the most pernicious and sustained attack by, first, the previous coalition and, now, the current Conservative Westminster Government, with scapegoating and misinformation being used to undermine the Welfare State in the UK.

The GMB remains an inclusive and supportive Union, with the needs of all members, and their families, at the core of our activities, and we demonstrate this constantly reviewing and renewing our understanding of disability and its effects upon the individual.

CARDIFF 1 BRANCH  
*Wales & South West Region*

**EP 96. GMB CAMPAIGN AND STRATEGY FOR SUPPORTED EMPLOYMENT FOR ALL**

This Conference calls on the GMB to adopt policy on supported employment. The GMB should come up with a strategy for supported employment where we have a policy ready for the next election and for this policy to be assisted by the vulnerable and disabled with the support of the Labour Party in being one of their key policies.

This strategy needs to be for and run with the inclusion of the most vulnerable and disabled people in society, who want to be out there learning skills, earning a living and contributing to the economy to show they can make a difference and be fully inclusive in society, not outcast as the Remploy debacle highlighted. The vulnerable and disabled don't need charity, they need to be part of and welcomed into the working community with real work.

We ask for this motion to set the agenda to lobby and campaign for policies to achieve this and to realise that this is a right not a charitable offering and re-introduce ring fenced budgets for supported employment.

The want to work, let the GMB help them work as the Trade Union for everyone!

Congress, we call on you to support this motion!

DONCASTER CENTRAL BRANCH  
*Yorkshire & North Derbyshire Region*

**C8 98. GOVERNMENT CUTS AND THE DISABLED**

Congress is aware that five years' of Coalition Government policies have driven into poverty hundreds of thousands of disabled people who rely on benefits, as well as the closure of Remploy factories, and that the new Government is introducing more cuts.

Disabled workers have increasing difficulty in securing work, training, and career progression because many employers fail to make the "reasonable adjustments" required by the law, and through caps on the Access to Work fund. Many employers use sickness absence procedures to unfairly dismiss disabled workers. Mental health problems have reached epidemic levels with people terrified to disclose them for fear of never working again.

Congress asks that the Union increase awareness of these issues facing members and that these are part of a broader attack on all disabled people.

Congress therefore proposes:

- i) That the GMB establish Forums through which disabled members' views and experiences can be brought to the attention of the union;
- ii) Training for workplace representatives and officials in the issues facing disabled members;

- iii) That the union supports campaigns to defend all disabled people by organisations led by disabled people themselves (such as Disabled People against Cuts- DPAC) which backed union campaigns to save Remploy.

EALING BRANCH  
*London Region*

**C8 99. DISABLED PEOPLE AGAINST CUTS**

This Conference acknowledges the excellent work that Disabled People Against Cuts (DPAC) do in fighting for justice and human rights for all people with disabilities.

As a particularly vulnerable group, they are suffering under this Government's austerity measures and welfare cuts.

The GMB should affiliate to this organisation in order to show our solidarity and promote their issues. The GMB should also encourage regions and individual branches to affiliate and join in with local DPAC campaigns.

L17 LEWISHAM BRANCH  
*Southern Region*

**101. GRUNWICK 40**

This Congress recognises and celebrates the solidarity and fight, predominantly by Asian women immigrant workers at the Grunwick photo processing plant in West London which began in 1972, in gaining Union recognition. The battle for Union recognition went on for over two years led by Asian women workers.

This Congress recognises that 2016 is the 40th anniversary of this dispute which brought the establishment to its knees and eventually won union recognition. The intersectionality of the workers themselves made this a unique struggle and victory at the time where intimidation and exploitation was rife.

This Congress recognises that the dispute was not only about workers' rights, but also about human dignity. This Congress recognises that the Grunwick dispute epitomises the need for Unions than ever before. The Government Trade Union Bill aims to eradicate unions, making them defunct so that workers are once again open to even more exploitation with the same make-up of the workers involved in the Grunwick dispute being disproportionately affected.

The woman who led the dispute, Jayaben Desai was a guest speaker at GMB Congress 2007.

We call upon Congress in commemoration of the battle of the Grunwick workers' 40 years' ago to:

1. Encourage and somehow involve branches and regions to be involved in the Grunwick 40 Groups celebration.
2. Work with the equality structures to set up and include the contribution of BMER workers within the Union.
3. Consider setting up an award for BMER workers who have made a mark within the union to recognise their contribution.
4. Consider an educational training programme for BMER workers so as to involve them further in Union activities.
5. To consider a commemorative plaque to Mrs Desai for the valiant struggle by her and the Grunwick workers either at Head Office or in the Houses of Parliament.
6. Be involved in the Grunwick 40 Campaign events this year and show GMB visibility and solidarity with this victory.

EALING BRANCH  
*London Region*



# EMPLOYMENT POLICY

## HEALTH, SAFETY & ENVIRONMENT

### 102. HEALTH & SAFETY LEGISLATION AND THE EUROPEAN UNION

This Congress notes the massive contribution of the European Union Parliament in legislating for improved health and safety conditions throughout the United Kingdom.

This Congress deplores the ridicule placed on Health and Safety legislation by the Conservative Government and its stance on removing what it dubs 'red tape' and its culture of blaming the EU for Health and Safety controls that in effect help prevent workplace accidents and fatalities.

Recent Red Top newspaper headlines have helped to convince the general public that health and safety legislation is controlling and spoils fun. However, in excess of three times as many Britons die from asbestos related diseases as through road accidents and the Government's disdain for health and safety legislation is deplorable.

We call upon the GMB at all levels to campaign for improved Health and Safety controls and for existing legislation to remain in place alongside UK membership of the EU to ensure that further improvements are introduced and to lobby Government and local Authorities to increase awareness of the positive benefits of health and safety legislation as no one deserves to die at work.

B23 BRANCH  
*North West & Irish Region*

### 103. TACKLING THE PROBLEM OF CARCINOGENIC SUBSTANCES USED WITHIN THE WORKPLACE

This Conference is concerned with the serious problems and the economic cost to the nation associated with workers exposure to carcinogenic substances within the workplace.

We call upon this Conference to lobby and actively participate with the government, regulators, professional organisations and industry and for companies to demonstrate their commitment to managing harmful substances within the workplace.

SHEFFIELD MCP & LIGHT BRANCH  
*Yorkshire & North Derbyshire Region*

### 104. SUBSTANCE ABUSE

This Conference believes that substance misuse can have a major impact to physical / mental health and general wellbeing within society and the workplace. Congress notes that substance misuse and addiction can have serious consequences to individuals, their families, friends, employers and work colleagues. More than ever national and local companies are imposing substance misuse testing on their own employees as well as their contractors. Congress believes that employers need to take a balanced approach to the management of substance misuse in the workplace and intervention for the employee. Congress believes that it is essential that proper training and support is required not just sanction after sanction to help general health and well-being of workers.

Z46 STOCKTON NO.3 BRANCH  
*Northern Region*

### 106. INDUSTRIAL INJURY IS NOT SICKNESS

This conference believes that many UK Employers treat Industrial Injury as sickness and deduct any time off from the employees' absence quota and in the process put employees at risk of dismissal.

We ask Congress to put pressure on UK Employers to consider the impact their actions have in order to protect workplace injured staff.

They are not sick they are Injured.UK Employers should bear the financial burden and loss of working time if people are injured in work time.

We ask Congress to support this Motion.

X99 GMBAA BRANCH  
*Southern Region*

#### **107. BACKS FOR THE FUTURE**

This Conference is concerned with the increasing number of workers within the United Kingdom that are suffering from musculoskeletal injuries and the impact and cost it has on the nation and industry.

We call upon this Conference to actively participate and continue to lobby government and for them to demonstrate their commitment to providing solutions to managing manual handling within the workplace.

SHEFFIELD MCP & LIGHT BRANCH  
*Yorkshire & North Derbyshire Region*

#### **108. FIRST AID REFRESHER**

This Conference believes lifesaving skills are vital in and out of the workplace.

HSE recommends all first aiders take up a 12 month refresher particularly around CPR and the recovery position, however presently there is no obligation for this to be carried out.

We call upon the CEC to lobby wherever possible to ensure these recommendations become obligatory.

S85 SANDWELL COMMUNITY BRANCH  
*Birmingham & West Midlands Region*

## **EMPLOYMENT POLICY**

## **PENSIONS & RETIREMENT**

#### **110. ATTACK ON PENSIONS**

This Congress is asked to look at the current economic climate by this ruthless Tory government which has led to unprecedented attacks on the already watered-down pensions of hundreds of thousands of our members throughout all the regions covered by our union. We therefore call upon Congress and the CEC to ensure that a common strategy is developed to highlight and organise pensions attacks.

N45 BRANCH  
*North West & Irish Region*

#### **111. RETIREMENT LIVING PENSION**

This Conference calls upon this government and all subsequent governments to support 'The Living Pension'. This is to be based on a standard working week of 37.5 hours multiplied by the National Minimum Wage which equates to 37.5 multiplied by £7.20 the National Minimum Wage from April 2016 totalling a 'living pension' of £270.00 per week. And each subsequent year, the 'Living Pension' to rise in line with the minimum wage increases. The National Minimum Wage was brought in to ensure every person had sufficient money to live on, if that is the case then the same should apply to pensioners as well. The buzz words of today are the 'living wage' this is even supported by the current government, lets expand that commitment to the 'living pension'.

S74 STOKE/SHROPSHIRE GAS BRANCH  
*Birmingham & West Midlands Region*

**C9 112. RETIREMENT FOR WOMEN**

This Conference to campaign for an urgent review into the age when women can retire and claim their state pension. The Government plans a review in 2017. We need to clarify and reassure women of their rights to choose consisting of when they retire and when they will qualify to claim their state pension.

A15 ASDA BRANCH  
*Birmingham & West Midlands Region*

**C9 113. WASPI AND STATE PENSION**

Congress notes the current up swell of anger over state pension changes, with state pension age being at the forefront of this. It is felt that a small section of women are being hit particularly hard due to the acceleration of State Pension Age increase in 2011 and because the State Pension equalization has not been communicated sufficiently at all since its introduction in 1995. There is also a major concern that people were misled either intentionally or unintentionally by comments made by the Coalition into believing that the Single Tier Pension meant everyone would receive £155.65, this will not be the case for most of our members retiring in the near future.

This Congress calls for:

- GMB to support the Women Against State Pension Inequality (WASPI) campaign
- A root and branch review into State Pension provision and whether it is providing a fair, timely and decent benefit. Also, the ways it could be improved to the benefit of working people who rely on it most.
- Use this review to influence debate within the wider political context.

HENDON BRANCH  
*London Region*

**114. RETIRED MEMBERS ASSOCIATION CHARTER**

This Conference to support the charter for retired and older members. Provide a decent living pension. Provide social care services funded by public provision. Real independence control and choice for social care service users. A well paid and trained recognised and skilled social care workforce. Provide ample and correct benefit and services information to all. Free UK wide public transport without time restrictions.

T10 TAMWORTH BRANCH  
*Birmingham & West Midlands Region*

## **EMPLOYMENT POLICY**

### **RIGHTS AT WORK**

**115. THE TRADE UNION BILL**

This Conference has seen over the past six months the Tories veneer slip and the true hatred of Trade Unions and their members appear.

The Trade Union Bill is a blatant attempt to stop all forms of opposition to this Government and to introduce a one Party Political State that will see them rule for the next generation.

Despite many organisations like amnesty international opposing this Bill, and despite the Lords amendments being put forward, this Government is hell bent in their aims of stopping the Labour and Trade Union movement from representing its members.

This Congress therefore commends the Labour Led National Assembly for Wales's opposition to the Tories Trade Union Bill and in choosing an industrial partnership with Employers and Trade Unions, based on Social Partnership over the Tories adversarial and destructive model of industrial relations.

Congress welcomes the approach taken by Welsh Labour in its attempts to protect our democratic freedom, and fully supports its intention to fight this Bill in the Supreme Courts.

Congress also recognises that this is not the first time that the National Assembly for Wales has led the way in protecting workers rights. There are a number of examples that this Union would like to commend, such as:-

- Protection of the Two Tier Workforce code.
- Keeping the Agricultural Wages Board.
- Introducing Procurement regulations, that made blacklisting of Trade Unionists, umbrella organisations illegal
- And introducing consultation arrangements made on an equal/social partnership model.

Congress commits to achieving a similar level of industrial partnership with employers through applying pressure to Westminster Government.

NEWPORT CBC BRANCH  
*Wales & South West Region*

#### **116. TRADE UNION BILL/ACT**

This Conference believes that the Trade Union Bill and Act are fundamental attacks on workers and their representatives, which we have not seen for at least 100 years. The provisions of the Act prove conclusively that Tory Ministers do not have a clue about the modern workplace and show that they are stuck in a mind-set from the last century. Congress calls on all the provisions of the Bill and Act to be repealed and for the Labour Party to unequivocally place such a commitment in its 2020 manifesto.

N40 NORTHUMBRIAN WATER BRANCH  
*Northern Region*

#### **117. CHALLENGING THE TRADE UNION BILL**

This Conference recognises the pernicious and divisive intent of the Westminster Government with the introduction of the Trade Union Bill 2015 and calls upon the GMB to undertake everything in its power to fight against this legislation, particularly the outlawing of check off within the Public Services sector that is a legitimate and valued service that the trade unions buy into. This is not only an attack on member's civic liberties but another attack to down grade the Public Sector.

Is this what the Tory Government calls "giving people a choice" by removing all but one form of payment from members.

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

#### **118. THE TRADE UNION BILL**

This Congress calls upon the CEC to urge the TUC to take positive action against the Trade Union Bill. This bill is not only a direct attack on trade union members' rights, it is also a direct attack on the democratic values of this country. Whilst the Tory party benefit from the donations of millionaire businessmen and other affluent donors, they have the audacity to try and stifle the donations paid to the Labour Party from honest hard working trade union members.

Amongst the numerous clauses in the bill is one that is particularly worrying. It's the clause to restrict the right to picket. As it stands, the law protects the right to picket of trade union members and provisions are set out in a statutory code of practice. Under clause 9 of the bill, the union must appoint a picket supervisor to oversee the picket. The picket supervisor must carry a letter of authorisation from the union and show it when asked to the police or "to any other person who reasonably asks to see it". Requiring a picket supervisor to produce the letter of authorisation to "anyone who reasonably asks to see it" is fraught with problems and open to abuse, given the police force's and employers track record on blacklisting! The last thing any trade unionist wants to do is strike, this action is only taken when employers refuse to listen to reasonable argument and debate. In 2014, there were 155 stoppages as a result of industrial action, in an economy of 30 million people we can argue this is not a high figures.

With the implementation of this bill this government is making sure the deck is well and truly stacked in their favour by trying to silence any opposition to their plans. Mr Cameron claims this government is the government of the working people, let me tell you, this government is coming after the working people of this country so we need to stand steadfastly against this bill and do all we can to stop it in its tracks.

Our rights as trade unionists have been hard fought for and won over many generations, don't let this noxious bill demean those rights. Therefore I urge Congress to strongly support this motion.

Z01 BRANCH  
*North West & Irish Region*

#### **119. ANTI TRADE UNION LEGISLATION**

This Conference calls upon the CEC to negotiate a firm and binding commitment from the Labour Party that when returned to office that all anti-Trade Union legislation introduced by this present draconian Tory Government is removed from the statute books. There needs to be a firm commitment by the Labour Party, which was born out of the Trade Union movement, that they remove all legislation which impedes our members' rights and not revert back to the ways of the Blair Government of the 90s when certain parts of legislation introduced was ignored and not removed.

CARDIFF & DISTRICT BRANCH  
*Wales & South West Region*

#### **120. TRADE UNION RIGHTS**

This Conference has no confidence in the Tory government in Westminster and supports trade union campaigns against trade union busting legislation.

M27 MERTON BRANCH  
*Southern Region*

#### **121. TRADE UNION BILL**

This Conference calls on the Labour Party, on its return to Government, to repeal the Trade Union Bill forthwith.

GMB MID LINCS BRANCH  
*Midland & East Coast Region*

#### **122. TRADE UNION BILL AND THE IMPACT ON WOMEN**

This Conference believes that the Trade Union Bill isn't just Tory class warfare - It's also sexist. Large parts of the Bill affect all in the trade union movement and beyond by introducing heavily policed pickets, strike breaking by hiring agency staff, and attacks on trade union finances, both political and otherwise. But the nastiest legislation is reserved for those working in Public Services. Workers in this sector are being cynically attacked in the way trade union subscriptions are collected with the removal of check off; a blatant move to reduce trade union membership in this sector.

#### **70% of GMB's membership in the Public Sector is female.**

Gender equality is only one of the reasons this Bill needs to be fought but it's one of the largest. The GMB believe the whole feminist movement need to mobilise around this agenda and move to oppose it. We believe the Trade Union Bill will deliberately curtail the ability of any worker to fight for equal pay, fair treatment and against discrimination and harassment. It could move the cause of women's rights back decades.

For those women working in Public Services, strikes will be made less likely and less powerful, their leverage to prevent unequal pay, discrimination and protect maternity and other rights will be dramatically reduced.

Facility time, which trade union reps use for negotiation to solve problems before they turn into industrial action, is under threat meaning that even 'be reasonable' chats with misguided managers will become far more difficult to have.

This Tory ideological attack on trade unions is not only an attack on democracy but an attack at the heart of the continuing struggle for gender equality.

We call on Conference to fight this draconian Bill at every level, both politically and industrially. We recognise the work already being carried out to ensure that Public Sector members are being transferred to direct debit but we need to put in place a strategic co-ordinated plan across the union so that we are in a position to deal with the aftermath if and when this Bill is implemented.

But first, we need to engage with our members and organise co-ordinated anti-Bill demonstrations across the UK in conjunction with other trade unions, the TUC and support groups. We need to use the media and other platforms, including social media, to spread the message far and wide. We need to set-up a postcard campaign and petition our MPs to make sure that we use the Trade Union Bill as a political bullet to fire at the Tories at every opportunity and we need to ensure that the Trade Union Bill is an agenda item on every Equality Forum across the Union.

BRIGHOUSE GENERAL BRANCH  
*Yorkshire & North Derbyshire Region*

**EP 123. THE INEQUALITY OF NATIONAL MINIMUM WAGE LEGISLATION**

This Conference to use their political influence to amend the National Minimum Wage Legislation which sets out different hourly rates of pay, dependent on the age of the employee. Whilst age is one of the protected characteristics within the Equality Act 2010, although this includes provisions that bans discrimination against adults, not children and the differential of National Minimum Wage pay rates has an exemption within this Act.

Although I believe that the very minimum wage should be the Living Wage, if the National Minimum Wage has to be adhered to, then this inequality must end and that all workers, regardless of their age should receive the highest hourly rate.

B01 BIRMINGHAM FORWARD BRANCH  
*Birmingham & West Midlands Region*

**C10 126. PAY FOR UNDER 25 YEAR OLD WORKERS**

This Congress believes that George Osborne's so called National Living Wage is nothing more than spin.

This Congress further notes with concern that from April 2016, the so called National Living Wage will be £7.20 an hour for workers aged 25 and older but the minimum wage will still apply for workers aged 24 and under.

This Congress agrees that workers of whatever age should receive a real Living Wage of £10 per hour.

ISLINGTON APEX BRANCH  
*London Region*

**C10 127. LIVING WAGE CAMPAIGN**

This conference calls for the implementation of a negotiating strategy into every Branch development plan for the 2017, to focus on the £10 GMB Living Wage campaign. Further, that the national proposal to adopt £10 per hour as the minimum and that all future pay negotiations include this as a priority.

G38 SURREY BRANCH  
*Southern Region*

**128. A BETTER WAGE**

This Conference calls on the CEC to support the living wage by negotiating pay only, not bonus. There are a lot of companies out there that will look to pay the living wage using bonus as a way around the bill that has been put forward. We are now seeing big companies doing just this, and if we don't do this we may end up with members having a pay cut.

LONG EATON CFTA BRANCH  
*Midland & East Coast Region*

### **129. POVERTY AND INSECURE WORK**

This Congress calls on the Union to work with a range of charities, social enterprises and others to help highlight the damage insecure work has on people, children and communities, as well as its contribution to the growth in poverty.

The continuing insecurity of work for many people and families is a matter of serious concern. The link between insecure and low-paid work and the growth of poverty is evident across the UK.

This growth in poverty is increasingly impacting children across the country. Over the past few years, the number of children and families living in poverty has grown.

This growth in poverty is a disgrace in a modern affluent society. It points to something seriously wrong with the way our economy is ordered and how employment legislation is failing people. At the same time as some people at work are receiving less income, we also see others taking more than they should while failing to contribute fairly to the taxes that pay the support for the poor in our communities.

Congress, the GMB is a campaigning Union, we are at the forefront of challenging what is wrong for members and the wider community. Poverty and insecure work is not just a Trade Union issue, however our collective strength puts us at the forefront of this vital battleground.

We ask that GMB makes this a key campaign and seeks to work with other agencies, to support anti-poverty initiatives especially in the world of work and economic life. To actively seek out and promote practical initiatives that confront and address the barriers to good work or access to the employment market.

Finally, to bring to the attention of employers, government agencies, policy makers and local authorities the need for sustained initiatives to address economic poverty and to secure a decline in poverty due to insecure work.

Q22 BRANCH  
*North West & Irish Region*

### **132. ZERO HOUR CONTRACTS**

This Congress calls on the GMB to work with MP's from all backgrounds/loyalties to force the Government to outlaw these invidious contracts and promote secure jobs with living wages and decent pension provision.

Congress cannot fail to be aware of the increasing use by many, many employers of zero hour contracts.

They are sold to the public as something the "vast majority of workers want" as it gives greater flexibility.

The vast majority of workers actually want secure jobs, regular hours, decent wages and pensions, none of which are provided under zero hours contracts.

A08 BRANCH  
*North West & Irish Region*

### **EP 133. ZERO HOURS CONTRACTS**

This Conference calls on the CEC to negotiate a firm commitment from the Labour Party that when returned to office they outlaw the use of zero hours contracts. Many of our people throughout the UK are tied into these contracts which offer no financial stability, security and employment rights. They are at the beck and call of often unscrupulous employers who use such contracts for their convenience and we believe that these practices be banned, and that all working people should have the benefit of a secure contract.

MID GLAMORGAN C&T BRANCH  
*Wales & South West Region*

### **136. "UMBRELLA" COMPANIES AND BOGUS SELF EMPLOYED**

This Conference, the GMB Yorkshire region congratulates the construction union UCATT for its continued support in opposing the use of "umbrella" companies and other forms of evasion in construction and other industries.

Not only are these schemes depriving workers of their basic rights, a dubious privilege for which the worker pays the employer's NI contribution, they are also depriving the exchequer of approximately £3,800 per worker per annum.

Campaigning by unions has resulted in the Welsh Government banning the use of umbrella companies on its publicly funded projects so that all workers will in future be directly employed.

As many as 460,000 people could be 'bogusly self-employed' meaning workers miss out on holiday pay, government loses tax revenue and responsible businesses could be undercut, says Citizens Advice.

In its report "Neither one thing nor the other" Citizens Advice highlights how unscrupulous employers can compel staff to be self-employed when they should in fact have employee status. This means employers can avoid paying the minimum wage, employers' National Insurance, sick pay, holiday pay and pension contributions.

Responsible employers can also lose out as firms forcing people into self-employment means the savings they make can be used to undercut competitors' prices.

A combination of factors including work hours set by the employer, using the business' equipment and having tax deducted from their pay by their employer could mean an individual should be an employee rather than self-employed.

The research also identifies specific financial losses felt by the bogusly self-employed and the Government:

- An average of over £1,200 per worker per year lost in holiday pay
- People pay an extra £61 per year in National Insurance that they would not pay were they classified as employed
- The loss of employer National Insurance contributions costs the Government over £300 per person per year.

We therefore call on Conference to continue to work with UCATT and partner trade unions to campaign for a similar ban on publicly funded projects and the employment of "bogus self-employed" workers where ever the practice takes place.

*BASF CHEMICALS BRANCH  
Yorkshire & North Derbyshire Region*

### **137. TUPE**

This Conference calls on the Labour Party to commit to legislate to bring in a much clearer approach to TUPE, so that existing workers who transfer to another employer or new workers that come into a business post a TUPE transfer have to be provided the same terms and conditions of service as existing workers. TUPE under this Government and with the direction of travel of legal judgments is becoming ever more in favour of employers and Congress calls for a fundamental redressing of the balance.

*N33 NEWCASTLE CITY LA BRANCH  
Northern Region*



### **138. GMB CAMPAIGN FOR AN AMENDMENT TO STATUTORY REDUNDANCY**

This Conference recognises the unfairness to longer term faithful employees with more than twenty years of service, if and when they are being made redundant. Therefore, we call upon GMB to use its influence and lobby the Westminster Government with a view to abolishing the twenty year maximum service limit that is applied when calculating statutory redundancy.

Such a limit is disadvantageous to employees who have committed a working lifetime to an organisation and could even be ageist and needs to be amended.

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

### **141. EXTENDING THE HUMAN RIGHTS ACT**

Congress agrees, Article 6 of the Human Rights Act, the right to a fair hearing does not come into effect until you are within the official court system. A disciplinary hearing can be as unfair as the presiding officers wish to make them. They know that the only redress you have is to bring an industrial tribunal. And bringing one of those now costs you money. There is a form to fill in and you might get a cost reduction or it might be free. But it might not. Forms deter, and uncertainty over costs deters more. By the time you get to this point you have probably had a strenuous investigation, a disciplinary and an appeal. It's daunting, exhausting and emotionally drained. The system now deters you. If you want justice in your case it now costs you and charging for justice is not right.

The Congress asks that the GMB campaigns for the extension of the Human Rights Act across all aspects of the practice of disciplinary procedures.

BARKING & DAGENHAM LGO BRANCH  
*London Region*

### **EP 142. TRIBUNAL FEES**

This Conference calls on the CEC to seek an undertaking from the Labour Party that when returned to office they will immediately look to remove the fees introduced by this Tory Government which an applicant is expected to pay when seeking access to a Tribunal which can amount to up to £1200. Obviously a member of a Trade Union who has a genuine complaint can have their case taken forward, but there are many workers who for many different reasons are not members of Trade Unions and who are being deterred from taking authentic cases to tribunals to seek recompense.

Whilst we do not wish to see spurious cases being taken forward, many employers are now getting away with unlawful sackings and withholding wages because their ex-employees and employees are put off purely because of the cost. We need a clear commitment from the Labour Party that they will right this inequitable wrong.

CARDIFF & DISTRICT BRANCH  
*Wales & South West Region*

## **INDUSTRIAL & ECONOMIC POLICY**

### **ECONOMY**

### **EP 143. THE ECONOMY – YOUTH UNEMPLOYMENT AND THE WRONG IDEOLOGY**

This Conference, the health economy is now looking very uncertain. The office of National Statistics revised down its previous estimate for the UK GDP. Weaker growth in business services, construction and manufacturing has led to the forecast being downgraded from 2.8% to 2.7%. Official figures released in January have found that the number of young people trapped in long-term unemployment has risen by 41.9% in the last year.

The number of 18 to 24 year olds out of work for 2 years or more rose to 72,000 in the 3 months up to June 2010. The official figures forecast a further rise over the next 12 months.

The evidence suggests that there is a lost generation of young people who are excluded from the world of work.

According to a recent report by the Royal Bank of Scotland and the Prince's Trust, excluding young people from employment is costing the economy a staggering £10 million per year in potential lost productivity.

The report goes on to state that on the other hand youth crime costs the country £1 billion every year.

Despite this, the Government has embarked on a programme of irresponsible spending cuts, when a clear alternative, including taxing the top 2% of the wealthiest and increasing taxation on banking, has been ignored.

The ideological zeal that it was clear to see on George Osborne's face when he announced the £81 billion spending when he first became Chancellor now the cuts have become extreme the Government's agenda is to change the face of public services for ever.

We call upon this Conference to campaign to fight this reckless and irresponsible Government as its current economic strategy may well lead to poverty and unemployment for many working people.

KIRKLEES BRANCH  
*Yorkshire & North Derbyshire Region*

**145. BRIDGING THE FUNDING GAP TO ALLEVIATE LONELINESS AND ISOLATION IN THE ELDERLY**

This Congress is asking for this Government to review the effects of austerity cuts to local authorities and the knock on effects of decreased funding to charities and voluntary organisations.

Austerity cuts to local authorities have resulted in a domino effect to charities and voluntary sector organisations. Councils have been forced by their financial constraints to commission these providers (e.g. Charities and voluntary groups) to provide services on their behalf.

The on-going cuts in funding now means that these are also being affected and only those in greatest need can access them.

This results in many elderly and vulnerable adults (and children) remaining at home and becoming increasingly lonely and isolated.

We ask the GMB to work with the charities, voluntary organisations and the government to review the effects of austerity cuts on the elderly and to ensure that funding is re-instated to alleviate loneliness and isolation in the elderly.

HAVERING BRANCH  
*London Region*

**EP 146. CAMPAIGNING AGAINST AUSTERITY CUTS**

This Conference calls upon the GMB to support a campaign against the Government who continue and even step up their attacks on the poor and vulnerable in society. Unemployed, disabled, low paid workers and those on zero hour contracts have borne the brunt of Tory cuts which must be opposed and campaigned against.

PONTYPRIDD GENERAL BRANCH  
*Wales & South West Region*

**148. BUDGET PREJUDICE**

This Congress notes that yet again, Osborne's austerity economics and his Local Authority funding cuts fall most harshly on predominantly working-class boroughs.

Whilst this has often been noted in the past, there needs to be a thorough audit of the punitive effects this has had on essentially working-class areas in recent years.

To this end, Congress agrees the Labour Party should be approached to compile and publish such an audit and as an on-going critique of Osborne's economics.

BARKING BRANCH  
*London Region*

### 151. CO-OPERATIVE BANK

Congress condemns the decision in 2015 of the Co-Op Bank to unilaterally close down existing accounts of several progressive organisations including the Palestine and Cuba Solidarity Campaigns to which GMB are affiliated.

Congress agrees GMB were correct in withdrawing funds from the Co-Op after the de-recognition of GMB from the Co-Op Funeral Care and believes the bank has now lost all credibility in branding itself an ethical bank.

Congress requests the CEC maximise awareness of this action to its membership and to encourage support for any local demonstrations and leafleting outside Co-Op branches and for any individual account holder to register complaints with the Co-Op to close such accounts if possible.

NORTH WEST LONDON BRANCH  
*London Region*

## INDUSTRIAL & ECONOMIC POLICY

### SOCIAL JUSTICE

#### **EP** 152. ANTI-POVERTY AND THE WORK OF THE TRADE UNIONS

This Conference recognises that ever since the GMB was founded in 1889 that its main aim has always been the protection of members in the workplace and the eradication of Poverty.

In our proud Unions history, this union has been central to many campaigns and achieved massive successes for and on behalf of our members.

We were founder members of the Labour Party that delivered the NHS, the Welfare State, pensions and so much more.

As a result of that Party introducing the Equal Pay Act in 1970, we ran the first ever equal pay claim in the UK, on behalf of Julie Hayward, a cook who worked in a ship yard in the North East, and more recently we have run successful legal campaigns and claimed millions of pounds worth of compensation for women in the Public Sector.

As a result, workers in the UK have seen not just their wages increase, but the very communities in which they live, transformed from the Victorian squalor that existed, into the villages, towns and cities that we see today.

However, all this is under threat. If the Tories have their way they will go back to the time when workers had no rights, where laws were there for the rich and where Trade Unions didn't exist or were ineffective.

We call upon the GMB Executive, to re-affirm our core values and re-double our efforts to campaign for a better and more prosperous Britain, for all of its people not just the top one per cent in this Country.

DWR CYMRU WELSH WATER BRANCH  
*Wales & South West Region*

## INDUSTRIAL & ECONOMIC POLICY

### TAXATION & GENERAL

#### 153. LOBBY FOR A WEALTH TAX FOR ALL WEALTH OVER £500,000

This Conference agrees that economic inequality is continuing to grow and shows little sign of slowing down. This level of inequality - combined with the reluctance of the wealthy and over-privileged to redress it - causes so many social problems, as documented in Wilkinson and Pickett's groundbreaking work 'The Spirit Level'. Economic inequality is unfair, unnecessary and could easily be remedied, partly by simple re-

distributive taxation. Conference agrees that GMB should lobby for the introduction of a wealth tax with the aim of reducing economic equality and improving the overall quality of life in our country for all.

N10 BERKSHIRE & NORTH HAMPSHIRE BRANCH  
*Southern Region*

#### **156. NATIONAL INSURANCE**

This Congress notes that National Insurance is a complicated and emotionally charged subject. However, one thing it cannot be deemed is a progressive form of taxation. Someone earning £100,000 will pay less National Insurance as a proportion of their income than someone earning £40,000. Also, if you can afford to retire early you will cease paying National Insurance while if you cannot afford to retire early you will pay until state pension age.

This Congress calls for:

- A review into National Insurance contribution levels to see if there is a more progressive way of achieving National Insurance revenue.
- Look into how a more progressive National Insurance could provide extra funding for the NHS, State Pension and other contributory benefits.
- Use this research to influence debate within the wider political context.

HENDON BRANCH  
*London Region*

#### **157. REVENUE SUPPORT GRANTS AND BUSINESS RATES**

This Conference notes that this Tory Government is ideologically bent on replacing Revenue Support Grants with Business Rates as its preferred model of local government financing going forward. Congress believes that this disproportionately discriminates against areas of relative deprivation and with few current or medium term opportunities to bridge the gap in funding to bring in large business rate income. Congress believes that this is yet another attempt by the Tories to create a two tier Britain and calls on local government funding to be reaffirmed as being on needs basis. Congress calls on the Labour Party to commit to repeal this Government's direction of travel as part of its manifesto for the 2020 general election.

Z46 STOCKTON NO.3 BRANCH  
*Northern Region*

#### **158. TAXATION ON SANITARY PRODUCTS**

This Conference calls on the GMB to campaign and lobby against the taxation on sanitary products, as they are currently classed as "luxurious items" and are thus taxed at 5% VAT. The fact that cake and men's shaving razors are considered "a necessity", whilst fundamentally important intimate products such as tampons, are not, goes against all ideas of social equality. Conference, please support a campaign aimed at revoking these sexist taxes.

BRITISH GAS ENERGY BRANCH  
*Wales & South West Region*

## **INDUSTRIAL & ECONOMIC POLICY**

### **PUBLIC OWNERSHIP AND CONTROL**

#### **159. WATER COMPANIES**

This Conference notes the appalling behaviour of some Water Company Executives in reducing pension benefits of workers and future pensioners at the same time as offshoring profits and boosting their own remuneration on the backs of the workforce. Congress notes the spin operation that these Companies engage in with widespread public relations resources spent which could be put to much better use such as helping safeguard workers' future benefits. Congress believes that it is an absolute scandal that the taxpayer and the workforce are being continually ripped off by corporate bureaucrats who have little entrepreneurial expertise or feel for local communities. Congress believes that a product that is free from the air should be owned and managed for UK people to UK standards, not used as a cash cow for foreign shareholders or quilted corporate executives.

N40 NORTHUMBRIAN WATER BRANCH  
*Northern Region*

## 160. RAIL NATIONALISATION IN THE UK

This Conference calls on the Central Executive Council to financially support and become actively involved in efforts to renationalise the passenger and freight rail system in the UK through Action for Rail or other similar campaigns.

GMB UNITE BRANCH  
*London Region*

# INDUSTRIAL & ECONOMIC POLICY

## TRIDENT

### C11 162. TRIDENT – THE REAL COST AND EMPLOYMENT

This Conference, understands that scrapping Trident has widespread support: the SNP in Scotland support cancelling Trident's replacement. Many would privately support scrapping the existing system. Churches, civil society groups and environmental campaigners agree. However, what would be the cost in well paid unionised jobs and are there really billions of savings to be found?

A complete costing is difficult to come by – the Ministry of Defence clearly won't plan in public for a policy it rejects. Parliamentary questions, MoD accounts, private sector figures and reports from the disarmament movement show it will cost billions to scrap Trident.

Even before the costs of laying off the thousands of naval personnel and civilians who depend on Trident, there are several major problems: the four Vanguard class Trident submarines need to be decommissioned; their nuclear reactors stripped out and stored. There are up to 200 nuclear warheads to dispose of, their highly-contaminated storage, manufacturing and testing facilities need to be decommissioned and the expensive contracts the MoD has signed with three of the world's largest military contractors to run these facilities need to be paid off.

There is a vast infrastructure supporting Trident. There are several thousand naval and civilian staff at its base at Faslane and its warhead base at nearby Coulport. 6,500 staff and contractors are employed testing, building and maintaining its warheads at AWE Aldermaston and Burghfield in Berkshire. Hundreds more at the Rolls-Royce nuclear reactor design centre in Derby and the Vulcan reactor testing centre at Dounreay, on the northern coast of Scotland.

The GMB nationally and many other unions have a very high density of membership at stake, should there be changes to government and opposition policy.

At the Barrow-in-Furness boatyard, there are more than 5,000 people employed by BAE Systems and it is expected that an additional 1,000 would be taken on if the main "gateway" decision on the Successor class is made in 2016. Can we, as trade unionists, condemn this many jobs to history?

The GMB does not and will not support any political decision to do so.

The MoD estimates that its current nuclear decommissioning liabilities, covering all its facilities, are £9.6bn. This is a ballpark figure, much of which involves existing clean-up costs but its projected costs for scrapping Trident are, at 2006 prices, well over £4bn. They include £3.4bn to decommission its warhead factories at Aldermaston and Burghfield; £333m to decommission and store the current fleet of nuclear submarines, including Trident; £146m to dismantle Trident's warheads; more than £150m to decommission Devonport and Rosyth's nuclear shipyards and refuelling facilities; £10m to decommission the Neptune test reactor in Derby and more than £6m on other decommissioning costs. The Vulcan test reactor at Dounreay would cost at least £2bn to decommission, if the UK's entire nuclear submarine programme were to be cancelled.

A separate authoritative assessment, published by Public Finance News in 2007 and drawing on data from the MoD, Hansard and Greenpeace, puts the total costs of decommissioning Trident submarines alone at £1.75bn.

The MoD will pay AWE Management Limited £950m in this financial year and the overall 25-year contract is worth £5.3bn. Then Lockheed Martin's rolling contract for the missiles is worth \$21m (£13.7m) a year. Nicola Sturgeon can have no idea what the cancellation costs of those contracts will be, nor the costs of laying off the 6,500 staff at AWE.

The GMB believes that that highly skilled, highly paid career encompassing employment must be the aim for all our members.

In short, the GMB are convinced it would be wrong to assume there would be any meaningful savings at all from scrapping Trident and many jobs would be lost.

Political pressure or not, safeguarding our members interests are paramount.

We urge Conference to support this position and adopt this as national policy.

BRIGHOUSE GENERAL BRANCH  
*Yorkshire & North Derbyshire Region*

### **C11 163. LABOUR PARTY**

This Conference calls on GMB to confirm its continued support of the renewal of Trident at the 2016 Labour Party Conference to protect GMB members' jobs in this industry.

B43 BIRMINGHAM CITY GENERAL BRANCH  
*Birmingham & West Midlands Region*

### **164. HAVING A CONSTRUCTIVE DEBATE ABOUT TRIDENT**

This Conference acknowledges the GMB's long term support for Britain's independent nuclear deterrent, and the UK's membership of NATO.

Congress notes the large number of high skilled manufacturing and engineering jobs involved in maintaining the current nuclear weapons, and in developing the Trident replacement, including the building of Vanguard submarines. Even using the figures from the Campaign for Nuclear Disarmament (CND), there are 4,700 skilled jobs dependent upon Trident at the Barrow Shipyard and 4,350 at Aldermaston. There are also 6,700 people working at Faslane. In addition 1,200 jobs exist at the Rolls Royce plant in Derby where the propulsion units for the Trident submarines are built, and there are 2,000 jobs at Devonport involved in maintaining the submarines.

Congress also notes that there is a genuine debate about whether the UK's national security in the 21<sup>st</sup> century is best served by the Trident replacement programme, and whether nuclear weapons are an appropriate response to the security threats and challenges facing us in the coming decades. For example, former head of the armed forces Field Marshal Lord Bramall, along with retired army generals Lord Ramsbotham and Sir Hugh Beach have said that "Nuclear weapons have shown themselves to be completely useless as a deterrent to the threats and scale of violence we currently face or are likely to face, particularly international terrorism".

Congress notes that there is also an argument for the Vanguard submarines to be built and fitted with Trident missiles that could be armed with conventional warheads, but would also be compatible with nuclear warheads.

Congress notes that for the first time since the 1980's the Labour Party has a leader and a shadow defence secretary committed to working towards unilateral nuclear disarmament.

This Congress believes the British government has a duty to maintain military capability to defend the United Kingdom, to protect safety of British citizens, and the ability to defend legitimate British interests overseas.

This congress believes that those in the Labour party who wish to see nuclear disarmament are equally committed to defence of the realm as those who wish to maintain nuclear weapons.

This congress believes that should a future British government ever seek to relinquish the UK's nuclear weapons, then it is essential that the economic impact is mitigated to ensure that the same level of manufacturing and engineering skills are maintained; and that those communities, towns and cities, where

significant numbers of people work in connection with the nuclear deterrent receive investment and training programmes to secure equivalent, highly skilled, highly paid jobs.

This congress resolves to call upon all parts of the Labour movement to conduct the debate over nuclear weapons in an atmosphere of fraternal mutual respect, without name-calling, misrepresentation and grandstanding which could damage the prospects of electing a Labour government in 2020.

This congress resolves that the GMB will continue to advocate the interests of those workers whose livelihoods depend upon the nuclear deterrent, and the interests of the communities where they live, such as Devonport and Faslane.

This congress resolves that in any debate within the Labour Party concerning Trident replacement, the GMB will recognise that there are military arguments in support of both sides of that debate, and that the mandate from GMB's membership is to protect and defend jobs and communities, not to take sides in the military and technical debate about the merits of nuclear weapons.

This congress resolves to ensure that should any future policy of the Labour Party be in favour of unilateral nuclear disarmament then that policy must include fully costed and detailed proposals for developing alternative, skilled, manufacturing and engineering jobs in the communities affected, and that such an investment and training programme must be in place before the nuclear defence jobs are jeopardised.

W15 WILTSHIRE & SWINDON BRANCH  
*Southern Region*

### **C11 166. SUBMARINE SUCCESSOR PROGRAMME**

This Conference is dismayed at the approach of the Labour Leadership in respect of Trident renewal. Thousands of jobs are at stake in direct work in key sites within the UK as well as in the supply chain in many constituencies across the UK as shown by KOFAC in their excellent publications. The North East has suffered many recent shocks in manufacturing such as in SSI with the failure of the British Government to safeguard the industry and jobs. However, the direction of travel of the Labour Leadership is to impose the many SSIs on areas of the UK and many GMB members. Congress believes that rhetoric is one thing, practical high skill based employment is another. Congress reaffirms our commitment to the thousands of GMB members and their families whose futures are inextricably linked to submarine build and maintenance. Congress calls on Labour to provide a detailed, second by second account of what their proposals would mean in practice in what their direction of travel appears to mean for our members involved in the Trident process.

B05 BARROW 5 BRANCH  
*Northern Region*

## **POLITICAL GENERAL**

### **168. EQUAL ACCESS TO PRESS & MEDIA**

Congress agrees to campaign for equal access to the press and media for the main political parties to eradicate political bias against particular mainstream political views.

The Leveson inquiry has failed to address the political bias of the UK's national press so we, again, ask Congress to campaign to separate out press and media ownership from day to day control so that the public may be better informed of differing political perspectives in like manner to that of the BBC.

NORFOLK PUBLIC SERVICES  
*London Region*

### **169. THERE IS AN ALTERNATIVE**

This Conference applauds the work done by the "think tank" Class in bringing forward alternatives to this Government's policies of austerity, inequality and privatisation.

It calls on the CEC to continue to support its work and to integrate it into a manifesto for a future Labour Government.

SHEFFIELD MCP & LIGHT BRANCH  
*Yorkshire & North Derbyshire Region*

# POLITICAL

## THE LABOUR PARTY

### 172. HANDS OFF CORBYN

This Conference welcomes the election of Jeremy Corbyn as Labour leader. We note that he was elected by an overwhelming majority of Party members and supporters. We therefore consider that it is the duty of all Party members inside and outside the Houses of Parliament to support him.

We condemn the campaign of vilification in the Tory media directed against Jeremy Corbyn, which is aimed at undermining and removing him. We furthermore deplore the actions of members of the Parliamentary Labour Party who, through their systematic attempts to undermine Jeremy Corbyn, are deliberately sabotaging the work of the opposition, destabilising the Labour Party and playing into the hands of the Tories.

- We call upon our representatives in Parliament to provide us with a clear and unambiguous commitment not to participate in any such activities and to support the elected leader of the Party
- In the event of a refusal to provide such an undertaking, we will have no alternative but to move a vote of no confidence and set in motion a process of selecting somebody who is prepared to respect the democratic views of the membership.

RIPON & THIRSK GENERAL BRANCH  
*Yorkshire & North Derbyshire Region*

### 173. THE LABOUR PARTY

This Congress congratulates Jeremy Corbyn on his success in rebuilding confidence in the Labour Party.

Congress also resolves to give him the full support of the GMB in future, as have other major unions. GMB recognises that he represents the aspirations of the working class within the Party and is a sincere and long-standing supporter of trade unions.

LOWESTOFT BRANCH  
*London Region*

### 174. LABOUR PARTY UNITY

This Conference, the GMB Yorkshire region urges Congress to put pressure on The Labour Party to heed the Leaders call for unity.

Jeremy Corbyn has issued an appeal for party unity; we (branch) believe that the Party should consider the cost of losing the next general election.

This would be devastating for working people. Labour MP's earn a good living in Parliament, but further Tory Austerity would create much more poverty for our members.

The Labour Party is our Party and the members have spoken when they overwhelmingly endorsed Jeremy Corbyn as our leader.

We urge our leaders in the GMB to support Corbyn's leadership and withdraw financial support from disloyal MP's.

KIRKLEES BRANCH  
*Yorkshire & North Derbyshire Region*

### 176. LABOUR PARTY UNITY

Congress is deeply concerned at the recent increase of factionalism within some sections of the Labour Party, detracting from the need to mount unified opposition to many of the Tory Government's anti-Trade Union, anti-Working class policies.



Congress therefore calls on the CEC to join with other Trade Unions, the TUC and other like-minded bodies to urge all within the Party, especially our MPs to concentrate on those issues that unite us in opposition to this Tory Government.

BARKING BRANCH  
*London Region*

### **177. SUPPORT FOR THE LABOUR CAMPAIGN TO END HOMELESSNESS**

This Conference notes that:-

The politics of austerity combined with the current economic system have served to exacerbate homelessness. The GMB recognises that a society in which homelessness exists is a society unfinished, a society which is not worthy of the name.

The Labour Campaign to End Homelessness seeks to ensure support for the homeless and to fight against the causes of homelessness in the political sphere.

This Congress of the GMB resolves to:-

- Engage fully and support The Labour Campaign to End Homelessness.
- Lobby the Labour Party for their next general election manifesto to contain a specific pledge to end homelessness.
- Encourage GMB Branches to support The Labour Campaign to End Homelessness on a local level.

TRANSCO BRANCH  
*Wales & South West Region*

## **POLITICAL**

## **DEMOCRACY & CONSTITUTIONAL REFORM**

### **183. COMBINED AUTHORITIES**

This Conference supports the GMB Birmingham & West Midlands region who note the proposals to establish combined authorities as part of the Tory government's agenda for a Northern Power House. We note with alarm that Greater Manchester, Liverpool and the West Midlands are now heading down this path.

The GMB also notes that the West Midlands Combined Authority (WMCA) represents a fundamental change in the model of local government in England and we believe this represents a true threat to the future of public services, their users and workers. We also believe that this model undermines the democracy and autonomy of each local authority within the grouping. It undertakes this by imposing a directly employed Mayor with significant powers to override local authorities and ignore the wishes of the constituents in the local authorities.

GMB Birmingham is calling for an opposition to these Combined Authorities being imposed on the rest of the UK and to lobby the Labour Party for assurances that when they get elected in 2020 they will overturn these bodies and reinstate the democratic accountability for each authority. The GMB is also calling on Labour controlled authorities to resist the attempt by the Tory Government to destabilise further within the Local Government Associations and reject future plans for more combined authorities.

X13 BIRMINGHAM GENERAL BRANCH  
*Birmingham & West Midlands Region*

### **EP 186. GAGGING LAWS**

This Conference calls upon the CEC to request that the Labour Party honour their commitment to repeal the Tories Lobbying Act which is an attack on our democracy; it hits charities and campaigns by limiting their right to fight important causes whilst professional lobbyists can operate without scrutiny.

MID GLAMORGAN C&T BRANCH  
*Wales & South West Region*

## **C12 187. HUMAN RIGHTS ACT**

Congress believes that our Human Rights Act protects every one of us. It is a statement of the basic values and law protecting a small collection of some very basic, fundamental, and not at all controversial rights.

### **The right:**

- To life
- To freedom from torture and inhuman or degrading treatment
- To liberty and security
- To freedom from slavery and forced labour
- To a fair trial
- To no punishment without law
- To respect for your private and family life, home and correspondence
- To freedom of thought, belief and religion
- To freedom of expression
- To freedom of assembly and association
- To marry and start a family
- To protection from discrimination in respect of these rights and freedoms
- To peaceful enjoyment of your property
- To education
- To participate in free elections

The Tory Government wants to scrap our Human Rights Act and replace it with a quickly pushed through "British Bill of Human Rights and Responsibilities". This would weaken the rights of everyone, which means less or no protection against powerful interests, greater inequality and more injustice.

We call upon Congress to:

1. Get commitment from the Labour Party to re-instate the Act in full, when re-elected (if it is repealed), speak in favour of the Act and vote against repealing it when it is read in Parliament.
2. Raise awareness to members, including training, via a high profile campaign and a petition to government.
3. Guidance to members on how to challenge mis-representation of the Human Rights Act and human rights generally in media and politically.
4. Promotion of the great work and resources of human rights groups that GMB is already affiliated to or might like to affiliate to in order to enable us to strategise, plan and co-ordinate action.

EALING BRANCH  
*London Region*

## **C12 188. BRITISH BILL OF RIGHTS**

This Conference agrees that the existing Human Rights Act is vital to safeguarding employment rights, and the proposed British Bill of Rights must be stopped. The covert purposes of the British Bill of Rights are to grant extended powers to businesspeople, employers, landlords and merchants, and to deregulate business as a counterpart to international trade agreements (e.g. TTIP). The Bill has wide-ranging implications including the loss of statutory minimum wage and maximum working hours, removal of trade barriers including Health and Safety protection and the dismantling of the welfare state. The Government is not consulting in good faith with the workers, tenants and consumers who will be adversely affected. The GMB resolves to launch a mass campaign to highlight the Bill's covert purposes, including engaging with the Government's consultation process, sponsoring expert legal advice, political lobbying, conducting polls and surveys, dedicated web pages on the GMB website etc.

N10 BERKSHIRE & NORTH HAMPSHIRE BRANCH  
*Southern Region*

### **189. DILUTING OF FREEDOM OF INFORMATION ACT**

Congress notes the Government has set up a Commission to examine the Freedom of Information Act and consider what further restrictions should be imposed on the right to know. Matthew Hancock, the Cabinet Office Minister, wrote that the review was intended to make sure that the Act is working effectively, 15 years after it was introduced by Labour. “[The Commission will] consider whether there is an appropriate public interest balance between transparency, accountability and the need for sensitive information to have robust protection”. “And whether the operation of the Act adequately recognises the need for a “safe space” for policy development and implementation and frank advice”.

The safe space he talks about will enable any government to keep us from knowing what ministers really think, what their advisors think and where the advice came from. Instead we will have to wait for 20 years or more.

The Commission has issued a consultation paper which suggests it is considering widespread restrictions in the legislation. These include imposing charges for requests, making it more difficult to refuse requests on cost grounds, strengthening the power of ministers to veto disclosures. The Act is being watered down. The Commission report is expected to be published early in 2016.

This is an Act that has revealed to us the expenses scandal of 2009. Amongst other things our MPs and Lords were seen to be flipping their residencies, over claiming for food and redeveloping their properties at the public expense. Then they tried very hard to stop us knowing. Six MPs and two Lords were successfully prosecuted.

Congress calls on the CEC to vigorously oppose any watering down of the Freedom of Information Act.

BARKING & DAGENHAM LGO BRANCH  
*London Region*

### **190. REPEAL 8TH AMENDMENT**

Congress notes that the 1967 Abortion Act does not extend to Northern Ireland where abortions are illegal except in very limited circumstances where the life or mental health of the mother is in danger. Anyone who performs an illegal termination could be jailed for life.

On the 30.11.15 in Belfast a High Court Judge ruled yesterday that the almost outright ban on abortion breaches human rights legislation. The landmark judgement delivered to Belfast High Court could see a relaxation of the strict laws prohibiting women accessing terminations in cases of rape, incest or where there is a diagnosis of fatal foetal abnormality.

However, the Attorney General John Larkin has expressed “profound disappointment” and said he is considering grounds for appeal.

In light of the launch of the Amnesty International report and the campaign entitled “She is not a Criminal” highlights the “violation of women and girls right to life, health, privacy and non-discrimination” in Ireland North and South.

Congress agrees:

1. To campaign for the repeal of the 8th Amendment to the Irish Constitution on abortion.
2. To support the Trade Union Campaign to repeal the Eighth Amendment and to support the Abortion Rights Campaign in Ireland and the Alliance for Choice campaign in Northern Ireland.
3. GMB should lobby MPs to table a motion in Westminster Parliament to extend the rights afforded to women under the 1967 Abortion Act to Northern Ireland.
4. Not to accept that our members in Ireland North and South are denied access to equal fundamental reproductive health rights.

EALING BRANCH  
*London Region*

## 191. ABORTION LEGISLATION WITHIN SCOTLAND AND SUPPORT TO NORTHERN IRISH PRO-CHOICE LOBBY

This conference notes that within the Scotland Act 2016, the UK Parliament has devolved abortion legislation which enables women within England, Wales and Scotland to access termination of pregnancy within the agreed parameters of the 1967 Abortion Act, to the Scottish Parliament. There are now concerns developing within Scotland's, health professions, women's groups, civic society etc. that this has created an opportunity for those within the Anti-Choice arena, to reduce current parameters within which the law provides an appropriate means of access to safe services which support women and their families to help them make a very difficult decision, or not, to end a pregnancy.

It is currently the case that women do not have equitable services within Scotland, which forces women to travel outwith their local areas, often to England, at a very difficult time in their lives when it is particularly vital that they have the support of their family networks. In empathy for our sisters in Northern Ireland, where an even more disturbing set of circumstances exists, with draconian legislation giving virtually no access for women terminations, who are then forced to find funds to travel to mainland UK to access facilities. This discrimination leads to further trauma for those women, for making a decision that others within the UK are able to do legally. Inevitably there are many women who cannot afford the journey and are therefore subjected to pre 1967 conditions of putting up with the consequences, or accessing illegal and unsafe abortion practices.

This Conference therefore asks that:

- GMB resources are provided to ensure that any attempt to reduce or alter the current legislation within Scotland or England and Wales can be challenged in conjunction with TUC affiliated Abortion Rights UK.
- GMB resources are provided to ensure Pro-Choice pressure groups within Northern Ireland are able to more fairly promote the need for equitable legislation and facilities for Northern Irish women who have been forced to travel to mainland UK, primarily England, in order to access legitimate services.

GLASGOW NURSES BRANCH  
*GMB Scotland*

## POLITICAL HONOURS

### 192. ABOLISH HEREDITARY TITLES

This Conference believes that the passing on of titles is an anachronism that has no place in a 21<sup>st</sup> Century democratic society. The undue deference for those who have titles as a result of service rendered by an ancestor is an affront to those who believe in democracy and equality.

Conference, therefore, calls for the abolition of hereditary titles as a step towards a genuinely equal society.

PARKGATE BRANCH  
Yorkshire & North Derbyshire *Region*

# POLITICAL

## IMMIGRATION & MIGRATION

### 195. SOLIDARITY WITH REFUGEES

Congress agrees Europe is witnessing the biggest movement of people since the Second World War. Already this year, nearly 3000 people have drowned in the Mediterranean Sea trying to reach Europe while thousands more languish in camps in the most appalling conditions.

The Government's response has been completely inadequate and has sought to demonise people who are fleeing war, poverty and persecution.

To challenge racism, Islamophobia and the scapegoating of migrants and refugees.

Congress believes that:

1. The hundred thousand people who attended the "Refugees Welcome" March in London demonstrates there is widespread support for allowing more refugees into the UK.
2. The Government's austerity measures pose far greater threat to the public's standard of living than migrants and refugees.
3. Our Trade Union must campaign to make "Refugees Welcome Here" a reality.

We call upon Congress to:

1. Support and publicise Stand Up to Racism's, union/workers solidarity, appeal delegation to Calais, other refugee activities.
2. To support annual national demo in March to mark UN Anti-Racism Day.

EALING BRANCH  
*London Region*

# POLITICAL

## RACISM & FASCISM

### 196. COUNTER EXTREMISM STRATEGY

This Congress recognises that the Government's Counter-Extremism along with the Trade Union Bill, the Investigatory Powers Bill and threats to the Human Rights Act are part of a swathe of measures being pursued by this Government to weaken genuine democracy adversely affecting not only Trade Unions but a whole range of other organisations including ant-racist groups, faith organisations and solidarity campaigns.

It calls on the CEC therefore to continue to raise awareness of these attacks within the membership and to actively campaign against them.

NORTH WEST LONDON BRANCH  
*London Region*

# POLITICAL

## EUROPEAN UNION

### 197. BRITISH AND EUROPEAN WORKERS LOOK TO A FUTURE WITH A MORE SOCIAL EUROPE

This conference stresses its continued commitment to working internationally in the trade union movement, building on its long record of active engagement, and maintaining its relations in other EU countries as a priority. Workers' interests are still best served when unions can work together towards the same goals and to safeguard members' interests, whichever country they work in.

Conference insists that the capacity to stop divide-and-rule being used against workers would be at risk if the UK were faced with leaving EU, and that in order to safeguard British jobs, economic growth, human rights and protection for British workers, the UK's full role in Europe remains paramount, and even more so in the face of major challenges, such as overseas conflicts and the large movements of people they cause.

Conference believes that campaigns and legislative action supporting workers' rights in Europe must continue, building on progressive alliances with other workers' representatives and, whenever appropriate, socialist or social democrat politicians at local, regional, national and European level in the constant battle for safer and better working conditions.

Conference believes that if Britain remains in the EU, it should commit to campaigning for full coverage of EU social and labour rights for UK workers, including ending the opt out on the Charter of Fundamental Rights, which protects the right to strike.

Conference believes that EU laws have been a bulwark against the erosion of social and labour legislation from the current Tory government, and that a credible plan for a post referendum EU that works for working people must include this union campaigning for the UK's full participation in current and future EU social legislation.

B59 BRUSSELS BRANCH  
*Southern Region*

### 198. EUROPE

This Conference will be aware this year the Government could hold a referendum on whether we stay in Europe or opt out.

Europe is a major contributor to jobs in Britain, with all our exports. If we came out of Europe a lot of manufacturing jobs could be lost. This is as well as laws that we have had, like the Working Time Directive, Health and Safety laws.

Conference we believe that the European Parliament is more inclined to look after workers than this Tory Government.

Conference, please support this motion and campaign for us to stay in Europe.

ROYAL SOVEREIGN BRANCH  
*Wales & South West Region*

### 199. THE EUROPEAN REFERENDUM

This Conference believes that whilst the European Union is not perfect and is in need of reform, that a withdrawal from the EU would be disastrous for our members, jobs and for Britain's Economy.

Recently, Cameron has spent much of his time calling for changes that frankly are of little significance to the real problems that Britain faces.

Stopping migrants from claiming benefits for four years, when all of the evidence shows that they contribute billions to the coffers of the exchequer rather than take from it, is simply a red herring. One designed not to deflect blame and not to resolve an actual problem, but to appease the Right Wing of the Conservative Party, and their Eurosceptic mates in UKIP.

Very little has been done to protect workers' rights in Britain, or to safeguard jobs, like those lost at Port Talbot and Newport recently when Tata Steel announced that they were cutting back because of cheap imports and high energy costs.

On both these issues the Tories could and should have done more.

We call upon the GMB CEC and the wider Trade Union and Labour movement to campaign for a reformed Europe that: -

- Protects workers and their jobs.
- Protects the hard fought for Social Chapter, which provides for things like maternity and paternity pay, paid holidays, the TUPE protections, and a cap on working times etc.
- Protects our environment and invests in our infrastructure.
- Taxes those companies that earn billions of pounds properly and not on ad hoc sweetheart deals.
- Adopt a proper industrial strategy that will see our Manufacturing Industry return to its former glory.

PONTYPRIDD GENERAL BRANCH  
*Wales & South West Region*

## **200. SAY NO TO BREXIT**

Congress is extremely concerned that "Cameron's Folly" the in or out referendum called to placate his UKIP wing, could lead to the UK's withdrawal from the European Union, with the potential of a massive loss of employment, inward investment, international isolation and the possible break-up of the United Kingdom.

Despite the many claims made by the Eurosceptics, there has been no audit or if there has been they have kept it secret of the impact that leaving the EU will have on lost jobs and inward investment, not only for manufacturing but also for financial and service industries.

We would most certainly be excluded from all joint EU ventures and if we were still to trade with Europe it would be on their terms.

Nobody claims there cannot be improvements of some bureaucracy but that is different from some of the belligerence and stance of some of the anti's.

As a trade union our priority must be to protect current employment and the employment prospects for those yet to enter the jobs market together with the various forms of employment and Health and Safety protection we currently enjoy but which would be all at the mercy of the Tory right-wing should we leave the EU.

With this in mind, and to protect what we have Congress asks the CEC to join with other Unions, the TUC and the Labour Party to mount a vigorous campaign to remain as part of the European Union.

HENDON BRANCH  
*London Region*

## **201. EU REFERENDUM FOR OR AGAINST?**

This Congress believes that the only proper place for Britain is within the European Economic Community.

Economically millions of British jobs depend on our membership of the EU; British businesses rely on the EU for £227billion of exports each year.

LUTON BRANCH  
*London Region*

## **202. SUPPORT THE YES CAMPAIGN**

This Conference is to agree to support Labour's Alan Johnson Yes Campaign.

The Labour Party strongly believes that Britain's interests are best served by remaining at the heart of the EU, providing British businesses with access to a market of 500 million consumers.

With almost half of the country's exports going to other EU countries, the economic benefits of staying in the EU are clear.

A vote to leave the EU would put at risk the jobs and growth the country needs, not to mention the employment and social rights gained from our membership. We want an outward-looking Britain that works with our international partners to tackle the myriad global challenges we now face – a Britain that has a strong voice at the negotiating table, promoting our values and advancing our interests.

The future of the United Kingdom depends on the outcome of this referendum.

C80 DUDLEY BRANCH  
*Birmingham & West Midlands Region*

## 205. EUROPEAN UNION REFERENDUM

This Conference instructs the CEC to open up meaningful debate within the GMB on any stance regarding the in/out vote on the European Union. This will assist our members on coming to a rational objective decision.

R35 ROCESTER JCB GENERAL BRANCH  
*Birmingham & West Midlands Region*

## **EP** 207. THE TRANSATLANTIC TRADE AND INVESTMENT PARTNERSHIP (TTIP)

This Conference is alarmed at the seemingly unhindered progress of the negotiations on the Transatlantic Trade and Investment Partnership (TTIP) – negotiations that could lead to a far more widespread fragmentation of NHS services, putting them into the hands of big private sector corporations.

Conference there is widespread fears in Europe that EU standards might be weakened in some areas, in a trade-off to satisfy powerful business lobbies and revive Europe's struggling economies.

A Commission study estimates that a TTIP deal could boost the size of the EU economy by €120bn (£94bn; \$152bn) - equal to 0.5% of the 28-member bloc's total GDP - and the US economy by €95bn (0.4% of GDP).

But the Commission acknowledges public concern about court cases in which powerful companies have sued governments over public policy.

Swedish energy giant Vattenfall brought a claim against the German government over its move to decommission nuclear power plants.

And US tobacco giant Philip Morris sued the Australian government over the introduction of plain packaging for cigarettes.

In the UK concern has focused on the National Health Service and the possible involvement of US firms in healthcare services.

A key element of the TTIP is the introduction of the Investor-State Dispute Settlement (ISDS) clause, which would act as a tribunal/ arbitration. The ISDS could see millions of pounds paid out to those big private sector corporations should NHS services be brought back into the public sector in the future.

Of course the idea of transatlantic trade may well be supported by those that would profit from it, but for our health services based on values, principles and sustainability it could be a financial disaster, adding another nail in the NHS coffin. The union and a number of other organisations have been campaigning to exempt the NHS from the negotiations and Congress now calls for;

1. An active campaign to keep the pressure on and raise the profile of the calamitous affects the TTIP could have on the NHS
2. Oppose Investor-State Dispute Settlement (ISDS) mechanisms and a ratchet clause



3. Call for the exclusion of all public services, including education and health, public procurement, public utilities and public transport (whether in public or private ownership) from the negotiations
4. Demand no levelling down in relation to consumer, worker or environmental protection
5. Insist on genuine consultation with civil society organisations, including trade unions
6. Work with like-minded organisations/groups, including other unions, TUC, ETUC, and Labour MEP's in opposing all detrimental aspects of TTIP and in campaigning for alternative EU trade and investment policies.

We urge Conference to continue to oppose TTIP unfortunately the threat is still live this issue cannot be kicked into the long grass. Conference keep the pressure up and continue to fight against TTIP.

BRIGHOUSE GENERAL BRANCH  
*Yorkshire & North Derbyshire Region*

**EP 208. TTIP**

This Conference calls on the CEC to continue with its campaign and lobby of the EU Commission, EU Council and our MEPs to show our very strong opposition to the Transatlantic Trade and Investment Partnership - TTIP. The adoption of TTIP will undermine the very fabric of our society, our NHS, Food and Environmental Safety, Banking regulations, Privacy, Jobs and be an assault on our Democracy. There needs to be an open debate, and it must not be allowed to be adopted using stealth and secrecy via the back door, as we owe this to our movement, our members and families and our democratic society'.

CARDIFF & DISTRICT BRANCH  
*Wales & South West Region*

## SOCIAL POLICY

### GENERAL

**C13 209. FLOODS**

This Conference, GMB calls for Congress to support a campaign to launch a public inquiry into this winter's floods and funding cuts.

The GMB support the recent comments of the Labour leader, Jeremy Corbyn, who called for greater flood defence spending after experts criticised the chancellor, George Osborne, for prioritising cutting the deficit.

The GMB has a very high regard for emergency workers, including the members of the Fire Brigades union, who are often not given the credit by Tory government ministers for their tireless work helping those who found their homes and businesses inundated over the Christmas and New Year period.

The GMB is proud of its members and the very hardworking engineers who work for the Environment Agency. They have made superhuman efforts to try and protect cities and towns all around the region and beyond.

The emergency services do need public support and public investment. The GMB is totally against cuts to flood defence money, which has taken place over the past five years. This is not the answer to the issue:

The answer has to be to increase it. The floods are not, as government ministers have said in the past, a once in a generation event, they are occurring on an increasingly regular basis.

The GMB believes that pressure must be brought to bear on the government to fully fund the Environment Agency, not cut its budget and to fully fund new flood defences where they are necessary. Not just in York but in other areas of Yorkshire, including the Upper Calder Valley as well as the rest of the country

George Osborne was criticised by academics who said their analysis showed that flood defence spending had fallen. Prof Simon Wren-Lewis of Oxford University said the government had shown no sign of taking into account the increasing threat of extreme weather.

“What you would really expect is to see spending at a much higher level. It doesn’t seem like the same kind of reaction which we know has happened to the threat of terrorism, where we know spending levels have increased by a large magnitude” he said.

The GMB believes a full enquiry should be held to ascertain whether government ideological cuts are to blame for the misery heaped on the people who are affected by recent floods.

We urge Congress to support and set up a campaign to call for a public enquiry into the floods and to increase funding as a matter of urgency.

BASF CHEMICALS BRANCH  
*Yorkshire & North Derbyshire Region*

**C13 210. FLOOD PREVENTION**

This Conference condemns the lack of investment, planning and political intent to prevent and alleviate the impact of flooding leading to homes and businesses being devastated on an unprecedented scale. Lessons are still not being learnt and the relaxation of planning regulation ensures that houses are being built in questionable locations particularly as regards flooding risks.

LEICESTERSHIRE 2000 BRANCH  
*Midland & East Coast Region*

**C13 211. FLOOD DEFENCES**

This Conference notes the brilliant work undertaken by Environment Agency workers during the floods of late 2015 and early 2016. Congress notes the lack of support and resources that have been devoted and direction by Government to ensure rivers and watercourses are properly maintained, that flood plains are correctly managed and housing planning consents are strictly controlled in flood risk areas. Congress believes that without a co-ordinated approach to flood defences and maintenance, local people, businesses and infrastructure will continually be plagued by avoidable weather events.

H40 NORTHUMBERLAND LA BRANCH  
*Northern Region*

**212. BRIDGE MAINTENANCE**

This Conference notes that after several floods the state of bridges in local communities can be in a parlous state. Congress calls on the Government to commit to increased grant support to local councils and other authorities with bridge maintenance responsibilities, so that major disruptions to communities caused by recent storms is prevented. Congress calls on this to be a key part of Labour’s Policy making debates as it formulates a manifesto for 2020.

G13 GATESHEAD LA BRANCH  
*Northern Region*

**C13 213. FLOODING IN THE UK, CLIMATE CHANGE AND INSURANCE**

This Conference is concerned to find that yet again, over last Christmas and New Year, large parts of the UK were seriously flooded. Experts are not clear that is at least in part due to a rise in global temperature and climate change, as outlined in the Paris Climate Change Conference of December 2015. This conference agreed to limit temperature rise to between 1-2 degrees over the next decade and beyond.

This clearly recognized that climate change and temperature rise will happen globally and in the UK. This temperature rise will lead to warmer weather fronts across the Atlantic and the UK, which will retain more water vapour and that will be deposited across the UK as increased rainfall.

Many of those affected by the flood found themselves uninsured and unable to pay for the damage and repair their property. They also found that without new flood prevention measures that the insurance companies would not insure those that did have insurance, when their insurance was due for renewal.

This Congress calls on the GMB to campaign for increased spending on more effective programmes of flood defences and flood avoidance measures to reflect the changing climate that is happening in the UK.

The GMB should also campaign to ensure that the government works with the insurance industry to ensure that people in these areas are able to insure their houses and businesses against flooding in the future.

C60 CROYDON BRANCH  
*Southern Region*

#### **214. SUPERMARKET FOOD WASTE**

This Conference calls upon GMB to campaign against the food wasted by supermarkets. The BBC and Channel 4 both revealed that the big four supermarket chains waste a total of 300,000 tonnes of food a year but only Sainsburys have revealed its figures publicly.

Tesco, Asda and Morrison's are constantly boasting about their green credentials. Food waste management is a very important sustainability indicator, so why not reveal it.

Food waste is generally considered to have a damaging effect on the environment; a reduction in food waste is considered critical if the UK is to meet obligations under the European Landfill Directive to reduce biodegradable waste going to landfill and favourable considering international targets on climate change, limiting greenhouse gas emissions. When disposed of in landfill, food waste releases methane, a relatively damaging greenhouse gas and leachate, a toxin capable of considerable groundwater pollution. The food supply chain accounts for a fifth of UK carbon emissions; the production, storage and transportation of food to homes requires large amounts of energy. The effects of stopping food waste that can potentially be prevented has been likened to removing one in five cars from UK roads. More and more low income households are reliant on charities and food banks and so this food waste could be given to them to help these families. By campaigning this would highlight the problem and maybe shame the supermarkets into doing the right thing and not wasting good food.

C80 DUDLEY BRANCH  
*Birmingham & West Midlands Region*

#### **215. 5p CARRIER BAGS**

This Conference says when the charge of 5p for plastic carrier bags by the Government; it was to reduce the usage within Supermarkets. Now it is in all types of shops.

Conference says how can it be correct when buying clothing, bed linen etc. one has to pay 5p which is advertising the merchant's name.

We the GMB seek for the introduction of the old fashioned paper carrier bags as the likes of Primark are using.

EAST DEREHAM BRANCH  
*London Region*

#### **217. SUPPORT FOR THE ARTS**

This Conference condemns this government's attitude towards the arts. As a result of austerity, libraries, museums, galleries and theatres have had reduced funding and closures. Works of art have been sold, mainly to private collectors. The attacks and shackling of the BBC will cause detrimental changes to the variety and quality of the Corporation's output. These are all blatant attacks on the idea of arts for all. The last government in Western Europe to restrict the arts was Nazi Germany.

Conference calls for an increase in arts funding, to enable more people to have access, to participate in and, to appreciate all types of art. The announcement of Jeremy Corbyn that he would support an increase in arts funding if he were to become Prime Minister is a step in the right direction. We call on the current Prime Minister to follow suit.

PARKGATE BRANCH  
*Yorkshire & North Derbyshire Region*

**EP 219. PRESS MISBEHAVIOUR**

This Conference is concerned that the findings and recommendations of the Levesen Report on Press behaviour have been forgotten.

We call on the National Executive to mount a campaign calling on the Government and future Governments to install proper regulation of the Press based on the recommendations of Lord Levesen.

SHEFFIELD MCP & LIGHT BRANCH  
*Yorkshire & North Derbyshire Region*

**EP 220. DEFEND PUBLIC BROADCASTING**

This Conference calls on the Government to maintain funding of the BBC through the license fee and cease its interference in BBC editorial policy.

SHEFFIELD MCP & LIGHT BRANCH  
*Yorkshire & North Derbyshire Region*

**223. THE FEMINIST LIBRARY**

Congress notes the Feminist Library is a large collection of Women's Liberation Movement literature based in London. It has been supporting research, campaigning, activism and community projects since 1975.

In 2015 the Library celebrated 40 years of archiving and activism, run entirely by volunteers.

In the current climate of austerity, with many community spaces closing, the Feminist Library's future is under threat. Due to rent increases the building that has been its home for 30 years is no longer viable. They now need to raise funds to find a new, permanent and secure home.

2015 has been the 40th anniversary of the Founding of the Feminist Library, and we have launched a campaign to find a new, permanent and secure home to house one of the most important collections of feminist material in the UK, and to continue providing an inspiring learning and social space.

Help with the survival of one of the last women's spaces in London.

Congress agrees to:

- Help in whatever way it can to ensure that the Feminist Library in London continues.

EALING BRANCH  
*London Region*

**226. ENDING HOLIDAY HUNGER IN THE UK**

This Conference notes:

1. That the number of children in the UK living in absolute poverty has increased by 500,000 since 2010
2. That children who are eligible for free school meals during term time do not receive similar provision during the school holidays
3. That there has been increasing anecdotal evidence of children returning to school malnourished after school holidays
4. That existing provision for feeding children over the school holidays receives little if any support from the Government.
5. That food poverty amongst Britain's children is having a serious impact on their health, wellbeing and educational attainment.

Congress believes:

1. That it is the inalienable right of every child to live a life free from hunger and fear
2. That this government is failing our most vulnerable children by failing to support adequate food provision for children outside of term time
3. That it is the historic mission of the Labour Movement to ensure that every child has the opportunity to live the fullest, happiest life possible and that the right to food is a fundamental part of that

Congress resolves:

1. That the GMB should campaign nationally for an end to Holiday Hunger and hold the Conservative government to account for its failing in this area
2. That the GMB will work with partners to promote a Holiday Hunger Commission to determine the scale of the problem
3. That the GMB will work with the Labour Party to ensure that a future Labour Government will commit to fund holiday provision for all children who are eligible for free school meals.

S75 STOKE UNITY BRANCH  
*Birmingham & West Midlands Region*

**EP 227. PAYING FOR OVERPRICED VACATIONS DURING SCHOOL HOLIDAYS**

This Conference believes that it is unfair that we work hard for 95% of the year, so that when we have time off in school holidays to relax and spend time with our family, by taking them away in the UK or abroad the price of the holidays on offer are double the price of holidays on offer at all other times. That is camping or 5 star.

Do you think this is fair?

Some working families spend all year saving and sacrificing time that should be spent with children by working extra hours/weekends, so they can have a 2 week holiday away for twice the price.

Why should parents sacrifice time away from their families throughout the year, just so they can pay double in the school holidays for family time holidays.

This Conference would like the CEC to lobby the government to eradicate this unfair act.

BASF CHEMICALS BRANCH  
*Yorkshire & North Derbyshire Region*

**228. REPLICA FOOTBALL SHIRTS**

This Conference calls for advertising on replica football shirts sold to under 16 years olds to be banned. Congress notes that Premier League Football clubs in particular change their shirts regularly and sometimes as sponsors change it places increased costs on hard pressed fans. Congress calls for Parliament to investigate replica shirts and to regulate so that fans are not ripped off in an already unregulated industry.

C42 STOCKTON NO.1 BRANCH  
*Northern Region*

**229. DISABLED TOILETS**

Congress agrees the GMB should take action to put pressure on public and private sector organisations plus local and national government to put into place a national specification for all disabled toilets.

The present rules allow the minimum specification which is unsuitable for the majority of disabled people.

KING'S LYNN NO 1 BRANCH  
*London Region*

**230. ALZHEIMER'S DISEASE, INADEQUATE SUPPORT**

Congress is aware that Alzheimer's Disease is one of the most aggressive forms of dementia and is extremely debilitating for its sufferers and demanding on their families. Whilst they benefit from the selfless efforts of many carers which in itself is insufficient.

Once the disease begins to take hold and progress it is not long before the sufferers need 24 hour support; which apart from the efforts of individual carers, falls mainly on the families leading in turn to further breakdowns and illness.

Congress is also aware that in general terms, this terrible disease does not only affect the elderly as there are more and more young people being diagnosed on a daily basis and the problem is going to grow.

For this reason if no other, the need for a massive increase in every aspect of support including specialised hospital care is now.

Congress therefore moves that the CEC should enlist the support of the responsible Shadow Ministers for local authorities and health and others who could be involved, to raise the problem in Parliament of the need for immediate action in every way possible and continue to press for action until there is some positive movement in this most demanding area of need.

HENDON BRANCH  
*London Region*

#### **231. PENSIONERS**

This Conference calls on the CEC to address the discrimination of pensioners. Car hire not available to pensioners over 65. Car hire companies will not insure. Holiday insurance goes up by cost 50%. Why is this?

Z39 NORTH KENT ENGINEERING BRANCH  
*Southern Region*

#### **232. RISE IN FUNERAL POVERTY**

This Conference agrees to lobby our MPs to stop the funeral poverty that this government has brought upon our society.

More than 100,000 people in the UK cannot afford to die.

BRAINTREE & BOCKING BRANCH  
*London Region*

## **SOCIAL POLICY JUSTICE**

#### **EP 233. LEGAL AID**

This Conference should resolve to fight for the reinstatement of legal Aid, for families or individuals on an income of less than £30,000.

TRANSPORT & DISTRIBUTION BRANCH  
*Yorkshire & North Derbyshire Region*

#### **234. COMPENSATION FOR THALIDOMIDE VICTIMS**

This Conference notes that the campaign to persuade the German Government to provide adequate compensation for victims of Thalidomide is at a crucial stage. Congress recognises that this compensation is needed to cover the medical costs of their condition, which occurred as a result of the drug manufactured by the German company Grünentha. Congress urges the Government to assist the victims' on-going fight for justice.

T25 NEWCASTLE & NORTH TYNE GENERAL BRANCH  
*Northern Region*

# SOCIAL POLICY

## NHS, HEALTH & SOCIAL CARE

### 237. DEALING WITH NHS CRISIS

This Conference agrees that as Union, we care deeply about the NHS and know that the move in 1948 to create the National Health Service was one of the most revolutionary, brave and visionary political decisions of the last century.

We believe our NHS has been betrayed and let down by all party's within the political process over the last two decades. With the introduction of the crippling debt Private Finance Initiative (PFI), giving away public buildings to private developers, endangering staff and patients through unsafe and unfair contracts and the downgrading medical training standards. All while allowing American health insurance industry ethics to be embedded into our NHS culture. No party is totally innocent here.

We already have profit-seeking private companies operating behind NHS logo that we all grew up trust as a standard of excellence, equality and world class care. The NHS remains one of most important political issue affecting the public and generations of the future.

In January 2016, the House of Commons discussed a Private Member's Bill proposed by Norman Lamb MP ex-Health Minister in the coalition government which created the Health & Social Care Act (2012). The bill's apparent aim is to take a neutral stance on the NHS and aim for cross party consensus. We see this as far more likely to be a move towards validating calls for charges and co-payments, which the Tory government dare not propose directly.

We, the GMB, urge all Labour MPs who are concerned about the interests of public rather than the private health sector to refuse support this Commission that will rubber stamp moves towards privatisation and to expose it for what it is, a deceptive con trick that is no more than a devious attempt to move further towards a full privatised the NHS.

It is very well documented that public health systems are cheaper, more cost effective and deliver better care than privately provided ones.

Congress therefore calls on the GMB to lobby its Labour MP's and the party to commit to taking the necessary actions to bringing about a return to a fully publicly funded, owned, managed and accountable comprehensive health service that will restore the public trust in the NHS and our political system.

B10 BANBURY NO.1 BRANCH  
*Birmingham & West Midlands Region*

### 240. NHS 70TH ANNIVERSARY

Congress is both aware and concerned that the NHS, the UK's most favourite institution is no longer recognised by a large number of electorate as being a Labour Party creation.

2018 will be its 70th Anniversary which should be proudly celebrated by all Trade Unions, the TUC, the Co-operative movements and the Labour Party as a fitting tribute and could act as a precursor to the 2020 General Election campaign.

Congress therefore agrees the CEC should float this proposal to the aforementioned parties to both celebrate the founding of the NHS and as a boost to the forthcoming Labour Party's election campaign.

FULHAM 1 BRANCH  
*London Region*

**241. NHS**

This Conference calls on GMB to campaign to stop the practice of family doctors being offered large cash bonuses by NHS Commissioning Groups to reduce referrals for cancer patients.

B43 BIRMINGHAM CITY GENERAL BRANCH  
*Birmingham & West Midlands Region*

**EP 242. SHORTAGE OF NHS DENTAL PRACTICES**

This Conference condemns the lack of the NHS dental practices with patients unable to register unless it is with a private provider. We call on the GMB to put pressure on the Government to address this worrying situation and to provide more NHS dental surgeries.

CAMBORNE BRANCH  
*Wales & South West Region*

**C14 243. SOUTH NORFOLK CLINICAL COMMISSIONING GROUP NHS CUT**

This Congress is appalled by the S.N.C.C.G in its bid to save money on cataract operations. By only allowing one eye to be operated on. The second eye will be automatically rejected unless clinicians can demonstrate an exception.

Congress says the Royal National Institute of Blind People (RNIB) are concerned and call on the GMB to campaign against these cuts as eyes are a person's valuable asset and what the S.N.C.C.G are proposing can cause further harm.

EAST DEREHAM BRANCH  
*London Region*

**C14 244. NHS HEARING AIDS**

This Conference is appalled that the elderly from the 50 years plus age group will no longer be able to get an NHS hearing aid under proposals being put forward by South Norfolk Clinical Commissioning Group, unless it is a necessity for work, have a pre-existing ear condition or suffer from dementia, other disabilities or learning difficulties.

Congress says the same CCG have cut IVF treatment, gluten free prescription food, and cataract second eye operations.

EAST DEREHAM BRANCH  
*London Region*

**246. EUROPEAN HEALTH CARD**

This Conference asks the CEC to campaign for fairness with website applications for the European Health cards. When applying online the sites that charge come up first this is misleading, unfair and blatant profiteering.

ESSEX PUBLIC SERVICES BRANCH  
*London Region*

**248. MENINGITIS**

This Congress notes that amongst all age groups, that teenagers are the second most at risk group, after babies and toddlers, for contracting meningitis. Congress expresses extreme concern at national statistics revealing that less than half of those eligible for a free new vaccine have received it. Congress calls on the Government to promote and energise the meningitis awareness campaign that could save hundreds of lives.

Z46 STOCKTON NO.3 BRANCH  
*Northern Region*



#### **249. EXTRA FUNDING FOR MENTAL HEALTH SERVICES**

This Conference recognises the importance of extra funding for mental health services. Patients with mental health issues spend longer in hospital and take up many resources often given cheap medication which can cause further health problems such as diabetes and cardiovascular problems later on in life. If effective medication was allowed to be prescribed at diagnosis, the NHS would not have beds taken by those patients who possibly could have avoided this. We need to remember, there is no health without mental health.

BRIGHOUSE GENERAL BRANCH  
*Yorkshire & North Derbyshire Region*

#### **252. CARE SECTOR FUNDING**

This Conference believes we need to mount a rigorous campaign for a full review of funding for the care sector.

Funding for the sector over the last 4 years has been frozen or in some cases reduced despite the overall increases in the cost of living and staff wages.

MIDLAND HEALTHCARE BRANCH  
*Midland & East Coast Region*

#### **253. SOCIAL CARE**

This Conference calls on the Government to properly fund adult social care, in particular for pensioners and retired residents, in order to ensure an adequacy of care that enables people to be maintained in their own homes, giving quality of life, reducing need for hospital and nursing care.

W50 WELLINGTON BRANCH  
*Birmingham & West Midlands Region*

## **SOCIAL POLICY**

## **EDUCATION & TRAINING**

#### **EP 255. TRADE UNION AWARENESS IN SCHOOLS**

This Conference agrees to consider that GMB Education Officers make inroads into schools and give presentations on information and awareness to pupils in their last year of education, on the benefits that joining a Union can bring before they take the first steps into employment and a working life.

At a recent visit to a local supermarket I began a conversation with a young Till Assistant, as it was near Christmas and very busy, I asked him generally what hours he was working and he and his colleagues were having decent breaks etc. The conversation carried on, and I asked if he was a member of a Union, to my amazement he asked me what a Union was. I was flabbergasted that a young lad of 17 or 18 had no knowledge of what a Union was or what it did in context to a working environment. Conference, please support this proposal.

MILFORD HAVEN BMS BRANCH  
*Wales & South West Region*

#### **EP 256. POLITICAL EDUCATION IN SECONDARY SCHOOLS**

This Conference should approve a campaign to introduce mandatory political and Union awareness into the secondary school curriculum. A large proportion of both young people and the electorate are currently either apathetic or ignorant about our political system and what they are voting for, with many disillusioned with politicians. This manifests itself in low voter turnout.

BRIGHOUSE GENERAL BRANCH  
*Yorkshire & North Derbyshire Region*

#### **257. FIRST AID IN SCHOOLS**

This Congress believes that all children should be taught First Aid in Schools.

ISLINGTON APEX BRANCH  
*London Region*

### **259. STUDENT MAINTENANCE GRANTS**

This Congress is appalled at the Government's decision to withdraw Student Maintenance Grants and the effect this will have on students and the subsequent consequences for parents who are unable to afford to give their child the education they truly deserve.

Many students are being priced out of education by the cutting of the Grant. Students will not be able to attend University even if they work part-time whilst studying as they will still not have enough money to live on.

We are one of the richest nations in the world, stopping the Student Maintenance Grant is going to be catastrophic for many generations to come and having a disproportionate effect on those on the lowest income.

Congress therefore calls upon the next Labour Government to re-introduce the Student Maintenance Grant as part of its first budget when returned to office. Congress also urges all branches to affiliate to like-minded campaign groups to lobby this Government for the immediate reintroduction of the Grant.

BUCKS COUNTY BRANCH  
*London Region*

### **260. APPRENTICESHIPS**

This Conference notes the under investment in practical skills by a series of governments. Congress notes the dire state of the UK in terms of ability to make things and compete on a level playing field in the EU and beyond. Congress believes that it is a fundamental duty of Government to support British industry and calls for much greater funding to resource sustainable jobs with high quality skills and apprenticeships across the UK.

T25 NEWCASTLE & NORTH TYNE GENERAL BRANCH  
*Northern Region*

### **261. EQUALITY FOR MODERN APPRENTICES IN ENGLAND**

This Conference calls upon the CEC to campaign for equality for modern apprentices in England.

Modern apprentices in the rest of the UK, still receive free prescriptions.

ESSEX PUBLIC SERVICES  
*London Region*

## **SOCIAL POLICY**

## **THE ENERGY MARKET**

### **262. FRACKING**

This Conference agrees that as a Union with close ties with the Gas Industry we feel that as fracking has now developed from exploratory to production that we should do our utmost to recruit and protect the workers within this new industry. However, due to the environmental issues that surround this new energy resource, Conference agrees that we should not endorse or promote the industry.

AVON & WESSEX BRANCH  
*Wales & South West Region*

### **264. THE REDUCTION IN SUBSIDIES TO RENEWABLE INDUSTRY IS WRONG AND NOT IN THE INTEREST OF THE UK OR THE RENEWABLE INDUSTRY**

This Conference welcomes that in December 2015, the UK government along with another 150 nations, signed a historic climate change agreement to hold global temperature rises to below 2°C and endeavour to only reach 1.5°C and would individually commit to reduce emissions. There would also be regular reviews, \$100bn a year would be mobilized to help poor countries to adapt, carbon markets would be developed, forests protected and renewable energy given the biggest boost it has ever had.

Yet within days the Conservative government decided to cut by 65% the subsidy paid to householders who install solar panels on their roofs from February 2016, even though they were warned by the Department of Energy and Climate Change that this would cost 18,000 jobs in the renewable sector.

Not content with this, they also went on to cut a second subsidy scheme, known as the Renewables Obligation. This scheme has also been cut for both small-scale and large projects, angering both the solar industry and environmentalists, who have declared this change as huge and misguided. To date many small and medium sized renewable companies have stopped trading and 6,000 were lost by January 2016. This change is short sighted and not in the interests of climate change, the UK as a whole, UK manufacturing, domestic energy users, or skilled workers.

This Congress demands that the GMB and CEC campaign to have these subsidies reinstated as a matter of priority, so that we can invest in our future and reduce global warming and climate change.

C60 CROYDON BRANCH  
*Southern Region*

#### **265. OFFSHORE WINDFARMS**

This Conference calls for Government to commit to state investment in the Offshore Windfarm industry to help with the UK's energy needs and provide vital jobs for workers. If the state provides the kinds of commitment and support that Scandinavian countries give, Congress believes this will bring in UK companies willing to invest and employ, so that vital manufacturing and construction jobs are created.

H40 NORTHUMBERLAND LA BRANCH  
*Northern Region*

#### **EP 266. STOPPING WATER POVERTY**

This Conference calls upon the GMB to lobby Government to stop water industries battling to protect profit margins and prevent putting more pressure on staff numbers and their terms and conditions.

We call for radical action from water companies and Government to get five million households in England and Wales out of water poverty.

Since privatisation water and sewerage bills in England and Wales have risen by forty per cent with the average household bill currently at £385 per year. Thirty per cent of each household is made up of profit while only seventeen per cent is made up of workers' wages, leading to a reduction in our membership in this industry and an increase in the work being contracted out thus giving the customer a worse level of service as to the in house option.

WELSH WATER BRANCH  
*Wales & South West Region*

## **SOCIAL POLICY**

### **HOUSING**

#### **C15 269. HOUSING**

This Congress resolves to actively campaign around housing issues. Many of our members are being forced into over-priced privately rented housing. For those of us who are low-paid it is becoming increasingly difficult to make ends meet, often because of inadequate social housing provision.

Congress congratulates London Region Sisters and Young members' groups for the work they have done to highlight the situation. However, the problem is not just confined to London – even though it is particularly bad there. A national campaign is needed.

GMB will:

- Lobby sponsored MPs to work towards a policy of massive social housing building, taking into account the need for appropriate siting, sustainability issues etc.
- Advise any GMB councillors that GMB policy is to defend social housing and not sell it off to developers.
- Publicise demonstrations around housing issues and efforts to resist evictions
- Instruct the Law Advice Service to advise on housing issues.

LOWESTOFT BRANCH  
*London Region*

**EP 270. SOCIAL HOUSING**

This Conference is seriously concerned at the appalling lack of social/council housing that is available throughout the UK.

Over the past 40 years social rented housing has been attacked and denigrated by many, and relegated to tenure of last resort. Its occupants are stigmatised by parts of the media as scroungers and workshy layabouts.

Instead of investment in bricks and mortar, governments have increasingly subsidised rising rents rather than affordable homes.

We note the pressures that are put on our members and their families to get on the housing ladder.

In Britain, there are simply too few homes in the right locations – and we are not building new properties fast enough to catch up. Growth in demand for accommodation is outstripping any increases in supply; after the 2008 financial crisis, rates of new home completions have tumbled from what were already mediocre levels historically.

We demand that we The GMB nationally campaigns to lobby that the Government immediately addresses this with a clear commitment to start a social/council house building programme.

KIRKLEES BRANCH  
*Yorkshire & North Derbyshire Region*

**EP 271. SOCIAL HOUSING**

This Conference would like to instruct relevant GMB bodies to lobby the Government to either build significantly more accessible social housing or compulsory purchase or reclaim derelict housing to provide the same. There are numerous properties around the country that are only in need of superficial care to bring them up to the correct living standards for social housing.

It is this motions desire to instruct the CEC to facilitate this fundamental requirement.

R35 ROCESTER JCB GENERAL BRANCH  
*Birmingham & West Midlands Region*

**C15 275. SOCIAL HOUSING**

Congress agrees the housing situation in London, the Southeast and elsewhere has become impossible. GMB members are being priced out of their homes, which will make it impossible for them to work in London and other towns and cities.

This Conference notes that disadvantaged groups (women, BAME, elderly, sick, young and people with disabilities) suffer the most and are the most vulnerable, with the loss of tax cuts in benefits) and massive rent rises.

Congress is asked to liaise with Regional Committees and Branch Political Officers who will:

- Meet with all sponsored GMB Councillors and MPs to advise them that we expect them to defend and extent social housing – not sell it off to developers etc.
- Support local community actions to defend social housing and fight evictions e.g. with: E15 Mothers, Sweets Way, West Hendon Housing Group, Defend Haringey Housing, Brixton Housing Campaign and Reclaim Brixton, Aylesbury Estate Campaign, and many others.
- Publicise and attend housing demonstrations.

EALING BRANCH  
*London Region*

## **276. MODERNISATION OF NEW TOWNS HOUSING ESTATES**

This Conference calls on Government to fund Local Authorities with New Towns Housing estates built in the 1960's and 70's, to upgrade them for modern day living and transport needs. Whilst many houses on these estates are now privately owned or in the hands of housing associations and private landlords, the infrastructure, roads and car parking fall well below that of modern housing estates. Funding to be supplied to Local Authorities to modernise infrastructure and where appropriate redesign the estates to create a fit and proper place to live and raise families.

W50 WELLINGTON BRANCH  
*Birmingham & West Midlands Region*

## **277. HOUSING BUY TO LET BUSINESS RATES**

Congress recognised in 2015 in the GMB Special Housing Report the scandal of corporate and private Buy to Let schemes in the UK, especially from overseas organisations buying up properties from abroad and letting at high costs as an investment and business.

These schemes produce nothing for the much needed provision of social housing in the UK where waiting lists for low cost social housing is rapidly increasing.

Congress agrees that all existing and new buy to let Landlords should be subject to business rates as clearly buy to let schemes are operating as a profit making business.

This should also apply to Housing Associations that moved from Trust status to private housing providers like we have seen with Sutton Housing Trust in Kensington and Chelsea.

Congress agrees that the introduction of business rates for these properties should be introduced at a time when Local Councils will be able to keep 100% of any new business rates. This will help many Councils in income that can be reinvested in social housing provision as they can keep the 100% of new business rates for local use, but also stop or even slow down the current land grab, reduce market rates, reduce the price of the housing market, decrease buy to let greedy investors (especially overseas companies) by reducing social housing provision where at the moment they are buying up established social housing blocks and/or land where Local Councils could build the much needed social homes.

Conference therefore calls on the CEC to pursue this policy with the Government and start to campaign to reduce private sector housing and increase social housing by introducing business rates for buy to let operators who make a profit whereas Local Authorities will be exempt as a social landlord.

ISLINGTON & HARINGEY BRANCH  
*London Region*

## **278. ALL HOUSING ASSOCIATIONS SHOULD BE PUBLICALLY OWNED**

This Conference recognises that Housing Associations are providing what used to be known as Council Housing. In the light that Housing Associations have now been reclassified as Public Bodies and their debts added to the national debt, Conference calls for all Housing Associations to be taken in public ownership.

N10 BERKSHIRE & NORTH HAMPSHIRE BRANCH  
*Southern Region*

## **EP 280. CONTROL OF PRIVATE LANDLORDS**

This Conference calls for Government to implement quality standards for all private sector housing landlords fit for habitation, maintenance standards and fair rents. In addition asks Government to grant powers to Local Authorities to inspect private rented properties upon request from tenants, with powers to issue maintenance notices where appropriate, with relevant sanctions for non-compliance.

W50 WELLINGTON BRANCH  
*Birmingham & West Midlands Region*

**EP 281. LANDLORD LICENSING**

This Conference is concerned about those housing landlords who are failing in their duty to their tenants to maintain and update their property; also they neglect any responsibility for their tenants.

We therefore seek that all local authorities include in the licensing of landlords all those who rent property and not just those with multiple occupancy or multiple flats. We also demand that local authorities take action against those who do not either (a) make their property up to the standards required within the 2004 Act of Parliament (b) that the Local Authorities also takes punitive action against landlords whose tenants are creating unsocial behaviour to the detriment of other in the area. Both of these actions allowable under the 2004 Act of Parliament covering the licensing of landlords.

This action will benefit tenants, other residents, other social landlords, the local authority and will save money by not having to cover the costs that unsocial behaviour imposes on all of us who live within the United Kingdom.

To these ends the GMB use all avenues open to correct this anomaly.

W50 WELLINGTON BRANCH  
*Birmingham & West Midlands Region*

**EP 282. PRIVATE LANDLORDS**

This Conference to lobby government and local authorities to introduce rent control legislation to stop the blatant exploitation by private landlords.

This type of legislation, seen in the US in the 1940's gives the tenant real protection from the greed of unscrupulous landlords whose only focus is money.

T10 TAMWORTH BRANCH  
*Birmingham & West Midlands Region*

## **SOCIAL POLICY**

## **TRANSPORT**

**287. BICYCLE RIDER SAFETY**

Congress calls for enforcement of Road Traffic laws and the Highway code to help reduce road traffic accidents on cycle riders.

Cycling continues to increase as a health resource and as a cheap viable mode of transport and its time that Road Traffic Acts are brought up-to-date to represent this.

Cycle helmets must become mandatory and enforceable as does light coloured clothing with reflective accessories in the dark as Rule 59 suggests in the Highway Code.

Highway Code Rule 61 says riders must use cycle routes, advanced stop lines providing it's safe to do so but this is not compulsory in the Highway Code. We believe that this safety advice must become mandatory.

Highway Code Rule 66 says, you should never ride more than two abreast on narrow or busy roads and not close behind another vehicle. The GMB demands that this regulation is now enforced correctly as other rules are in the Highway Code.

Highway Code Rule 69 says you must obey all traffic signs and traffic light signals. To help enforce these rules and regulations we the Professional Drivers Branch suggest the carrying of I.D. whilst riding must become law to aid the police. We further suggest that if a cyclist has a full or provisional driving licence this form of I.D. should be the minimum carried, and in the event of prosecution, points should be added to that licence as is the case with motoring offences.

Congress agrees to lobby Parliament, to bring into law these changes to the Road Traffic Act and the Highway Code.

PROFESSIONAL DRIVERS BRANCH  
*London Region*

**288. INSURANCE FOR CYCLISTS**

This conference proposes that people using bicycles should take out personal insurance policies to protect themselves and car users where someone has damaged a car caused by a bicycle falling over and scratching paint work.

G38 SURREY BRANCH  
*Southern Region*

**289. REGIONAL AIRPORTS**

This Conference calls on Westminster to consider investment in regional hubs as a way forward for the UK economy, as part of regenerating the UK economy and not just focus on the merits or otherwise around Heathrow. Congress notes that with recent decisions made in devolved administrations and on-going debate around Heathrow, that regions are missing out on vital investment opportunities for areas that are well served by existing regional airport networks.

Z46 STOCKTON NO.3 BRANCH  
*Northern Region*

**292. THROUGH TICKETING ON BUS AND RAIL**

This Conference calls on Government and Regulators to work to bring in a system whereby tickets can be utilised on the UK's bus and rail network, so that passengers do not have to endure the farce of separate ticketing. Congress believes that the fragmented nature of the UK transport industry requires a rethink as to how workers and passengers can obtain a much better deal and thereby reduce costs of travel.

Z46 STOCKTON NO.3 BRANCH  
*Northern Region*

**EP 293. NATIONAL CONCESSIONARY BUS FARE SCHEME**

This Conference is concerned about the unfair way that this scheme is being administered across the United Kingdom and is not in the spirit that the legislation was passed. This scheme in the area of the Welsh borders and no doubt on the Scottish borders discriminates against those who's normal travel for medical, shopping or other matters take them across the border have to pay their bus fares because this scheme has not been implemented as a United Kingdom scheme but limited to the area of either England only, Wales only or Scotland only.

Conference instructs the CEC to take whatever action is necessary to remove this limitation and get this legislation back to the spirit that it was meant to be.

W50 WELLINGTON BRANCH  
*Birmingham & West Midlands Region*

**294. CHANGES TO THE DISABLED BLUE BADGE APPLICATION**

This Conference notes that changes to the application conditions are proving to be discriminatory and indeed excluding working disabled people who are endeavouring to work and not be reliant on the State for benefits. Congress, there is an automatic renewal of the blue badge application if the person is in receipt of State benefits. Nevertheless, not all disabled people are claiming benefits. The new criteria excludes GP's/hospital consultants recommendations and reports which is ludicrous. Nevertheless, the assessor will take into consideration copies of health appointment letters in the same year that the renewal is due etc. The new process is a tick box exercise within the Local Authority which is usually undertaken by an able bodied person who is not a qualified health adviser. The decision is solely through the tick box exercise and the person carrying out the tick box exercise.

There is no appeal process, however, if the application is turned down the disabled person can request that it be looked at again. However, it is evident that the decision will remain the same as the original person conducting the tick box exercise is also the person that will look at the application again and has already

made the decision. I understand that some disabled people have tried to enlist the support of their local AM's and PM's but were told that the final decision is with the assessor.

Conference calls upon the CEC to pursue a campaign aimed at ensuring fairness and equity in all aspects of the application scheme relating to the provision of a Blue Badge.

ASDA JOINT BRANCH  
*Wales & South West Region*

#### **295. TEMPORARY DISABILITY**

This conference proposes that wherever there is blue badge parking for disabled people that a similar scheme could be put in place for people who have a temporary disability and require to park closer to the venue of the choice.

G38 SURREY BRANCH  
*Southern Region*

## **SOCIAL POLICY**

## **WELFARE RIGHTS & SERVICES**

#### **EP 298. TAX CREDITS**

This Conference instructs the GMB to campaign against any cuts to Tax Credits in the future until such time as a true and realistic 'living wage' can be implemented. If this is not forthcoming then we should campaign vigorously against such 'cuts'.

R35 ROCESTER JCB GENERAL BRANCH  
*Birmingham & West Midlands Region*

#### **EP 299. BEDROOM TAX**

This Conference calls upon the Labour Party to uphold its commitment that when returned to office they will repeal the offensive Bedroom Tax. This tax hits not only ordinary working families, single families and the elderly, and more than 400,000 disabled people in this country are being affected by this odious tax. Once again, another piece of poisonous legislation introduced by this Tory Government which is hitting the most vulnerable in our society.

MID GLAMORGAN C&T BRANCH  
*Wales & South West Region*

#### **300. GMB CAMPAIGN AGAINST BENEFIT CUTS AFFECTING WORKING PEOPLE**

This Conference calls on the GMB to mount a campaign on the vindictive benefit cuts where many have been affected whilst trying to maintain employment and the negative impact that this has on those members.

Where unbelievable sanctions have been imposed on vulnerable people in JobCentre Plus (JCP) on a Daily basis, these people affected are the elderly, vulnerable, sick and disabled people claiming job seekers allowance, income support, pension, credits and job seekers allowance .

We should produce a campaigning leaflet on sanction advice and lobby the trade union council to help highlight the plight of many and support community groups through our education learning programme.

Congress, we call on you to support this motion!

DONCASTER CENTRAL BRANCH  
*Yorkshire & North Derbyshire Region*

#### **301. OUT OF TIME CLAWBACK OF STATE BENEFITS**

Congress agrees to investigate the plight of members whose employers have been forced to deduct payments from their salaries as a consequence of HMRC seeking to claw back overpaid benefits that were made:

- a) without a member's knowledge and;
- b) outside a timeframe that would be considered fair and reasonable under natural justice.



RCN GMB members are aware of instances whereby HMRC has used welfare legislation to reclaim benefits over-payments directly from a worker's salary via arrangements made with their employer, and without the prior knowledge or consent of the employee. We believe this to be contrary to natural justice, and an approach that undermines good working relationships between workers and employers.

Congress agrees to challenge this practice via our sponsored MPs and all other avenues open to us.

ROYAL COLLEGE OF NURSING BRANCH  
*London Region*

### **303. LOBBY FOR AN UNCONDITIONAL BASIC INCOME BENEFIT FOR ALL**

This Conference notes that Switzerland will be holding a referendum in 2016 about the introduction of an Unconditional Basic Income for all of its citizens. In the UK, an Unconditional Basic Income could effectively eradicate the worst levels of poverty completely and would fund itself partly by removing the need for the very costly administrative task of assessing individuals for other benefits such as JSA and Working Tax Credits. Conference agrees that the GMB should support the campaigns by the New Economics Foundation and others, and politically lobby for the introduction of an Unconditional Basic Income.

B61 BRACKNELL FOREST & WOKINGHAM DISTRICT COUNCILS BRANCH  
*Southern Region*

### **304. CARERS ALLOWANCE**

This Conference should campaign to allow carers to earn a living wage.

Those who receive carers allowance get £62 per week. This is in exchange for a minimum of 35 hours per week caring for loved ones. This equates to £1.77 per hour.

They are also prevented from earning more than £105 per week in paid work, otherwise money is deducted from carers allowance and other benefits.

The vast majority of carers are women.

We wish to campaign for carers to be allowed to earn an income equivalent to a living wage.

K19 LONDON SOUTH WEST GENERAL BRANCH  
*Southern Region*

### **305. LOCAL HOUSING ALLOWANCE**

This Conference is asked to consider the motion to lobby against the unjust changes to local housing allowance (LHA).

Where a restriction to that of one room in a shared house for single people under 35 will lead to an increase in rent arrears and homelessness, a reduced opportunity for individuals to gain independence and impact on personal dignity.

DERBYSHIRE COMMUNITY BRANCH  
*Midland & East Coast Region*

### **306. HIDRADENTIS SUPPURATIVA (HS)**

This Conference calls upon government to recognize the need for a broader selective of mobility for people with Hidradentitis Suppurativa (HS), a rare but painful skin condition that causes abscesses and scarring on the skin, usually around the groin, breasts, buttocks and armpits.

C23 CARSHALTON BRANCH  
*Southern Region*

# INTERNATIONAL

## 307. STOP HUMAN TRAFFICKING & MODERN DAY SLAVERY

This Conference, August 23rd was the UNESCO International Day of Remembrance of the Slave Trade and its abolition.

In 1791, a slave rebellion paved the way for the demise of the transatlantic slave Trade, and yet 224 years later, modern forms of slavery still exist, robbing an estimated 2.5m people of a normal life.

In Britain, it was estimated that as many as 13,000 people are victims of human trafficking and slavery – forced into prostitution, domestic staff and workers in fields, factories and fishing.

Victims are primarily women and children from Romania, Poland, Albania and Nigeria forced into prostitution and domestic servitude. However, the NCA also estimates that the UK is the third most common country of origin for victims of slavery.

Yet little is being done outside of the justice agencies and a few national support agencies to highlight, identify and support victims of human trafficking and slavery.

We therefore ask the GMB to:

1. Re-affirm its commitment to end all forms of human trafficking and modern-day slavery;
2. Join with other organisations across Europe and the rest of world in the fight to stop what is a global issue;
3. Hold an annual GMB National Day of Support for victims of human trafficking and slavery;
4. Work with international, national and local organisations to support victims of human trafficking and slavery as well as highlight their plight and the need to stop this disgusting and degrading trade in human misery.

LEICESTER SERVICES BRANCH  
*Midland & East Coast Region*

## 308. NO TO WAR AGAINST SYRIA

This Conference notes that the UK Parliament voted in favour of military action against Isis in Syria on the 2 December 2015.

This Conference believes that:-

- The US and its allies, including Britain, were already bombing Isis in Syria and Iraq without significant effect. Isis is a violent and reactionary organisation but more bombing will only increase bitterness against the West.
- The “War on Terror” has brought nothing but blood and destruction to Afghanistan and Iraq and has destabilised the Middle East and large parts of Africa. The 2011 intervention in Libya dramatically increased the rate of killing and led to Islamist radicalisation. There is no reason to think the outcome will be any different in Syria.
- The West’s main allies, Saudi Arabia and Qatar, are among the most authoritarian regimes in the regions and have no interest in democracy in the Middle East. Saudi Arabia beheads more people than Isis and the two countries support Jihadi groups in Syria. If the West were really concerned about tackling terrorism, they would not be supplying weapons to these tyrannies.
- The UK Government shouldn’t be committing billions of pounds to a new war at a time when savage cuts in public services are being implemented. The extra billions would be better spent on schools, housing, the NHS and jobs.

- In Syria the American, Russian, French and British warplanes aren't helping the millions of ordinary people that are suffering. Neither is it helping those fleeing as refugees.
- Further military escalation will only lead to greater collateral damage. More deaths of innocent Syrian civilians will create more resentment potentially leading to more terrorism.

The results too can be catastrophic for the whole region.

As former UN Secretary General Kofi Annan put it, "Syria is not Libya, it will not implode, it would explode beyond its borders".

This Conference therefore resolves to support all future mobilisations against the bombing of Syria, and against military escalation and to affiliate to Stop the War Coalition ([www.stopwar.org.uk](http://www.stopwar.org.uk)).

ASDA STORES BRISTOL & SOMERSET BRANCH  
*Wales & South West Region*

### **309. SYRIA – THE CRISIS IN THE MIDDLE EAST**

This Conference believes that the Tory Government's decision to bomb Syria will merely exacerbate the problems facing the people of the Middle East.

Conference notes the genuine internationalism in the response of working people throughout Europe to the refugee crisis in Syria. The unity of working people stands in sharp contrast to the narrow aims and petty diplomacy of the Tory Government, the Americans, Russians, Saudis, Iranians and Turks, the despotism of Assad and the obscurantist barbarism of ISIS and the other fundamentalists.

- We condemn the decision to continue the bombing of Syria, which will lead to the further deaths of thousands of innocent working people and their families
- We congratulate Jeremy Corbyn
- on his continued opposition to the bombing of Syria and urge all Labour MP's to give him their utmost support
- We condemn the continuing British arms sales to Saudi Arabia
- We stand in opposition to imperialism, terrorism and fundamentalism and for a genuine socialist solution to the problems to the Middle East, based on the unity of working people and the abolition of the crisis ridden system that offers no future but the horror of war, disease and want.

RIPON & THIRSK GENERAL BRANCH  
*Yorkshire & North Derbyshire Region*

### **310. ISIS BARBARIC TREATMENT AGAINST YAZIDI COMMUNITY**

This Conference calls on the GMB to campaign against the barbaric treatment, killings and torture of thousands of Yazidi people, and to help campaign for the release of captured women and to restrain and prevent British Muslim volunteers governing and leading in the ISIS Sharia Police Force.

HENGOED ENGINEERING BRANCH  
*Wales & South West Region*

### **311. DOCTORS AGAINST FORCED ORGAN HARVESTING**

This Conference asks to support the work of the Doctors Against Forced Organ Harvesting (DAFOH) which is campaigning to end organ removal from prisoners of conscience in China (without the benefit of anaesthetics) for sale to organ tourists.

Since 1999 exponents of Falun Gong, which is a practice of slow moving meditation exercise similar to yoga, have been persecuted by the Chinese authorities who regard them as an ideological threat possibly because practitioner numbers exceed members of the Chinese Communist Party. In 2013 DAFOH initiated a petition to the United Nations High Commissioner for Human Rights calling for immediate action to end this unethical practice. The petition also calls for an end of the persecution of the spiritual group, Falun

Gong, the primary victim of the forced organ harvesting. Other minority victims are Tibetans, Yighurs and House Christians.

Between July and November 2013 nearly 1.5 million people in over 50 countries and regions signed the petition and expressed their support to call for an end to this unprecedented evil. On December 12, 2013, the European Parliament adopted an urgent resolution on organ harvesting in China.

I ask conference to support this motion to add our voices to the above bodies with a view to ending this unprecedented abuse of human rights.

B01 BIRMINGHAM FORWARD BRANCH  
*Birmingham & West Midlands Region*

## GMB NATIONAL EQUALITIES CONFERENCE MOTION

### **C3 312. CENTRAL EXECUTIVE COUNCIL ELECTIONS AND EQUALITY**

That this National Equality conference notes that the Central Executive Council (CEC) of the GMB has reservations for some equality groups notably women and black members. This conference also notes that the CEC has agreed to two young members observing CEC meetings.

This conference believes that now is the time to review the inclusion of reservations for the equality areas to ensure that all equality strands recognised by the GMB through the National Equality Forum (NEF) are represented on the CEC.

This conference therefore instructs the National Equality Forum to work with the SMT, CEC, other regions/national forums for equality as well as the women's task force to agree proposals that can be put to Congress 2017 as rule amendments

NATIONAL EQUALITIES CONFERENCE

# COMPOSITE MOTIONS

## C1 Covering Motions:

4	GMB STRUCTURAL REVIEW	Wales & South West Region
5	MAINTAINING A STRONG UNION	Yorkshire & N. Derbyshire Region
6	TRADE UNION BILL CHECK OFF	Southern Region

### **GMB STRUCTURAL REVIEW TO MAINTAIN A STRONG UNION**

This Conference recognises the huge strides we have taken as a union to achieve financial and administrative stability over recent years. The union needs a sound structure if it is to protect its members and take on those campaigns, we must fight either against bad employers or ideologically driven Governments intent on attacking working people.

This Conference further recognises the threat posed to GMB and other unions and both deplores and denounces the insidious Trade Union Bill, the clear intention of which is to weaken trade unions by restricting the right to strike, placing financial constraints upon our ability to campaign politically, removing check-off facilities and reducing time off arrangements for undertaking union duties.

Conference endorses the unconditional opposition shown by the GMB against the Bill, but recognises the threat that it presents to our capacity to effectively represent the interests of our members at the workplace, regions and beyond. Although we may plan to fight it and counteract its measures we must also be certain that our union's structures, organisation and administration are as robust as they can be for the many challenges we face.

Therefore, upon the completion of the current Direct Debit switchover campaign in Public Services, Conference calls upon the CEC to:

- Commence an immediate full and thorough review and extensive examination of the state of GMB's finances and administrative health.
- Assess the impact of this on income and membership and what if any structural changes - either in the form of regional boundaries or administrative centres - the union needs to make to ensure its survival as a strong campaigning union.
- Examine our internal financial, operational and organisational structures, including existing regional constituencies, taking into account the effect of the recent legislation and how the union is best served and protected going forward and ensuring that we retain the ability to recruit, organise, retain and represent members to optimal effect.

**Yorkshire Region to Move**

**Wales & South West Region to Second**

**Priority in debate: Southern Region**

## C2 Covering Motions:

10	VOTING EDUCATION	Yorkshire & N. Derbyshire Region
11	CEC AND NATIONAL ELECTIONS	North West & Irish Region
12	ELECTION OF GENERAL SECRETARY	North West & Irish Region
13	GENERAL SECRETARY ELECTION 2015	London Region
14	ELECTION OF CEC	North West & Irish Region
15	BALLOT PAPER DISTRIBUTION	Southern Region

### REVIEW OF CEC AND GENERAL SECRETARY ELECTIONS

While we warmly congratulate the newly elected members of the Central Executive Council and the General Secretary, we need GMB members to be strong and educated on the important issue of voting, especially for General Elections where we saw the Tories become government because working people did not turn out to vote.

This Conference calls upon the CEC to adopt a policy on educating people on the important issue of voting in important elections and we also call for an ongoing campaign of political education aimed at maximising our members' participation in General, Local and European Elections.

Further to the motion sent by this branch in 2013 and agreed by Congress, it appears from the low turnout for the General Secretary & CEC positions that education has not been forthcoming and people do not turn out to vote, even when the voting paper is sent directly to them at home.

This Congress notes with great concern the extremely low turnout in last year's General Secretary Election. Less than 5% of the membership voted and the successful candidate received support from less than 3% of the membership. It believes that despite the importance of this election many members were simply unaware of who the candidates were.

Congress believes that the poor turnout was largely due to the fact that voting papers were sent out in the union's magazine rather than a separate postal ballot. An election for the most important position in the union should not take place on the cheap. The practice of sending out voting papers in the union's magazine is not conducive to achieving a decent turnout.

Congress agrees that future elections for the position of General Secretary and CEC elections should be conducted by a full postal ballot with ballot papers posted individually to members' home addresses in the same way as an industrial action ballot and not placed inside magazines.

It is in all our interests to have a good level of active participation in the elections of our CEC and senior posts in the Union. The election has highlighted some concern by members in relation to the participation within the ballot and potential weaknesses in the election process itself.

In order to help the Union for the future, we, the GMB, should lead by example. We therefore call on the CEC to carry out a root and branch review of our recent internal elections and we ask that research be undertaken by an appropriate body of the Union to identify the following points:

- The reasons why the turnout was low?
- Whether the way the ballot papers were issued was a factor in the low turnout?
- How awareness about the elections, their importance to the union as well as the information about candidates standing and the procedures used helped or hindered overall participation in the election processes (e.g. hustings meetings, candidate profile information and how the elections were promoted to members).

In light of the growth in the use of social media & new technology we ask the review to look at how new forms of communication could be developed to improve participation in the democratic processes within the union. This should include the potential for new ways of voting, for example secure on-line voting to be

considered. Over time systems and communication processes have changed and we need to move with them to ensure our election procedures and processes are fit for purpose going forward.

The important task is to identify the key reasons for the low turnout and a report prepared to bring forward recommendations and, if necessary, Rule Change proposals for next year's Congress for Congress to consider to hopefully avoid a repetition of this poor turnout in future elections.

**North West & Irish Region to Move**  
**Yorkshire Region to Second**  
**Priority in debate: London, Southern Regions**

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### **C3 Covering Motions:**

38	REPRESENTATION OF GMB YOUNG MEMBERS	Wales & South West Region
39	RETIRED MEMBERS' ASSOCIATION (RMA)	London Region
312	CENTRAL EXECUTIVE COUNCIL ELECTIONS AND EQUALITY	National Equality Conference

#### **REPRESENTATION OF EQUALITY STRANDS ON THE CEC**

The Trade Union movement maintains a proud tradition of representative democracy. Congress believes that in order to best represent its members we must always seek to ensure that our structures are accountable, representative, and orientated to their needs.

This Conference notes that the Central Executive Council (CEC) has reservations for some equality groups notably women and black members and has agreed to two young members observing CEC meetings.

Due to the finite nature of being a Young Member (coupled with the existing structures) there is no real likelihood of a Young Member being elected to the CEC. This oversight in our democratic structures robs the GMB of the voice and representation of its Young Members in one of its most valuable forums.

This Conference believes that now is the time to review the inclusion of reservations for the equality areas to ensure that all equality strands recognised by the GMB through the National Equality Forum (NEF) are represented on the CEC.

Therefore, this Conference:-

- Resolves to establish a working group which will include members of the GMB Young Members Network to look at the democratic representation of Young Members within the GMB and to assess the feasibility of Young Member observer positions becoming full members of the CEC and assess RMA Representation on the CEC in its own right and not as an Observer
- Instructs the working group in question to work with National Equality Forum, the SMT, CEC, other regions/national forums for equality as well as the women's task force to agree proposals and rule amendments and deliver their report with recommendations to the next GMB Congress 2017.

**London Region to Move**  
**Wales & South West Region to Second**

## **C4 Covering Motions:**

62	UNION EDUCATION	London Region
63	MORE EDUCATION FOR UNION REPS	Southern Region
64	REFRESHER TRAINING FOR REPS	Midland & East Coast Region

### **TRADE UNION EDUCATION FOR GMB MEMBERS**

Knowledge is the most powerful weapon and all Reps need to update their skills to provide a good service to the membership.

Conference truly believes that knowledge is the best weapon in our daily fight, not least against H.R. To be given the opportunity to be educated to higher levels in order to gain real qualifications, e.g. in H&S, The Law at Work, Equalities – to name a few, will help give union reps the tools they need. It would also give some reps the opportunity to develop their skills and enable them to undertake further education.

This Congress notes that Trade Union education is suffering from attacks and cuts in funding from this Government (along with everything else).

Our reps must not suffer from the lack of proper TU education to equip them to do their job in this difficult time. The British Trade Union education system has long been admired internationally and we cannot afford not to adapt and develop it.

This Conference calls for more education for union reps and resolves to:

- Do a cost study of providing a two-day refresher training course for all Reps who have been in post for more than five years and who haven't received any training since their initial training.
- To set up "Train the Trainers" courses in all regions. Within the GMB, we have many very skilled and talented members who could deliver training for other reps on a branch or area basis. This would enable skill-sharing with small expense to great benefit of the union. GMB would thus continue to deliver high quality education, rather than just rely on officers using their own chequered past stories and experience.

**London Region to Move**  
**Southern Region to Second**  
**Priority in debate: Midland Region**

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## **C5 Covering Motions:**

67	THE APPRENTICESHIP LEVY	Southern Region
68	STOP ABUSE OF THE APPRENTICESHIP SYSTEM	GMB Scotand

### **APPRENTICESHIP SYSTEM AND THE APPRENTICESHIP LEVY**

This Conference needs to highlight and debate the abuse of the Apprenticeship System by businesses. Apprenticeship is defined as training lasting at least twelve months and including 1 day a week off-the-job training. CBI statistics show the reality with

- 10% of learning through "Training on courses"
- 70% of learning through "On The Job" training
- 20% of learning through "Mentoring or Coaching"

Many businesses are abusing the system when putting new starters on an "Apprenticeship" merely to pay the lowest pay rate that they need to pay.



Many of these positions are unskilled, the time taken to learn the job being short. But workers are kept on Apprenticeships so employers don't have to pay their full rate of pay. This is confirmed by the CBI's figures that only 20% of training is through mentoring or coaching.

Furthermore, the apprenticeship levy will come into effect in April 2017 and will be payable by employers in the UK at 0.5% of the total payroll costs of all employees. The OBR has calculated that the apprenticeship levy will raise £11.6billion by 2020, which will be used to fund apprenticeships. Only employers with a total payroll greater than £3million will have to pay the levy, however, this covers thousands of GMB workplaces across every region.

All GMB reps, including ULR, should be actively negotiating with employers to ensure only high quality apprenticeship programmes are set up in GMB workplaces. This will ensure apprentices are not being exploited while giving the next generation jobs with good levels of pay, pensions, health and safety and collective bargaining rights.

This Conference urges GMB to support a campaign to make Apprenticeships meaningful and not a means of cheap employment.

### **GMB Scotland to Move Southern Region to Second**

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#### **C6 Covering Motions:**

69	MAKING MENTAL HEALTH CENTRAL TO GMB@WORK	North West & Irish Region
71	MENTAL HEALTH ISSUES IN THE WORKPLACE	North West & Irish Region
72	MENTAL HEALTH	Birmingham & West Midlands Region

#### **MENTAL HEALTH TRAINING CENTRAL TO GMB@WORK**

This Conference recognises the ever increasing amount of people at work suffering with mental health issues varying from mild to extremely serious, much of it caused by the worry and uncertainty facing people trying to cope with austerity measures implemented by this Government. Estimates are that one in six British workers are experiencing some form of depression, anxiety or stress which has caused the major reason for workplace absence. However, given the scale of the problem, Reps are clearly not in a position to assist, only signpost.

Our union has done great work on mental health awareness since last year's Congress in Dublin, particularly through the Young Members Network's campaign on young workers' mental health. Though we always know that more can be done to fully support our members in all workplaces and sectors.

We would like to make relevant training for our Shop Stewards and Safety Reps to be able to gain the knowledge and confidence to enable them to assist the wellbeing mentally of our membership.

This Congress is asked to support two policies that together will further put mental health support at the centre of our GMB@Work organising strategy.

The first is to call on GMB to offer a Mental Health training course to assist all Reps to spot the signs and help with early intervention and aid reps to support members as best they can which would also include support for themselves, as reps are not mental health professionals and already have a demanding role in representing our members.

Building on this, this motion secondly calls for our organising strategy to include encouraging employers in GMB-recognised workplaces to develop a good workplace policy on mental health and for this to be negotiated with GMB and our reps who have received Mental Health Awareness and Support Training.

### **North West & Irish Region to Move Birmingham Region to Second**

## **C7 Covering Motions:**

87	FEMALE GENITAL MUTILATION	Northern Region
88	FGM	London Region

### **FEMALE GENITAL MUTILATION**

Female genital mutilation is illegal and an abuse of children, an abuse no different to the abuse of children in carers' homes that is now being brought before the courts.

We must demand that the government brings into play a more forceful approach in dealing with this abuse of young girls in the UK. Only one case has come to court that failed whereas in the EU there have been many more cases of prosecution and prison sentencing. There is a need for the Labour movement to be more aggressive in demanding the protection of our children.

This practice of FGM should be stopped in all our communities and whilst legislation can have a deterrent effect, it also requires working with communities to ensure an end to this barbaric practice.

The GMB calls on public community funding to be made available, not at the expense of other public sector funding, to enable the tackling of FGM and to seek its eradication in the UK.

This Congress recognises that the Union's policy towards female genital mutilation has not been effective and calls for an on-going campaign by the GMB against the practice of Female Genital Mutilation (FGM).

**Northern Region to Move  
London Region to Second**

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## **C8 Covering Motions:**

98	GOVERNMENT CUTS AND THE DISABLED	London Region
99	DISABLED PEOPLE AGAINST CUTS	Southern Region

### **GOVERNMENT CUTS AND DISABLED PEOPLE**

Congress is aware that five years' of Coalition Government policies have driven into poverty hundreds of thousands of disabled people who rely on benefits, as well as the closure of Remploy factories, and that the new Government is introducing more cuts.

Disabled workers have increasing difficulty in securing work, training, and career progression because many employers fail to make the "reasonable adjustments" required by the law, and through caps on the Access to Work fund. Many employers use sickness absence procedures to unfairly dismiss disabled workers. Mental health problems have reached epidemic levels with people terrified to disclose them for fear of never working again.

As a particularly vulnerable group, they are suffering under this Government's austerity measures and welfare cuts.

Congress asks that the Union increase awareness of these issues facing members and that these are part of a broader attack on all disabled people.

Congress therefore proposes:

- i) That GMB establish Forums through which disabled members' views and experiences can be brought to the attention of the union;
- ii) Training for workplace representatives and officials in the issues facing disabled members;

- iii) That the union supports campaigns to defend all disabled people by organisations led by disabled people themselves (such as Disabled People against Cuts- DPAC) which backed union campaigns to save Remploy. GMB should encourage regions and individual branches to affiliate and join in with local DPAC campaigns.
- iv) That GMB should affiliate to DPAC in order to show our solidarity and promote their issues. This Conference acknowledges the excellent work that Disabled People Against Cuts (DPAC) do in fighting for justice and human rights for all people with disabilities.

**London Region to Move  
Southern Region to Second**

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## **C9 Covering Motions:**

112	RETIREMENT FOR WOMEN	Birmingham & West Midlands Region
113	WASPI AND STATE PENSION	London Region

### **STATE PENSION FOR WOMEN**

Congress notes the current up swell of anger over state pension changes, with state pension age being at the forefront of this. It is felt that a small section of women are being hit particularly hard due to the acceleration of State Pension Age increase in 2011 and because the State Pension equalization has not been communicated sufficiently at all since its introduction in 1995.

There is also a major concern that people were misled either intentionally or unintentionally by comments made by the Coalition into believing that the Single Tier Pension meant everyone would receive £155.65, this will not be the case for most of our members retiring in the near future.

We need to clarify and reassure women of their rights to choose consisting of when they retire and when they will qualify to claim their state pension.

This Conference calls for:

- A campaign for an urgent review into the age when women can retire and claim their state pension. The Government plans a review in 2017.
- GMB to support the Women Against State Pension Inequality (WASPI) campaign
- A root and branch review into State Pension provision and whether it is providing a fair, timely and decent benefit. Also, the ways it could be improved to the benefit of working people who rely on it most.
- Use these reviews to influence debate within the wider political context.

**London Region to Move  
Birmingham Region to Second**

## **C10 Covering Motions:**

126	PAY FOR UNDER 25 YEAR OLD WORKERS	London Region
127	LIVING WAGE CAMPAIGN	Southern Region

### **LIVING WAGE AND PAY FOR WORKERS UNDER 25**

This Congress believes that George Osborne's so called National Living Wage is nothing more than spin.

This Congress further notes with concern that from April 2016, the so called National Living Wage will be £7.20 an hour for workers aged 25 and older but the minimum wage will still apply for workers aged 24 and under.

This Congress agrees that workers of whatever age should receive a real Living Wage of £10 per hour and calls for the implementation of a negotiating strategy into every Branch development plan for 2017, to focus on the £10 GMB Living Wage campaign.

Further, that the national proposal be to adopt £10 per hour as the minimum and that all future pay negotiations should include this as a priority.

**Southern Region to Move  
London Region to Second**

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## **C11 Covering Motions:**

162	TRIDENT – THE REAL COST AND EMPLOYMENT	Yorkshire & N. Derbyshire Region
163	LABOUR PARTY	Birmingham & West Midlands Region
166	SUBMARINE SUCCESSOR PROGRAMME	Northern Region

### **TRIDENT- THE REAL COST**

This Conference, understands that scrapping Trident has widespread support: the SNP in Scotland support cancelling Trident's replacement. Many would privately support scrapping the existing system. Churches, civil society groups and environmental campaigners agree. However, what would be the cost in well paid unionised jobs and are there really billions of savings to be found?

A complete costing is difficult to come by – the Ministry of Defence clearly won't plan in public for a policy it rejects. Parliamentary questions, MoD accounts, private sector figures and reports from the disarmament movement show it will cost billions to scrap Trident.

Even before the costs of laying off the thousands of naval personnel and civilians who depend on Trident, there are several major problems: the four Vanguard class Trident submarines need to be decommissioned; their nuclear reactors stripped out and stored. There are up to 200 nuclear warheads to dispose of, their highly-contaminated storage, manufacturing and testing facilities need to be decommissioned and the expensive contracts the MoD has signed with three of the world's largest military contractors to run these facilities need to be paid off.

There is a vast infrastructure supporting Trident. Thousands of jobs are at stake in direct work in key sites within the UK as well as in the supply chain in many constituencies across the UK as shown by KOFAC in their excellent publications. There are several thousand naval and civilian staff at its base at Faslane and its warhead base at nearby Coulport. 6,500 staff and contractors are employed testing, building and maintaining its warheads at AWE Aldermaston and Burghfield in Berkshire.

Hundreds more at the Rolls-Royce nuclear reactor design centre in Derby and the Vulcan reactor testing centre at Dounreay, on the northern coast of Scotland.

The GMB nationally and many other unions have a very high density of membership at stake, should there be changes to government and opposition policy.

At the Barrow-in-Furness boatyard, there are more than 5,000 people employed by BAE Systems and it is expected that an additional 1,000 would be taken on if the main "gateway" decision on the Successor class is made in 2016. Can we, as trade unionists, condemn this many jobs to history?

The GMB does not and will not support any political decision to do so.

The MoD estimates that its current nuclear decommissioning liabilities, covering all its facilities, are £9.6bn. This is a ballpark figure, much of which involves existing clean-up costs but its projected costs for scrapping Trident are, at 2006 prices, well over £4bn. They include £3.4bn to decommission its warhead factories at Aldermaston and Burghfield; £333m to decommission and store the current fleet of nuclear submarines, including Trident; £146m to dismantle Trident's warheads; more than £150m to decommission Devonport and Rosyth's nuclear shipyards and refuelling facilities; £10m to decommission the Neptune test reactor in Derby and more than £6m on other decommissioning costs. The Vulcan test reactor at Dounreay would cost at least £2bn to decommission, if the UK's entire nuclear submarine programme were to be cancelled.

A separate authoritative assessment, published by Public Finance News in 2007 and drawing on data from the MoD, Hansard and Greenpeace, puts the total costs of decommissioning Trident submarines alone at £1.75bn.

The MoD will pay AWE Management Limited £950m in this financial year and the overall 25-year contract is worth £5.3bn. Then Lockheed Martin's rolling contract for the missiles is worth \$21m (£13.7m) a year. Nicola Sturgeon can have no idea what the cancellation costs of those contracts will be, nor the costs of laying off the 6,500 staff at AWE.

The North East has suffered many recent shocks in manufacturing such as in SSI with the failure of the British Government to safeguard the industry and jobs

However, the direction of travel of the Labour Leadership is to impose the many SSIs on areas of the UK and many GMB members.

Congress believes that rhetoric is one thing, practical high skill based employment is another.

Congress reaffirms our commitment to the thousands of GMB members and their families whose futures are inextricably linked to submarine build and maintenance.

This Conference is dismayed at the approach of the Labour Leadership in respect of Trident renewal and calls on Labour to provide a detailed, second by second account of what their proposals would mean in practice in what their direction of travel appears to mean for our members involved in the Trident process.

Furthermore, this Conference calls on GMB to confirm its continued support of the renewal of Trident at the 2016 Labour Party Conference to protect GMB members' jobs in this industry.

GMB believes that that highly skilled, highly paid career encompassing employment must be the aim for all our members. In short, the GMB are convinced it would be wrong to assume there would be any meaningful savings at all from scrapping Trident and many jobs would be lost.

Political pressure or not, safeguarding our members interests are paramount.

We urge Conference to support this position and adopt this as national policy.

**Yorkshire Region to Move**

**Northern Region to Second**

**Priority in debate: Birmingham Region**

## C12 Covering Motions:

187	HUMAN RIGHTS ACT	London Region
188	BRITISH BILL OF RIGHTS	Southern Region

### HUMAN RIGHTS ACT

Congress believes that our Human Rights Act protects every one of us. It is a statement of the basic values and law protecting a small collection of some very basic, fundamental, and not at all controversial rights.

#### **The right:**

- To life
- To freedom from torture and inhuman or degrading treatment
- To liberty and security
- To freedom from slavery and forced labour
- To a fair trial
- To no punishment without law
- To respect for your private and family life, home and correspondence
- To freedom of thought, belief and religion
- To freedom of expression
- To freedom of assembly and association
- To marry and start a family
- To protection from discrimination in respect of these rights and freedoms
- To peaceful enjoyment of your property
- To education
- To participate in free elections

The Tory Government wants to scrap our Human Rights Act and replace it with a quickly pushed through "British Bill of Human Rights and Responsibilities". The covert purposes of the British Bill of Rights are to grant extended powers to businesspeople, employers, landlords and merchants, and to deregulate business as a counterpart to international trade agreements (e.g. TTIP).

The Bill has wide-ranging implications including the loss of statutory minimum wage and maximum working hours, removal of trade barriers including Health and Safety protection and the dismantling of the welfare state. The Government is not consulting in good faith with the workers, tenants and consumers who will be adversely affected.

This Conference agrees that the existing Human Rights Act is vital to safeguarding employment rights, and the proposed British Bill of Rights must be stopped. This would weaken the rights of everyone, which means less or no protection against powerful interests, greater inequality and more injustice.

We call upon Congress to:

1. Get commitment from the Labour Party to re-instate the Act in full, when re-elected (if it is repealed), speak in favour of the Act and vote against repealing it when it is read in Parliament.
2. Launch a high profile campaign to highlight the Bill's covert purposes, including engaging with the Government's consultation process, sponsoring expert legal advice, political lobbying
3. Raise awareness to members via dedicated web pages on the GMB website, training, a petition to government and conducting polls and surveys, etc.
3. Give guidance to members on how to challenge mis-representation of the Human Rights Act and human rights generally in media and politically.
4. Promote the great work and resources of human rights groups that GMB is already affiliated to or might like to affiliate to in order to enable us to strategise, plan and co-ordinate action.

**London Region to Move**

**Southern Region to Second**

## C13 Covering Motions:

209	FLOODS	Yorkshire & N. Derbyshire Region
210	FLOOD PREVENTION	Midland & East Coast Region
211.	FLOOD DEFENCES	Northern Region
213	FLOODING IN THE UK, CLIMATE CHANGE AND INSURANCE	Southern Region

### FLOODING IN THE UK: PREVENTION AND DEFENCES

This Conference is concerned to find that yet again, over last Christmas and New Year, large parts of the UK were seriously flooded. Experts are not clear that is at least in part due to a rise in global temperature and climate change, as outlined in the Paris Climate Change Conference of December 2015. This conference agreed to limit temperature rise to between 1-2 degrees over the next decade and beyond.

This clearly recognized that climate change and temperature rise will happen globally and in the UK. This temperature rise will lead to warmer weather fronts across the Atlantic and the UK, which will retain more water vapour and that will be deposited across the UK as increased rainfall.

This Conference notes the brilliant work undertaken by Environment Agency workers during the floods of late 2015 and early 2016. GMB is proud of its members and the very hardworking engineers who work for the Environment Agency. They have made superhuman efforts to try and protect cities and towns all around the region and beyond. The emergency services do need public support and public investment.

GMB believes that pressure must be brought to bear on the government to fully fund the Environment Agency, not cut its budget and to fully fund new flood defences where they are necessary. Not just in York but in other areas of Yorkshire, including the Upper Calder Valley as well as the rest of the country.

GMB has a very high regard for emergency workers, including the members of the Fire Brigades union, who are often not given the credit by Tory government ministers for their tireless work helping those who found their homes and businesses inundated over the Christmas and New Year period.

This Conference condemns the lack of investment, planning and political intent to prevent and alleviate the impact of flooding leading to homes and businesses being devastated on an unprecedented scale.

GMB is totally against cuts to flood defence money, which has taken place over the past five years. This is not the answer to the issue: The answer has to be to increase it. The floods are not, as government ministers have said in the past, a once in a generation event, they are occurring on an increasingly regular basis.

George Osborne was criticised by academics who said their analysis showed that flood defence spending had fallen. Prof Simon Wren-Lewis of Oxford University said the government had shown no sign of taking into account the increasing threat of extreme weather.

“What you would really expect is to see spending at a much higher level. It doesn’t seem like the same kind of reaction which we know has happened to the threat of terrorism, where we know spending levels have increased by a large magnitude” he said.

GMB supports the recent comments of the Labour leader, Jeremy Corbyn, who called for greater flood defence spending after experts criticised the chancellor, George Osborne, for prioritising cutting the deficit.

Congress notes the lack of support and resources that have been devoted and direction by Government to ensure rivers and watercourses are properly maintained, that flood plains are correctly managed and housing planning consents are strictly controlled in flood risk areas. Lessons are still not being learnt and the relaxation of planning regulation ensures that houses are being built in questionable locations particularly as regards flooding risks.

GMB believes a full enquiry should be held to ascertain whether government ideological cuts are to blame for the misery heaped on the people who are affected by recent floods. Many of those affected by the flood found themselves uninsured and unable to pay for the damage and repair their property. They also found

that without new flood prevention measures that the insurance companies would not insure those that did have insurance, when their insurance was due for renewal.

This Conference calls on the GMB to support and campaign:

- For the launch of a public inquiry into this winter's floods and to increase funding as a matter of urgency.
- For increased spending on more effective programmes of flood defences and flood avoidance measures to reflect the changing climate that is happening in the UK.
- To ensure that the government works with the insurance industry to ensure that people in these areas are able to insure their houses and businesses against flooding in the future. Congress believes that without a co-ordinated approach to flood defences and maintenance, local people, businesses and infrastructure will continually be plagued by avoidable weather events.

**Yorkshire Region to Move**  
**Southern Region to Second**  
**Priority in debate: Northern, Midland Regions**

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## **C14 Covering Motions:**

243	SOUTH NORFOLK CLINICAL COMMISSIONING GROUP NHS CUT	London Region
244	NHS HEARING AIDS	London Region

### **SOUTH NORFOLK CLINICAL COMMISSIONING GROUP NHS CUTS**

This Congress is appalled by the proposals being put forward by South Norfolk Clinical Commissioning Group (S.N.C.C.G) in its bid to save money. This Conference is appalled that:

- The elderly from 50 years plus age group will no longer be able to get an NHS hearing aid, unless it is a necessity for work, have a pre-existing ear condition or suffer from dementia, other disabilities or learning difficulties.
- On cataract operations by only allowing one eye to be operated on, second cataract eye operations will be automatically rejected unless clinicians can demonstrate an exception. The Royal National Institute of Blind People (RNIB) are concerned as eyes are a person's valuable asset

Congress notes that the same CCG have cut IVF treatment and gluten free prescription food. What the S.N.C.C.G are proposing can cause further harm and Congress calls on the GMB to campaign against these cuts.

**London Region to Move**  
**London Region to Second**



## **C15** Covering motions:

269	HOUSING	London Region
275	SOCIAL HOUSING	London Region

### **SOCIAL HOUSING CAMPAIGN**

Congress agrees the housing situation in London, the Southeast and elsewhere has become impossible. For those who are low-paid it is becoming increasingly difficult to make ends meet, often because of inadequate social housing provision. Many of our members are being priced out of their homes and forced into over-priced privately rented housing which will make it impossible for them to work in London and other towns and cities.

This Conference notes that disadvantaged groups (women, BAME, elderly, sick, young and people with disabilities) suffer the most and are the most vulnerable, with the loss of tax cuts in benefits and massive rent rises.

Congress congratulates London Region Sisters and Young members' groups for the work they have done to highlight the situation. However, the problem is not just confined to London – even though it is particularly bad there.

This Congress resolves GMB to actively campaign around housing issues and liaise with Regional Committees and Branch Political Officers. A national campaign is needed to:

- Lobby sponsored MPs to work towards a policy of massive social housing building, taking into account the need for appropriate siting, sustainability issues etc. GMB policy is to defend social housing and not sell it off to developers
- Meet with all sponsored GMB Councillors and MPs to advise them that we expect them to defend and extend social housing – not sell it off to developers etc.
- Instruct the Law Advice Service to advise on housing issues.
- Support local community actions to defend social housing and fight evictions e.g. with: E15 Mothers, Sweets Way, West Hendon Housing Group, Defend Haringey Housing, Brixton Housing Campaign and Reclaim Brixton, Aylesbury Estate Campaign, and many others.
- Publicise and attend housing demonstrations around housing issues and efforts to resist evictions.

**London Region to Move**  
**London Region to Second**

# CEC RULE AMENDMENTS

(Line numbering refers to rules as printed in the GMB rulebook)

## Our purpose

We work to improve the quality of life and provide new opportunities for all our members and their families. We aim to improve the lives of GMB members and make sure that their achievements lead the way for working people in Britain and across the world.

Every GMB member should have the opportunity to discover and develop their talents. All our members should enjoy work that is fulfilling and rewarding.

- We will work with employers who are aware of future possibilities, and negotiate useful and beneficial agreements that help to achieve our purpose.
  - We will work to widen the understanding of employers whose experiences, knowledge and aims are more limited. We will aim to end exploitation, discrimination and injustice.
  - We will persuade non-members to join, encourage members to become active, and help active members to take full part in the life of the GMB. In particular, we will recruit and help develop young people so that we improve their lives and protect the future of the GMB and our values.
  - We will train local representatives to represent GMB members in a skilled and professional way, so that they win respect for their members, us and themselves.
  - We will recruit members through providing an outstanding service to working people and their families, encouraging people to stay with us for their whole lives. We aim to achieve the reputation as the best trade union in Europe.
  - We will create an atmosphere of teamwork in which every GMB office holder and employee will feel personally responsible for achieving our purpose.
  - We will strive to ensure that GMB's profile reflects all equality strands in the union at all levels of the lay and employee National, Regional, Branch and Workplace structures
- Adopted at Congress 1990

### CECRA1

Our Purpose

Delete "Adopted at Congress 1990"

### Rule 29 Audits

5 The members will have the same access to our books and information as the chartered accountants, under the conditions of the Trade Union and Labour Relations Act 1974.

### CECRA2

Rule 29

Clause 5

Line 3, after Relations insert "(Consolidation)"

Line 3, delete "1974", insert "1992"

Clause to read:

5 The members will have the same access to our books and information as the chartered accountants, under the conditions of the Trade Union and Labour Relations (Consolidation) Act 1992.

## Rule 60 Election disputes

2a The Central Executive Council may rule that, before making a decision is made about the complaint, the candidate appearing to have the highest number of votes should take office or be excluded from taking office.

### CECRA3

Rule 60

Clause 2a

Line 2, delete "is made"

Clause to read:

2a The Central Executive Council may rule that, before making a decision about the complaint, the candidate appearing to have the highest number of votes should take office or be excluded from taking office.

## Rule 45 Contributions

1 Once they join the union, members will pay a contribution in line with this rule.

Members will pay £2.90 a week and be classed as grade-1 members, unless they are:

- part-time members employed for 20 hours or less;
- young people under 18; or
- recruited as being unemployed;

in which case, they will pay £1.70 a week and be classed as grade-2 members. However, grade-2 members can choose to pay the contribution rate for, and be classed as, a grade-1 member.

The above grades are only used for deciding what contributions members should pay and the benefits they may receive.

### CECRA4

Rule 45 Clause 1,

Line 3: Delete "£2.90", insert "£3.00"

Line 8: Delete "£1.70", insert "£1.75"

Clause will now read:

1 Once they join the union, members will pay a contribution in line with this rule.

Members will pay £3.00 a week and be classed as grade-1 members, **unless** they are:

- part-time members employed for 20 hours or less;
- young people under 18; or
- recruited as being unemployed;

in which case, they will pay £1.75 a week and be classed as grade-2 members. However, grade-2 members can choose to pay the contribution rate for, and be classed as, a grade-1 member.

The above grades are only used for deciding what contributions members should pay and the benefits they may receive

## Rule 45 Contributions

2 Branch committees will have the power to fix the amount lapsed members (members who joined but later stopped paying contributions) need to pay to rejoin. This amount will be between £2.90 and £10 for grade-1 members, and between £1.70 and £5.50 for grade-2 members, except in particular circumstances when we may increase the amount with the approval of the regional committee.

### CECRA5

Rule 45, Clause 2,

Line 4: Delete "£2.90", insert "£3.00"

Line 5: Delete "£1.70", insert "£1.75"

### Clause will now read:

2 Branch committees will have the power to fix the amount lapsed members (members who joined but later stopped paying contributions) need to pay to rejoin. This amount will be between £3.00 and £10 for grade-1 members and between £1.75 and £5.50 for grade-2 members, except in particular circumstances when we may increase the amount with the approval of the regional committee.

# EXISTING POLICY MOTIONS

## REPORT ON EXISTING POLICY MOTIONS

In accordance with Recommendation 14 of the "Framework for the Future of GMB: Moving Forward" CEC Special Report carried by Congress 2007, Congress 2008 agreed to endorse motions that the CEC determined were already in line with Existing Policy.

The CEC has identified the Congress motions listed below as being in line with existing GMB policy. Congress 2016 will be asked to endorse these motions. If agreed, the motions will not be debated. The recommendation to Congress will be reported in SOC Report No 1 at the start of Congress.

**Note: The following 43 Existing Policy motions have been withdrawn from the Preliminary Agenda at the Regional Delegation Meetings.**

16. CAMPAIGN FOR ONLINE BALLOTING
17. DIVERSITY IN GMB TRADE UNION
24. DIRECT COMMUNICATION WITH THE MEMBERSHIP
28. TOP DOMAIN NAME
29. LIVING WAGE FOR ALL
60. DECLINE OF UNION LEARNING FUND CONTRIBUTIONS (ULF)
79. INTERNATIONAL WOMEN'S DAY
81. PROTECTING ABORTION SERVICES
84. DOMESTIC VIOLENCE
85. WOMENS' REFUGES
97. CONSERVATIVE MARGINALISATION OF THE DISABLED
130. ZERO HOURS CONTRACTS
131. ZERO HOURS
134. SAVING OF CHRISTMAS
144. AUSTERITY AND PUBLIC SERVICES CUTS
147. AUSTERITY
149. SUPPORTING CO-OPERATIVES TO COUNTER AUSTERITY
154. CORPORATE TAX EVASION
155. HMRC
175. ACCOUNTABILITY OF GMB SUPPORTED MPs, COUNCILLORS AND OTHER ELECTED REPRESENTATIVES
178. ATTACKS ON YOUNG PEOPLE'S BENEFITS
181. VOTES FOR 16 YEAR OLDS
184. DEVOLUTION DEALS WITHIN ENGLAND
185. DEVOLUTION IN ENGLAND
194. IMMIGRATION BILL 2015
218. SUPPORT FOR THE BBC
221. B.B.C
222. LIBRARIES
224. GAMBLING
235. CAMMELL LAIRD 1984 STRIKE
238. NATIONAL HEALTH SERVICE
245. POSTCODE LOTTERY
247. OBESITY AND DIABETES
267. PREPAYMENTS
272. HOUSING
273. HOUSING CRISIS
283. RENT CAPPING
285. ROAD MAINTENANCE
286. STREET LIGHTING

- 290. DRIVERS CPC TRAINING
- 291. VEHICLE WINDSCREEN CLAIMS
- 296. WELFARE BENEFITS
- 297. TORY WELFARE CAP

## **CEC STANCES ON EXISTING POLICY MOTIONS**

The following outlines the stance adopted by the Central Executive Council towards each motion deemed as Existing Policy at its meetings in March and April for motions remaining on the Agenda

### **32. SUPPORT FOR THE FRIENDS OF THE DURHAM MINERS' GALA**

This is in line with Existing Policy as debated and carried by Motion 16 GMB Congress 2013 "Durham Miners Gala" The CEC and GMB Regions continue to support and publicise the Big Meeting and ensure its future survival and growth.

### **46. REGIONAL HEALTH & SAFETY OFFICERS**

The first item of the Action Plan in the CEC Special Report on Health and Safety passed at Congress 2015 called for a "dedicated Regional Health & Safety Officer in every GMB Region".

### **78. NATIONAL WOMEN'S CONFERENCE**

A request for a National Women's Conference was debated at Congress 2013 with Motion 67. Furthermore, the Womens TaskForce Report carried at Congress 2014 recommended that we would first need to have annual women's conferences in all Regions before looking at holding a National Women's Conference. Recently more Regions have held women's Conferences using the NW & Irish Conference as a model and the success of these will be reviewed.

Some regions and branches hold or participate international Women events every year. Branches have been encouraged to affiliate to their local CLP's

### **82. DOMESTIC VIOLENCE, WOMEN AND AUSTERITY**

We have had previous Congress motions highlighting how the Government's austerity measures and cuts have impacted women and families (Congress 2014, Motion 103 "The impact of public service cuts upon vulnerable women and organisations" and Motion 259 "Domestic Violence Service Providers"). In addition we continue to highlight this injustice in the trade union area and have submitted motions to TUC Women's Conference.

### **96. GMB CAMPAIGN AND STRATEGY FOR SUPPORTED EMPLOYMENT FOR ALL**

Our policy has always been to support the principles of creating supported employment opportunities for disabled people in the UK and for proper funding by government and local authorities. (as carried by Composite 3 at Congress 2015) GMB have conducted considerable work and lobbied for supported employment as there continues to be a need. GMB has supported the establishment of 2 such workplaces giving employment to ex GMB Remploy members with varying degrees of success. However the motion is looking for a specific strategy and we continue to be hampered as the Government continues to attack disabled people and trade unions.

### **123. THE INEQUALITY OF NATIONAL MINIMUM WAGE LEGISLATION**

The removal of age rates has been longstanding GMB policy since 2001, it is only right that workers should receive the same rate where they are doing the same job, regardless of their age. A similar motion to Congress 2013 (m120) on removing the age rates in the Minimum Wage structure was agreed as Existing Policy. Our ultimate aim is for a minimum wage to reflect a living wage, for all workers regardless of age

### **133. ZERO HOURS CONTRACTS**

We have been working with the Labour Party on this and on security of employment agreements with several employers. We continue to fight minimum hours contracts which are rapidly replacing zero hours contracts. We have longstanding opposition to Zero Hours Contracts as carried recently at Congress 2013 (Motion 129) Congress 2014 (Composites 5,6 and Motion 63) and Congress 2015 Motion 138. This motion does not progress our current policy

#### **142. TRIBUNAL FEES**

This Motion is in line with existing policy to seek the withdrawal of fees for tribunal cases, see for example Composite 3 "Claims to Employment Tribunals" carried at Congress 2012, Composite 4 "Employment Tribunal Fees and Unfair Dismissal" carried at Congress 2012, and Composite 5 "Employee Funding for Employment Tribunals" carried at Congress 2012. See also Motion 92 "The Impact of Tribunal Fees on Discrimination Claims" carried with a qualification at Congress 2014, plus Motions 131 "Reversing the cuts to Fees for Employment Tribunals", Motion 132 "Review of the Employment Tribunal System" both carried as existing policy at Congress 2015. The Motion asks for a specific commitment from the Labour Party to immediately remove fees when returned to office.

#### **143. THE ECONOMY – YOUTH UNEMPLOYMENT AND THE WRONG IDEOLOGY**

Congress 2015 debated and carried a similar motion highlighting the problems young workers face under this Government (Motion 322 Its Time to give Young People the respect they deserve.) GMB has an active Young Members Network who are working on a Fair Deal for Young Workers

#### **146. CAMPAIGNING AGAINST AUSTERITY CUTS**

GMB has been actively supporting and participating in national, regional and local anti-austerity marches and demonstrations. As a key campaigning union, GMB are happy to support co-ordinated campaigns and work with other unions nationally to build opposition to the austerity cuts

#### **152. ANTI-POVERTY AND THE WORK OF THE TRADE UNIONS**

The main purpose of GMB is to "improve the quality of life" for our members and to campaign for adequate wages to raise their living standards and lift people from poverty. We will continue to campaign and fight against social inequality and the motion is just asking us to re-affirm our core values especially in relation to fair pay and the ever increasing pay gap between workers.

However this has been debated at Congress 2012 C8 "Pay differentials and Boardroom Salaries" and at Congress 2014 C10 "Growing inequality and the widening gap between rich and poor under the Coalition Government".

#### **186. GAGGING LAWS**

This has been debated at Congress 2014 with Composite 14 on the Lobbying Bill. Also there is already a commitment that an incoming Labour Government will repeal the Gagging Law.

#### **207. THE TRANSATLANTIC TRADE AND INVESTMENT PARTNERSHIP (TTIP)**

The motion is almost identical to Motion 266 submitted to Congress 2015 (BASF Chemicals Branch - Yorkshire and North Derbyshire Region) which formed part of Motion C14 adopted at Congress 2015. It reflects current GMB policy and on-going campaigning activities on this issue.

#### **208. TTIP**

This motion calls on the CEC to continue our campaign of strong opposition to TTIP, highlighting the major threats it poses to our members, their families, our public and health services, standards and protections, and our democracy. It reflects existing GMB policy as adopted in Congress 2015 Composite Motion C14.

#### **219. PRESS MISBEHAVIOUR**

Parliament has passed legislation for press regulation and balanced reporting but the press and media have yet to adhere to this. This is on-going work following Motion 183 "Regulating the Press for balanced Reporting" referred by Congress 2014 and 279 at Congress 2015. This motion is in line with the GMB's support for an independent publically funded BBC with a remit for quality public service broadcasting and it identifies the need for a working class voice to be heard. The BBC Charter provided for all BBC news items to be balanced and free of political bias. GMB support the Charter and is asking for this Charter to be followed. Where programmes fall short of these standards, GMB urge people to complain to the proper authorities to seek redress.

#### **220. DEFEND PUBLIC BROADCASTING**

GMB policy is to support the BBC and its highly unionised workforce and we have spoken in support on this at TUC Congress.

### **227. PAYING FOR OVERPRICED VACATIONS DURING SCHOOL HOLIDAYS**

Whilst sympathetic to the plight of parents wanting to take their school-age children on holiday, the answer is simply supply and demand. Identical motions have been debated in 2006 with motion 230 "overpriced holidays" and more recently highlighted again in Motion 178 "Fair Priced Holiday" at Congress 2014. The unaffordability of holidays during school holidays remains an ongoing campaign.

### **233. LEGAL AID**

The Union has recent existing policy on Legal Aid calling for the restoration of the Scheme to its original intention, see for example Motion 175 "Legal Aid Reform" carried at Congress 2012 and Motion 269 "Legal Aid Cuts" carried as existing policy at Congress 2013 and Motion 200 "Support for Legal Aid" carried as existing policy at Congress 2014, and Motion 287 "Campaign Against Cuts to Legal Aid" carried as existing policy at Congress 2015. The Motion would not be helpful to our current policy as it is restrictive and seeks to set a limit of an income of less than £30,000 in order to qualify for Legal Aid whereas our policy is broader and has no set financial limits.

### **242. SHORTAGE OF NHS DENTAL PRACTICES**

The call to address the shortage of NHS dentists is longstanding GMB Policy as carried by Congress 2008 Motion 183 "The decline of NHS Dentists" and C33 "NHS Dental Treatment carried at Congress 2006

### **255. TRADE UNION AWARENESS IN SCHOOLS**

This motion calls for Trade Union Awareness to be made via our education system. It is in line with existing policy – C7 "Trade Union education in schools" Congress 2008 and Motion 34 Congress 2012 "Educating young people about the trade union movement"

### **256. POLITICAL EDUCATION IN SECONDARY SCHOOLS**

This motion is asking for political and Union awareness to be introduced into the secondary school curriculum, it is in line with existing policy- C7 "Trade Union education in schools" and Motion 36 Congress 2012."Voting education"

### **266. STOPPING WATER POVERTY**

It is GMB policy to renationalise the water industry. This motion suggests that water poverty has become a reality for 5 million households in England and Wales since privatisation.

### **270. SOCIAL HOUSING**

GMB has a longstanding campaign and commitment for more affordable social housing and this was debated at Congress 2014 with the CEC Special Report on Housing.

### **271. SOCIAL HOUSING**

GMB has a longstanding campaign and commitment to build more affordable social housing. This was debated at Congress 2014 with the CEC Special Report on Housing and with Composite 24 "Social Housing Solutions: End the Right to Buy and compulsory purchase of Housing" carried at Congress 2014

### **280. CONTROL OF PRIVATE LANDLORDS**

The same branch has submitted an almost identical motion as in 2014 when the motion was referred with the CEC Special Report on Housing. The CEC Special Report covers our position on this as it calls for greater regulation. Furthermore, the Housing Act 2004 provided Councils with the powers to introduce licensing of privately rented housing properties in areas with the aim of improving conditions for local occupiers and the surrounding community but few Councils have used these powers

### **281. LANDLORD LICENSING**

The same branch has submitted an almost identical motion as in 2014 when the motion was referred with the CEC Special Report on Housing. The CEC Special Report covers our position on this as it calls for greater regulation. Furthermore, the Housing Act 2004 provided Councils with the powers to introduce licensing of privately rented housing properties in areas with the aim of improving conditions for local occupiers and the surrounding community but few Councils have used these powers

### **282. PRIVATE LANDLORDS**

GMB is lobbying against the current Housing Bill which will push up rents and waiting lists, take public funding away from affordable homes for rent and, do nothing to improve security or control rents for private renters. We acknowledge that a fair society cannot be achieved unless we tackle the cost of housing



through rent controls and the CEC Special Report on Housing 2014 called for Regulation for the Private Rented Sector including introducing legislation requiring local authorities to introduce Registration of private landlords with rules requiring minimum quality of premises and protecting tenants from arbitrary rent increases and eviction. With reserve powers to regulate rents.

**293. NATIONAL CONCESSIONARY BUS FARE SCHEME**

Motions to this effect were carried at Congress 2006 (C34), 2007 (C32) and 2008 (C12). Similarly Motion 358 at Congress 2015 was carried with qualification as it did not reference Northern Ireland, which this motion also does not.

**298. TAX CREDITS**

It is GMB Policy not to subsidise low wages with tax credits. People should be lifted out of poverty through the payment of a decent living wage as carried by Congress 2013 C6 "implementing the Living Wage" and Congress 2015: m142, m147,m 225

**299. BEDROOM TAX**

The motion does not introduce anything new and the devastating impact of the bedroom tax and benefit cuts has been debated at a number of Congresses: Congress 2013: C23, m305 Congress 2014: m168, m241, C27 "bedroom tax"

**GMB  
CONGRESS  
GUIDE  
2016**

*Welcomes delegates &  
visitors to the GMB  
99<sup>th</sup> Annual Congress,  
Bournemouth, BIC.*

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# General Information

## GMB Congress 2016 DVD and photos

A DVD verbatim copy of each morning or afternoon session of Congress, supplied in a library case with a printed cover, is available for £10 including postage and packing. Contact GMB's Communications Department on 020 7391 6700. DVDs will be dispatched a few weeks after Congress.

If you require Congress photographs please email Andrew Wiard, Congress photographer on [andrew@reportphotos.com](mailto:andrew@reportphotos.com)

## GMB Congress 2016 delegates' gifts

Your Congress credential entitles you to a GMB Congress 2016 gift t-shirt. Take your Congress credential to the Ethical Threads stand in the Exhibition Hall. The t-shirts come in various sizes and will be distributed on a first come first served basis, so get in quick to ensure your size is still available.



## Tellers: Regional cover

GMB Birmingham & West Midlands Region will count GMB Southern Region votes.

GMB London Region will count GMB Wales & South West Region votes.

GMB Midland & East Coast Region will count GMB Yorkshire & North Derbyshire Region votes.

GMB Northern Region will count GMB Birmingham & West Midlands Region votes.

GMB North West & Irish Region will count GMB London Region votes.

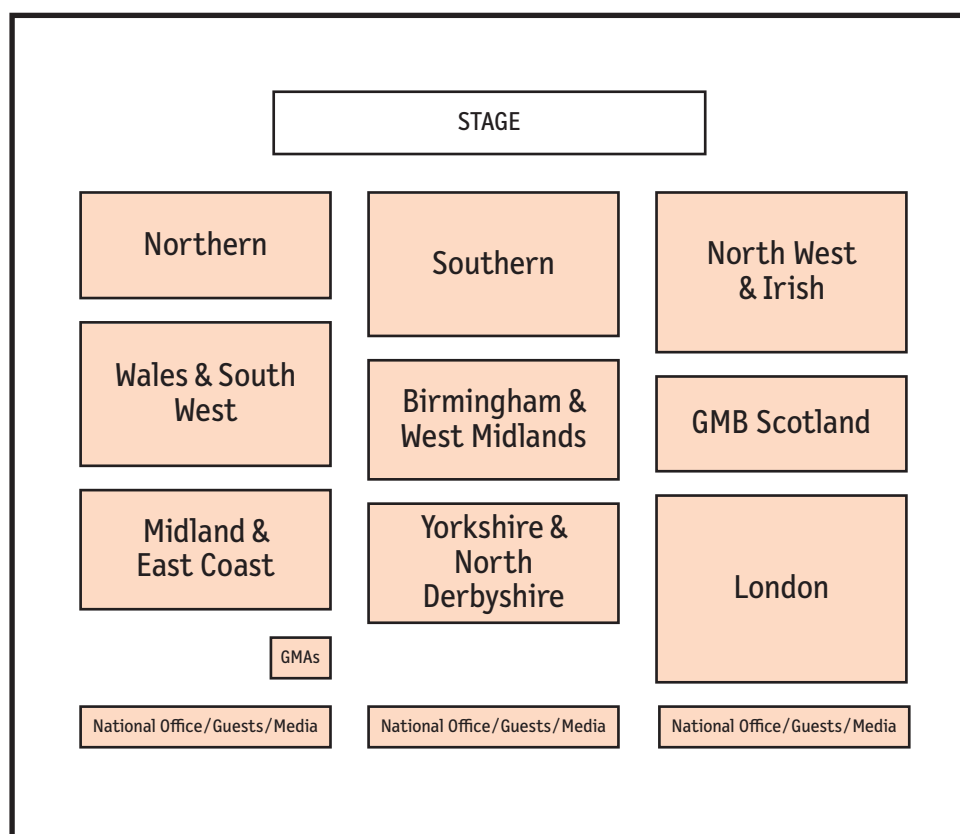
GMB Scotland will count GMB Midland & East Coast Region votes.

GMB Southern Region will count GMB Northern Region votes.

GMB Wales & South West Region will count GMB North West & Irish Region votes.

GMB Yorkshire & North Derbyshire Region will count GMB Scotland votes.

# Seating Plan



# Obituary List

## **GMB EMPLOYEES AND PENSIONERS**

PT Barratt  
G Caig  
RH Cox  
C Cuddington  
M Dolan  
V Elliott  
HD Hunt  
JD Hursthouse  
MJ Johnson  
J Jones  
E Nice  
AT Parsons  
R Scott  
J Stonnard  
J Timlin  
MB Tonner  
M Webster  
R Whittaker  
MM Williams

## **BIRMINGHAM & WEST MIDLANDS REGION**

Jim Duggan  
Jean Travis  
Peter Reeves  
Mark Ashforth  
Kenneth Walkate  
Steven Rytlewski  
Iris Dudley

## **LONDON REGION**

John Cope  
Frank Peters  
Bob Slade  
Phyllis Willis

## **MIDLAND & EAST COAST REGION**

Brian Courtney,  
Carole Wojcik

## **NORTHERN REGION**

Walter Black  
Gerald Williams

## **NORTH WEST & IRISH REGION**

William Bennett  
D Delea  
Gary Ellis  
Frederick Stuart Gordon  
James Hanley  
J Harford  
E P Kavanagh  
J Lane  
Garth McCarthy  
Steve McKeown  
Mr L Murphy  
Robert Pennell  
Tommy Scott  
Ms A Turnock

## **GMB SCOTLAND**

Ann McLaren

## **SOUTHERN REGION**

Peter Allarston  
Roger Benton  
Louise Hayter  
John Newman  
Andy Thorneycroft

## **GMB WALES & SOUTH WEST REGION**

Allan Brewster  
Dennis Brown  
Reginald Carrington  
Brinley Hill  
Roger Lee  
Gillian Macefield  
Agnes Manley  
Doreen Oliver  
Frank Sutherland

## **YORKSHIRE & NORTH DERBYSHIRE REGION**

Tony Revill  
Peter Williams

Announcement of any additional names will be made by the President

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## **BOURNEMOUTH INTERNATIONAL CENTRE SAFETY PROCEDURES**

The Bournemouth International Centre (BIC) has a number of coded messages to assist with dealing with incidents such as fire, hoax bomb calls and any other incident, which may occur during conferences/exhibitions.

Certain members of BIC trained staff will respond should any such coded message be announced over the public address system.

In the event that an evacuation of the building is necessary it is imperative that delegates follow instructions given by BIC staff. Personal belongings are to be taken as no re-admission will be allowed without permission of the police/fire services.

# Fire Evacuation Notes

# Fringe Events

## SUNDAY

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## SUNDAY 5 JUNE

### SHOW RACISM THE RED CARD

Sunday 5 June

12:45–13:45

Bourne Lounge, First Floor

### **RACISM ON THE RISE, EDUCATION IS THE ANSWER**

Chair: Jo Stevens, Labour MP for Cardiff Central

Speakers: Tim Roache, GMB General Secretary

Leroy Rosenior, former West Ham United striker & SRtRC Patron

Ged Grebby, Chief Executive, Show Racism the Red Card

Stephen Cavalier, Chief Executive, Thompsons Solicitors

Show Racism the Red Card (SRtRC) is the UK's anti-racism educational charity, established in 1996. The campaign works with over 50,000 young people in the UK annually.

“From day one we have relied upon the trade union movement to support our anti-racism work. Although racism has changed in the last 20 years, with the rise of Islamophobia and racism towards asylum seekers and travellers, it has not been reduced. The key to fighting racism is education and we are proud of the role that we have played alongside trade unions in developing key resources and training for adults and young people.” Ged Grebby, Founder and Chief Executive, SRtRC.

### GMB EQUALITY THROUGH INCLUSION

Sunday 5 June

12:45–13:45

Purbeck Lounge, First Floor

### **GRUNWICK 40 – LAUNCH OF GMB EXHIBITION RECEPTION**

Chair: Kamaljeet Jandu, GMB National Officer

GMB gold badge winner, Jayeben Desai led the Grunwick dispute 40 years ago and an exhibition of the dispute will be launched. The issues of attack on trade unions and solidarity are relevant today as they were 40 years ago. Come along to the launch of the new GMB exhibition on the dispute.

**Refreshments will be provided**

### GMB INTERNATIONAL DEPARTMENT

Sunday 5 June

12:45–13:45

Bay View 1, First Floor

### **EMPOWERMENT & SELF ORGANISATION OF WOMEN WORLDWIDE**

Chair: Representative of GMB Sisters

Speakers: Veollette Choumkeu, Gender Officer, FAWU (Cameroon)

Jenny Webber, GMB member, TU tutor and Banana Link director

Saranel Benjamin, International Programmes Director, War on Want

# Fringe Events

## SUNDAY

Veollette will be sharing her experiences of educating and empowering women workers and representatives in Cameroon, including creating the union's first Women's Committees. With perspectives from Banana Link and War on Want, the meeting will provide an opportunity to explore and learn more about how women can organise themselves in both the Global South and UK.

### GMB NATIONAL OFFICE

Sunday 5 June

12:45–13:45

Bay View 2, First Floor

#### **PRESENTATION AND DISCUSSION ON GMB ANNUAL ACCOUNTS**

Chair: Allan Wylie, GMB Finance Director

**Refreshments will be provided**

### GMB EDUCATION DEPARTMENT

Sunday 5 June

12:45–13:45

Solent Lounge, Ground Floor

#### **REP TRAINING FOR A 21st CENTURY UNION**

Chair: Lisa Johnson, GMB Director of External Relations & Training

Speakers: Tim Roache, GMB General Secretary

Karen Leonard, GMB Schools Lead Organiser

Carl Parker, GMB National Training Officer

Find out about GMB's plans to ensure that we train our reps to meet the demands of a 21st Century Union. Come along to the Fringe Meeting so you can be the first GMB activists to:

- look at and try out our new online training materials; and
- contribute to the review of rep training, which is launching straight after Congress.

Your views matter – make sure they are heard.

**Refreshments will be provided**

### GMB YORKSHIRE & NORTH DERBYSHIRE REGION

Sunday 5 June

12:45–13:45

Windsor Foyer VIP Lounge, Ground Floor

#### **'EDUCATE – AGITATE – ORGANISE'**

Chair: Andy Irving, GMB Regional President

Speakers: Welcome by Tim Roache, GMB General Secretary

Neil Derrick, GMB Regional Secretary (Yorkshire & North Derbyshire Region)

Colin Kirkham, GMB National Project Director/REO

Desiree Wilburn, GMB Senior Organiser Yorkshire & North Derbyshire Region

How do we build on GMB@WORK, mobilise our activists and become a 21st Century Union?

**Refreshments will be provided**



# Fringe Events

MONDAY

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## MONDAY 6 JUNE

GMB NATIONAL OFFICE

Monday 6 June

12:45–13:45

Bourne Lounge, First Floor

### **GMB NATIONAL WOMEN’S TASKFORCE “ALTERNATIVE” FRINGE MEETING**

Chair: Kathy Abu Bakir, GMB CEC member and member of the GMB National Women’s Task Force

Speaker: Nikki Dancey, GMB Southern Region Branch Secretary

Those who attended their 2015 Congress fringe meeting will testify;

The GMB National Women’s Taskforce do not do ordinary fringe meetings.

They do not give Congress delegates a lot of information about their event.

What they do is guarantee an alternative fringe meeting, that will challenge and entertain you and make you really glad that you went.

Will you take the GMB National Women’s Taskforce 2016 Congress challenge?

**Refreshments will be provided**

GMB YOUNG MEMBERS

Monday 6 June

12:45–13:45

Bay View 2, First Floor

### **WHAT’S A FAIR DEAL FOR YOUNG WORKERS?**

Chair: David Hamblin, Chair GMB Young Members Network

Speakers: Activists from across the GMB Young Members Network

Debate on £10NOW, Worker Rights, & Mental Health.

What are the priorities of Young Workers? Join us as we take you through the GMB Young Members Fair Deal of a Real Living Wage, Mental Health provision and more.

Discuss what action has already been carried out and what’s next for Young activists within the GMB.

This session asks not only what Young Workers can do for you but also what you can do for Young Workers.

**Refreshments will be provided**

# Fringe Events MONDAY

## GMB PENSIONS DEPARTMENT

Monday 6 June

12:45–13:45

Solent Lounge, Ground Floor

### **DEFERRED PAY RISE**

Chair: Keir Greenaway, GMB National Pensions Organiser

Speakers: Mick Rix, GMB National Officer

Stephen Robertson, GMB Representative in DHL

Charlotte Gardner, GMB Representative in British Gas

The trade union movement has fought for years to defend final salary pensions. Often when we have lost this battle we have not carried on the fight within pensions. How do we look to improve Defined Contribution pensions? How can we make sure our members get the best deferred pay possible to ensure a dignified retirement?

**Refreshments will be provided**

## GMB HEALTH, SAFETY & ENVIRONMENT DEPARTMENT/ SUZIE LAMPLUGH TRUST

Monday 6 June

12:45–13:45

Windsor Foyer VIP Lounge, Ground Floor

### **WORKING ALONE – HOW SAFE ARE YOU?**

Chair: Dan Shears, GMB National HS&E Director

Speakers: Danielle Jones, Suzy Lamplugh Trust

Lynsey Mann, GMB National HS&E Officer

Whether you work in the energy & utilities sector, the care sector, or in security, the chances are you work alone at some point during your working day. You may have risk assessments in place, but do they really reflect your situation? Do you know how to raise the alarm when things go wrong? Come to the fringe to get the latest thinking and advice from the experts in the field – the Suzy Lamplugh Trust.

**Refreshments will be provided**

## GMB YORKSHIRE & NORTH DERBYSHIRE REGION

Monday 6 June

12:45–13:45

Avon Room, Ground Floor

### **TCU MONEY**

Chair: Desiree Wilburn, GMB Senior Organiser Yorkshire & North Derbyshire Region

Speakers: Neil Derrick, GMB Regional Secretary Yorkshire & North Derbyshire Region

Hans Billman, TCU General Manager

Paul McCarthy, GMB Regional Secretary North West & Irish Region

Loan sharks, austerity and protecting our members via TCU Money.

**Refreshments will be provided**

# Fringe Events

## TUESDAY

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## TUESDAY 7 JUNE

### EDF ENERGY

Tuesday 7 June

12:45–13:45

Bourne Lounge, First Floor

### **EDF & GMB – DECENT JOBS AND PENSIONS – A BY-PRODUCT OF THE NUCLEAR INDUSTRY**

Chair: Eamon O’Hearn, GMB National Officer, Commercial Services Section

Speakers: Lisa Nandy MP, Shadow Energy Minister

Tom Greatrex CEO, Nuclear Industry Association

Carol McArthur HR Director, EDF Corporate and Steering

Phil Parker Head of People and Skills, EDF Hinkley Point C

Keir Greenaway, GMB National Pensions Organiser

Tim Roache, GMB General Secretary (invited)

Justin Bowden, GMB National Secretary, Commercial Services Section (invited)

2015 and 2016 have seen a series of significant Union achievements in EDF, reached in part through the joint working.

An agreement, supported by over 75% of GMB members was reached to maintain an open DB Pension scheme, one of only a handful left in the private sector.

GMB was involved in negotiating the uplift of the lowest grades within the Company which helped EDF secure Living Wage accreditation.

A final investment decision was reached on Hinkley Point C, a project that GMB has been publicly supportive of since it’s conception.

**Refreshments will be provided**

### CUBA SOLIDARITY/VENEZUELA SOLIDARITY

Tuesday 7 June

12:45–13:45

Bay View 1, First Floor

### **CUBA AND VENEZUELA – INTERNATIONAL SOLIDARITY NEEDED NOW MORE THAN EVER**

Chair: GMB Yorkshire & North Derbyshire Region representative

Speakers: Tim Roache, GMB General Secretary

Marcos Garcia, Venezuelan Embassy

Natasha Hickman, Cuba Solidarity Campaign

In recent years, there has been excellent solidarity displayed in the trade union movement with progressive governments in Latin America and the Caribbean, in countries such as Cuba and Venezuela, who continue to put peoples’ need before profit – in stark contrast to the domestic landscape of austerity, cuts and privatisation.

But there is real opposition to those leading that alternative – from elites in the continent itself and the US internationally – so solidarity is now more important than ever.

**Refreshments will be provided**

# Fringe Events TUESDAY

## GMB SCOTLAND

Tuesday 7 June

12:45–13:45

Bay View 2, First Floor

### **DEFENCE SECTOR EMPLOYMENT IN SCOTLAND**

Chair: Rhea Wolfson

Speakers: John Logue, GMB Convenor Upper Clyde

Malcolm Lynn, GMB Convenor Upper Clyde

Jackie Baillie, MSP Dumbartonshire

Ian Waddell, CSEU TBC

To debate the inter dependency of the Defence Sector and the prospects of its long term future/its vulnerable abilities and the economic impact of job losses

**Refreshments will be provided**

## DYING TO WORK CAMPAIGN

Tuesday 7 June

12:45–13:45

Solent Lounge, Ground Floor

### **DYING TO WORK**

Chair: Lee Baron—Regional Secretary, Midlands TUC

Speakers: Richard Oliver, GMB Regional Political Officer Midland and East Coast Region

Jacci Woodcock, GMB Member leading the TUC Dying to Work Campaign

Dave Newborough, HR Director at E.ON

Martin Allen, GMB Senior Organiser Midland and East Coast Region

The Dying to Work Campaign started in the Midland and East Coast Region, by GMB member Jacci Woodcock.

The campaign seeks to legislate to provide additional employment protection for terminally ill workers.

**Refreshments will be provided**

# Fringe Events

WEDNESDAY

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## WEDNESDAY 8 JUNE

GMB HEALTH, SAFETY & ENVIRONMENT DEPARTMENT

Wednesday 8 June

12:45–13:45

Bourne Lounge, First Floor

### **LABOUR AND GMB STANDING UP FOR YOUR MENTAL HEALTH**

Chair: Kamaljeet Jandu, GMB National Equalities Officer

Speakers: Luciana Berger MP, Shadow Minister for Mental Health

Dan Shears, GMB National HS&E Director

Precarious work, longer hours and the social & personal cost of austerity have resulted in an explosion in mental health conditions both at work and at home. Hear how The Labour Party and GMB are tackling the situation, and put your questions to Shadow Minister Luciana Berger

**Refreshments will be provided**

GMB INTERNATIONAL DEPARTMENT

Wednesday 8 June

12:45–13:45

Bay View 2, First Floor

### **WHO IS ABDULLAH OCALAN AND WHY IS GMB LEADING A CAMPAIGN FOR HIS FREEDOM?**

Chair: Bert Schouwenburg, GMB International Officer

Speakers: Havin Gusener, Journalist and representative of the international “Peace in Kurdistan” campaign

Simon Dubbins, Director of UNITE International Department

Tim Roache, GMB General Secretary

Find out why imprisoned Kurdish leader, Abdullah Ocalan, is vital to any peaceful settlement in Turkey, and in the wider Middle East, and how important it is that GMB and other trade unions campaign for his release.

**Refreshments will be provided**

GMB EQUALITY THROUGH INCLUSION

Wednesday 8 June

12:45–13:45

Solent Lounge, Ground Floor

### **STRENGTHENING**

Chair: Brian Shaw, Chair of National Equality Forum (NEF)

GMB the natural home for LGBT—establishing Regional Shout Groups

**Refreshments will be provided**

## ALZHEIMER'S SOCIETY

Wednesday 8 June

12:45–13:45

Windsor Foyer VIP Lounge, Ground Floor

### **ALZHEIMER'S SOCIETY DEMENTIA FRIENDS SESSION**

Speaker: Dementia Friends Champion

Dementia Friends aims to give people a better understanding of dementia and the small things we can all do to make a difference to the lives of people affected by dementia. Dementia Friends is led by the Alzheimer's Society and is one strand of its work to create Dementia Friendly Communities. By attending a Dementia Friends Information Session you have the opportunity to join this national social action movement to change the way people think, speak and act about dementia.

# Fringe Events

WEDNESDAY

# Exhibition Plan



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Organise Consulting	4		
Palestine Solidarity Campaign	17		
Pellacraft Ltd	33		
Ruskin College	30		

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**UNIONLINE**

**Vivid**



# NHS DENTAL PLAN

Would you like all  
your NHS dental  
bills repaid  
in full up to  
**£500**  
per year?



## HOW DOES IT WORK?

The GMB NHS Dental Plan will give you money back each time you visit your NHS dentist, so no more costly treatment bills.

What's more, as a special offer for all GMB members **you're covered immediately as soon as you join the plan!**

## CLAIMING IS EASY

**STEP 1:** Pay your NHS dental bill as normal and complete a claim form on paper or online...

**STEP 2:** Submit your claim form with a valid receipt, and in a few days time...

**STEP 3:** You'll receive your money back by cheque or bank transfer, it really is that easy!

### Premium and Benefits Table:

Examinations, Scale and Polish and X-rays	All NHS charges paid
Fillings, Root Canal Treatments, Extractions, Crowns, Bridges, Dentures and Repairs	All NHS charges paid
Dental-related prescription items	6 items per year
Maximum annual claim limit	£500
Oral cancer cover	£6,500
Accidental impact injury	£750
In-patient cash per night (dental related)	£25 per night, up to 25 nights per year
Monthly premium per person	£10.50



## JOIN TODAY, CLAIM TOMORROW

Call our customer service team to join the plan on Freephone **0800 037 2072** or apply online at [www.gmbdental.co.uk](http://www.gmbdental.co.uk)

# The Exhibitors



## Abortion Rights Stand 24

Abortion Rights is the national pro-choice campaign, campaigning to defend and extend women's rights and access to safe, legal abortion. A consistent three quarters of people support a woman's right to choose in Britain, and we believe the law should be brought into line with public opinion so that women can make their own reproductive decisions without the current unfair legal barriers, obstructions and delays.



## Alzheimer's Society Stand 27

Alzheimer's Society is the UK's leading support and research charity for people with dementia as well as their families and carers. We provide information and support to people with any form of dementia and their carers through our publications, National Dementia Helpline, website, and around 3,000 local services. We campaign for better quality of life for people with dementia and greater understanding of dementia. We also fund an innovative programme of medical and social research into the cause, cure and prevention of dementia and the care people receive.



## B&CE Stand 37

B&CE, a not-for-profit organisation, is dedicated to improving the financial welfare of all those working in construction and providing workplace pensions for employers of all sizes from all sectors. Founded in 1942, we have been providing simple financial employee benefits to the construction industry for over 70 years, and providing workplace pensions for over 30 years.

We have a strong track record of great customer service to our millions of members based on our three core values – Creating Simplicity, Showing Compassion and Keeping Promises.

B&CE makes a difference with its Charitable Trust by giving back to the construction industry. So far, the Trust has paid out nearly £3m. It aims to provide:

- financial help for people in times of need
- grants towards education, training and retraining
- grants towards occupational health and safety initiatives

Come and visit the B&CE stand at GMB Congress to learn more about how we can support you.

Find out more: [www.bandce.co.uk](http://www.bandce.co.uk)



## Banana Link Stand 7

Banana Link works towards the fair and equitable production and trade in bananas and pineapples based on environmental, social and economic sustainability.

We aim to achieve tangible changes in the lives of people working in banana and pineapple chains that incorporate:

- Fair and ethical trade practices, based on a fair living wage, equitable distribution of value along the chain, and competitive market access for small producers.
- Dignity at work and respect for labour and trade union rights.
- Sustainable production systems which reduce dependence on hazardous

# The Exhibitors

substances and minimise adverse health and environmental impacts on natural resources, workers and communities.

- Constructive dialogue between all economic and non-economic stakeholders that accelerates a transition to fair, equitable and sustainable banana and pineapple chains worldwide.



## **Bookmarks** Stand 26

Bookmarks is the UK's leading socialist bookshop providing a service to activists and trade unionists. With a shop in central London and an online bookstore, [www.bookmarksbookshop.co.uk](http://www.bookmarksbookshop.co.uk), our range includes politics, trade unionism, labour history, the environment, women's liberation, LGBT, black struggle, culture, fiction and progressive children's books. We also sell t-shirts, mugs, badges, posters, CDs and DVDs.

We are approved sellers to the TUC and provide bookstalls for union and campaign meetings around the country. We give discounts to union branches. Join our email list to receive news and special offers, [info@bookmarksbookshop.co.uk](mailto:info@bookmarksbookshop.co.uk).

Follow us on twitter [twitter.com/Bookmarks\\_books](https://twitter.com/Bookmarks_books) & facebook [www.facebook.com/bookmarks.bookshop](https://www.facebook.com/bookmarks.bookshop)



## **British Gas** Stand 35

British Gas is the UK's leading energy supplier, and serves around 11 million homes in Britain – nearly half the country's homes – as well as providing energy to around half a million UK businesses. British Gas provides value for money, dedicated customer service, innovative energy solutions and the highest quality Home Services expertise in the country. Find out more at [www.britishgas.co.uk](http://www.britishgas.co.uk).



## **Class** Stand 6

The Centre for Labour and Social Studies (Class) is a new thinktank established in 2012 to act as a centre for left debate and discussion. Originating in the labour movement, Class is led by Director Faiza Shaheen and works with a broad coalition of supporters, academics and experts to develop and advance alternative economic and social policies for today.

Through the production of high quality, intellectually compelling publications and events Class seeks to shape ideas that can inspire the trade union movement, cement a broad alliance of social forces and influence policy development to ensure the political agenda is on the side of working people.

Class produces briefings, policy papers and research spanning a broad policy field and organises seminars and events across the country to encourage discussion on new policy ideas.





Developing skills and capability  
to satisfy the changing needs  
of our customers

# The Exhibitors



**Crown Decorating Centres** No stand  
Welcome to Crown Decorating Centres, your local source for all the professional quality decorating products you need. Whether you are a

professional painter and decorator, a builder or a business owner, we have the products and stock you need. You will also find great service and expert help and advice from our knowledgeable and friendly staff in our nationwide network of stores.

We would like to invite you, your friends and family to share a piece of the savings at your local Crown Decorating Centre. With your friends & family discount card, you will receive up to 20% off on our fantastic brands including our high quality Crown Paints brands, wallpaper and accessories. We look forward to welcoming you at a Crown Decorating Centre soon.



**Cuba Solidarity Campaign** Stand 20

CSC campaigns for the end of the illegal US blockade of Cuba; the return of the illegally US occupied Guantanamo Bay; for respect of Cuba's sovereignty and independence; and for an end to interference in

Cuba's affairs by foreign governments.

Visit our stand to join or affiliate, for the latest news on Cuba and CSC; for information on events, campaigns and study tours; or to buy from our range of t-shirts, music, books, chocolate, coffee and other Cuba related gifts.

Despite the welcome re-establishment of diplomatic relations between the US-Cuba last year; the illegal blockade remains in place and its multi-billion extraterritorial fines continue; Guantanamo Bay is still illegally occupied; and US interference and funding for regime change activities in Cuba are increasing. Join CSC today and help campaign to end the blockade once and for all.



**EDF Energy** No stand

EDF Energy is one of the UK's largest energy companies and the largest producer of low-carbon electricity, producing around one-fifth of the nation's electricity from its nuclear power stations, wind farms, coal and gas power stations and combined heat and power plants. The company supplies gas and electricity to more than 5 million business and residential customer accounts and is the biggest supplier of electricity by volume in Great Britain.

EDF Energy's safe and secure operation of its eight existing nuclear power stations at sites across the country makes it the UK's largest generator of low carbon electricity. EDF Energy is also leading the UK's nuclear renaissance with published plans for nuclear new build.



# CROWN

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It's not just paint.  
*It's personal.*

# The Exhibitors



## **Ethical Threads** Stand 14

If you care about what you wear, who made it and where it came from, then call in to our stall. Ethical Threads produce t-shirts and other clothing from ethical sources.

Get some for your branch or campaign.

Collect your free GMB Congress delegates t-shirt at our stand by presenting your GMB Congress credentials.



## **GMB Equality through Inclusion** Stand 2

On the Equality and Inclusion stand you will find a range of equality related publications, freebies and contacts.

You will find copies of the GMB strategy for delivering equality in GMB and in the workplace, as well as information on the equality structures and GMB's Respect@Work and dealing with Mental Health in the workplace literature.

In addition to the equality related information from the regions, there will be published information on the key equality related campaigns, including information on maternity rights, abortion rights and an Equality Tool Kit.

There will also be material available from external legal and equality organisations including the Equality and Human Rights Commission, Labour Research Department, the Equality and Diversity Forum and others.



## **GMB Internet Café** Stand 38

Want to know what's happening back at the workplace? Need to keep up to date with your email, browse the Internet, write your speech or print your documents? Featuring a demonstration of online branch accounting.

Visit GMB's Internet Café – Sponsored by Organise Consulting.



## **GMB Health, Safety & Environment** Stand 3

Health and safety in your workplace is under threat like never before. Between the attack on time for inspection and investigation in the TU Bill, and the lack of enforcement from the HSE, poor standards at work can only be challenged by GMB. Come to the stall for advice and support on all your workplace H&S issues, and to hear how GMB are fighting back on health and safety.

In addition the government continue to spectacularly mishandle the environment, whether it's the floods, the energy crisis or the failing Green Deal. If you need to brush up on the GMB position in relation to environmental factors talk to us at Congress.

# The Exhibitors



## **GMB Union Learning Fund Projects** Stand 5

Currently, GMB operates within six regions offering lifelong learning to its members. These projects are aimed directly at providing learning for members and their families within GMB. There will be a stand advertising and promoting the projects at this year's congress. We encourage individuals

to visit the stand during congress breaks.

GMB and the lifelong learning agenda is now moving towards total sustainability so that members of GMB can utilise learning as a means to improving their skills which in turn can possibly lead to progression at work and better life opportunities. The learning agenda strengthens union organisation as well as increasing membership.



## **GMB National Women's Taskforce** Stand 8

The role of the GMB National Women's Taskforce is to encourage women to become more involved in all aspects of GMB.

- Do you want to know more about us?
- Do you find it hard to encourage GMB members to become more active?

- Would you like to record your views?
  - Would you like to 'star' in the GMB Congress closing ceremony slide show?
- Why not visit the GMB Women's Taskforce stand where you will be guaranteed a warm welcome. There will be materials and information available to help you encourage more women to become GMB Workplace Organisers and Branch Activists. The Taskforce also offer its visitors an opportunity to interact with GMB.



## **DENTAL PLAN** **GMB NHS Dental Plan** Stand 32

Do you have an NHS dentist?

30 million adult patients were seen by NHS dentists in the 24 month period ending June 2015 and 71% paid for their treatment which would now cost up to £233.70 according to the NHS scale of charges\*.

Get £500 of NHS cover with the GMB NHS dental plan and get money back each time you visit your NHS dentist, meaning no more costly treatment bills. Plus as a special offer for GMB members, you're covered immediately as soon as you join. Visit our stand to learn more about this simple and straightforward GMB member benefit or join online at [www.gmbdental.co.uk](http://www.gmbdental.co.uk)

Claims are handled directly by a 'not for profit' insurer with a 135 year heritage of providing affordable healthcare. GMB NHS dental plan is administered by Protego Group who is authorised and regulated by the Financial Conduct Authority (304363)

\* Sources: <http://www.hscic.gov.uk/catalogue/PUB18129/nhs-dent-stat-eng-14-15-repV1.1.pdf>; NHS Band 3 charge correct 01/04/2016 <http://www.nhs.uk/NHSEngland/AboutNHSservices/dentists/Pages/nhs-dental-charges.aspx>



# The Exhibitors



## **GMB Political** Stand 9

With only a few days to go before the European Referendum come and make sure you've got all the information you need to make the most important decision you've made in a generation. It's important for you and for your family for your job and for the economy as

a whole.

Also come and visit the GMB Political stand to see what we're doing to deliver political education to our members and identify, encourage and support anyone who wants to become politically active at whatever level, as a CLP activist or a politician. If you want to find out what's involved come and have a chat.



## **GMB Protect, UIB** Stand 13

GMB family protection insurance helps ensure that you and those you care for are covered if the unexpected were to happen. It provides a range of affordable, simple-to-set up insurance plans including income

protection, guaranteed acceptance life cover and personal accident plans.

Did you know we also offer FREE Accidental Death Cover?

Visit [www.GMBProtect.com](http://www.GMBProtect.com) or call on: 0800 033 4181



## **GMB Retired Members Association** Stand 1

Since 1985 GMB's Retired Members Association (RMA) has continued to grow. Retired members and their partners are urged to maintain an active interest in the activities of the RMA. All but one branch are affiliated to the RMA.

The four key objectives of the RMA Constitution are as follows:

- The GMB RMA aims to provide practical assistance in the recruitment, retention and organisational objectives of GMB wherever and whenever possible.
- The GMB RMA aims to campaign on behalf of retired GMB Members, and thus bring about dignity in retirement.
- The GMB RMA will work in partnership with like-minded pensioner groups whenever it is appropriate to do so.
- The GMB RMA aims at all times to comply with the equal opportunity policies of GMB.

These aims and objectives are about furthering the interests and aspirations of retired members and their partners, building and maintaining the goals of our thousands of retired members, and developing a seamless link with the working membership of GMB.

Britain has a growing and influential pensioner movement, which is campaigning to have the freedom to live in dignity and not the fear of need, the GMB RMA is part of the larger pensioner movement and politically campaigns at all levels of government both in Europe and the UK.

You joined GMB to protect and advance your interest at work. The same criteria apply in retirement. If you are interested, or about to retire, and would like to stay active and involved in GMB, please contact your Regional Secretary or the appropriate RMA Co-ordinator.



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ENTITLEMENT**

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Terms & Conditions apply. GMB is an introducer appointed representative of GMBProtect, a trading name of Union Income Benefit Ltd (UIB) who arrange this insurance. The insurance is provided by ACE European Group Limited.



# The Exhibitors

## Leigh Day

**UNIONLINE**  
YOUR TRADE UNION LAW FIRM  
**0300 333 0303**  
[www.unionline.co.uk](http://www.unionline.co.uk)

## Leigh Day – Proud partners of UNIONLINE No stand

–GMB Congress sponsors only

Leigh Day share with GMB a common history of fighting for workers' rights, campaigning about injustice, and taking on "David & Goliath" struggles. Whether it is taking High Court cases about blacklisting, advising on holiday pay or helping with everyday problems members face through UNIONLINE, Leigh Day is proud to support GMB's work.

UNIONLINE is a great example of collective action getting results—a law firm ran by trade unions, acting only for its members. It is also an important means of securing access to justice, at a time when employment tribunal fees and restrictive trade union laws are placing substantial barriers in the way. GMB have supported their members through the many changes facing them in the workplace, and Leigh Day are pleased to be one of the tools GMB has at its disposal in dealing with the challenges that lie ahead.



## LV= Liverpool Victoria Stand 36

LV= Liverpool Victoria, GMB's approved supplier for car insurance and sponsor at GMB Congress, has been providing members with exclusive discounted rates on their car insurance for many years. At LV= we care about our customers and their loved ones, particularly when they need us most. Our award winning customer service is one of the reasons we are recommended by GMB as well as our great quality cover at discounted prices. Independent financial researcher Defaqto has awarded our car insurance a 5 Star rating—its highest level of rating—for the twelfth year in a row. We also offer members motorbike, caravan and classic car insurance.

Thousands of members have already benefited so why not come and see how you could benefit too.

We look forward to meeting you at the LV= stand and will be pleased to provide further information. You can also visit [www.LV.com/GMB](http://www.LV.com/GMB)



## Morning Star Stand 23

The Morning Star is Britain's only socialist daily newspaper. We campaign against austerity, war and the sell off of Britain's wealth. We fight for public services, peace, jobs & decent work for all.

Providing a daily voice for those demonstrating, protesting, striking, occupying and organising against the Tories and for an alternative.

Its editorial line is guided by the CP's programme Britain's Road to Socialism, but the Morning Star is a broad church with contributors from across the labour movement.

Co-operatively owned and run by our supporters we've continued to provide a unique voice since 1930 for workers in Britain, Europe and across the globe.

Our commitment to the trade union movement and its values is unwavering. Our management committee contains representatives of 9 national unions as well as directly elected members from our AGMs.

To find out more visit our stand or pick up a copy of Britain's daily paper of the left.



## **Netrix Ltd** No stand – GMB Congress sponsors only

Netrix Ltd delivers effective digital experiences across a wide range of platforms and devices.

We understand that different types of businesses have differing needs: whatever your size or your sector, our goal is to create a first class online presence for your company.

We can help your company grow and gain sales through intelligent design, technical expertise, careful planning and a commitment to ongoing support. We believe in great design as well as meticulous technical execution to communicate effectively the value of your company, its products and services online.

Whether it is a company website, e-commerce application or mobile application, we can offer you a distinct competitive advantage that can attract customers, build loyalty and reduce operating costs.

We have successfully launched web solutions across dozens of business sectors. Our range of services ensures all aspects of your website are considered to create and establish the perfect online strategy for your company.

Our services include:

- Website design and development
- Mobile applications
- Web hosting
- Server administration
- Social media strategy
- Consultancy
- Website maintenance & support
- Website disaster recovery

Contact Details

Telephone: +44 (0)20 8736 4088

Email: [info@netrixinternet.co.uk](mailto:info@netrixinternet.co.uk)

Website: [netrixinternet.co.uk](http://netrixinternet.co.uk)



## **Nicaragua Solidarity Campaign**

Stand 15

GMB supports our work with trade unions both in the UK and in Nicaragua. Is your branch or region affiliated? Visit our stand to find out more and to buy Latin American jewellery, coffee and badges;

children's clothes, solidarity t-shirts, and much more. We aim to raise support in the UK for progressive organisations in Nicaragua through visits there, links through town twinning and trade unions, speaker tours in the UK and publications including 'Nicaragua Now'.

86 Durham Rd, London N7 7DT

[nsc@nicaraguasc.org.uk](mailto:nsc@nicaraguasc.org.uk) and [nscag@nicaraguasc.org.uk](mailto:nscag@nicaraguasc.org.uk)

<http://www.nicaraguasc.org.uk> and [www.nscag.org](http://www.nscag.org)

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# The Exhibitors





**One of Britain's leading campaigns and relationship building companies. We campaign for the world we want to see. Our services help organisations engage with their supporters to drive lasting change.**

**Campaigns  
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Finalist for International Firm of the Year 2016



We've done what the critics said wasn't possible and signed up 1 in 4 of all voters in the 2015 Labour Leadership contest

Our internationally acclaimed work for Prime Ministers, Mayors, Party Leaders, Trade Union General Secretaries & Celebrities has been featured in:

**BBC**

**DAILY Mirror**

**London Evening Standard**

**The New York Times**

**theguardian**

[www.organiseconsulting.com](http://www.organiseconsulting.com)



### **Organise Consulting** Stand 4

Organise Consulting are one of Britain's leading campaigns and relationship building companies. We campaign for the world we want to see. Our

services help organisations engage with their supporters to drive lasting change. In 2015 we signed up 1 in 4 of all voters in the Labour leadership election and in 2016 we were a finalist for Campaigns & Elections Magazine's 'International Firm of the Year'.

Our internationally acclaimed work for Prime Ministers, Mayors, Party Leaders, Trade Union General Secretaries & Celebrities has been featured in the global media.

# The Exhibitors



### **Palestine Solidarity Campaign** Stand 17

Palestine Solidarity Campaign (PSC) defends the rights of all Palestinians. The ever-expanding Israeli settlements, recognised internationally as illegal, are driving a wave of ethnic cleansing across the occupied West Bank and East Jerusalem. There has been a surge of violence in recent months in which more than 180 Palestinians have been killed and tens of thousands injured.

PSC is supporting the growing movement for Boycott, Divestment and Sanctions. Already the international group Veolia has divested from its Israeli projects. We have a current focus on Hewlett Packard which provides the IT systems that control Palestinians' movements at check-points as well as supporting the Israeli navy's guided weapons used to massacre children in Gaza.

Find us at our stand during the conference. Support the campaign for justice- end the occupation.



### **Pattinson & Brewer – Proud partners of UNIONLINE** No stand – GMB Congress sponsors only

Pattinson & Brewer has fought for better rights for working people since 1890. We have worked



with Trade Unions for over 100 years, and we are proud to stand with you to fight for justice on behalf of GMB members.

We have acted for GMB for almost 30 years and now, as part of the UNIONLINE panel, we are providing specialist advice and representation to GMB members in four regions across the UK, as well as giving support to head office.

As a matter of policy, we act exclusively for claimants – never for employers or their insurers.

Every GMB member who seeks our help is treated as a valued individual – we strive to provide an unrivalled service for working people, covering employment and industrial matters, personal injury and industrial disease cases, medical negligence and a full range of everyday legal services.

# The Exhibitors



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[www.pellacraft.com](http://www.pellacraft.com)

## **Pellacraft Ltd** Stand 33

Pellacraft has been established for over 30 years now and have become one of the leading suppliers in the quality business gifts and corporate promotional merchandise sector. Our aim is to provide your organisation with the material to help promote GMB throughout industries all over the UK.

We offer a wide variety of products and have put together a brochure showcasing our most popular ranges. These items can be used during recruitment drives, updating current members or simply to help raise awareness of GMB. The effective use of promotional merchandise will leave members with a positive image of GMB and as a promotional and advertising vehicle this route can prove to be very cost effective.

For more help and ideas, please call Sam on 01623 636602 to discuss your requirements. Pellacraft will be happy to produce ideas, quotations and any samples required in order to enable you to plan your promotion efficiently.

### **Pellacraft GMB Branch Website Training**

Do you have a Pellacraft Branch Website?

If you don't then come and talk to us and find out how we can help you to promote your branch and support your members with one of our hassle free websites. It features easy to edit branch pages and we take care of the rest, so you can choose to do as much or as little as you like.

If you already have a Pellacraft website and would like help with anything, then please come along and book a one-on-one training session with us for during Congress or a later date. We'll show you how to edit pages, add news, update your contacts or anything else that you'd like to know.

We look forward to talking with you

Pellacraft Ltd, Hermitage House, Hermitage Way, Mansfield Notts NG18 5ES

t 01623 636602

f 01623 635881

e [sales@pellacraft.com](mailto:sales@pellacraft.com)

w [www.pellacraft.com](http://www.pellacraft.com)



## **Ruskin College** Stand 30

Ruskin College in Oxford, is an Adult Education College that was founded in 1899 to provide university-standard education for working class people. The college's aim was to empower students to act more effectively on behalf of working-class communities and organisations such as trade unions, political parties and co-operative societies. Our ethos remains the same today. Our programmes develop students in areas that help, enhance and empower the community, and offer chances for adults with few or no qualifications to study at degree level.

We're an independent college, based in Oxford, and students can study full or part time. Ruskin is a supportive learning environment, with small class sizes, a tutorial system and access to a learning development team. Courses can be accessed even if you work full time. The BA and MA in International Labour and Trade Union Studies for example, are structured around a block residential, distance learning model.



# Promote your Union, Region or Branch - We're here to help!

The new **2016 GMB promotional merchandise catalogue** has 32 pages full of **exciting products**. As well as old favourites, there's lots of **new ideas** to promote campaigns and recruitment drives.

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**www.gmb-shop.org.uk**

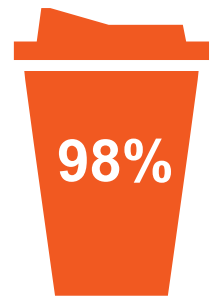
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**2/3**

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*\*Price excludes VAT. †This feature is only available on certain packages.*



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Call: **01623 683464** Visit: **www.pellacraft-websites.com**

# The Exhibitors



## Show Racism the Red Card Stand 39

Show Racism the Red Card (SRtRC) is the UK's largest anti-racism educational charity now in our 20th anniversary year. SRtRC works extensively to educate against racism in society, with offices in North East England, Southend on Sea, Glasgow and Cardiff.

Using the high profile of footballers to educate against racism and its effect on individuals and society, SRtRC's Education Workers deliver high quality educational workshops with approximately 50,000 young people and over 2,000 adults each year.

SRtRC work directly with teachers and educators to support them to recognise and respond to racist incidents and help embed equality in schools. We also produce educational resources which help to promote a message of understanding.

External evaluations pay testament to the success and impact of our educational work, these include:

- Educational events at football clubs
- School workshops
- National School Competition

To find out more or to view external evaluation reports please visit [www.theredcard.org](http://www.theredcard.org)



## Simpson Millar Solicitors – Proud partners of



## UNIONLINE Stand 31

At Simpson Millar LLP, we know Trade Unions.

It's important for us to provide jargon free, straightforward legal advice to all members, helping to improve working terms and conditions, protect workers' rights, and achieve swift, agreeable outcomes.

With over 100 years' of experience, our Employment Law specialists take pride in acting for Trade Unions and the long history we share with GMB.

We are a proud partner of UNIONLINE (established by the GMB and CWU), and it is because of this that we can provide first line legal support to Trade Union members throughout the UK.

Simpson Millar works alongside you to get the best results for a minimal cost; so what are you waiting for? Our expert solicitors are on hand to answer any questions that you may have—all you need to do is ask.

Come along and say hello—we'd be delighted to see you.

# The Exhibitors



## **Simpsons Solicitors – Proud partners of UNIONLINE Stand 34**

Simpsons Solicitors are proud to represent members of GMB Trade Union and work in association with UNIONLINE in protecting and fighting for the rights of GMB members in the workplace.

We specialise in acting on behalf of GMB members in all employment matters, and pursuing claims for compensation for personal injury.



In association with UNIONLINE we represent members of GMB in the North West and Irish region, Midlands and East Coast Region and Birmingham and West Midlands Region.

As a practice we are supportive of the trade union movement and all of our staff are members of GMB.

We assist GMB in providing training seminars for new shop stewards. We are also delighted to address GMB delegates at Congress on current issues in employment matters and have a particular presence at the Women's Conference held annually in the North West and Irish region.

If you need legal assistance, please contact UNIONLINE on 0300 333 0303.



## **Thorne Credit Union Stand 21**

Thorne Credit Union (TCU Money) – It's Your Credit Union

Founded by GMB in 1999 as a member benefit providing ethical alternative savings and loans services TCU is not a PLC.

We are owned 100% by GMB members and operate exclusively for the long term benefit of GMB members. Trading surpluses are distributed as an annual dividend on savings and reinvested to safeguard the delivery of very competitive member services.

We don't meddle in the financial markets with member's money. Instead we keep it simple and ethical by pooling member savings and then reinvesting exclusively in the GMB community by lending to members. This ensures a fair, shared return for all and to date TCU has lent over £40 million to GMB members.

Visit us at Congress find out how competitive our member loans are and open a member savings account and receive £25.00 to kick start your savings habit.



**TU Fund Managers**

## **TU Fund Managers Limited No stand – GMB Congress sponsors only**

TU Fund Managers is one of the oldest Unit Trust investment companies in the UK having celebrated its 50th anniversary in 2011. Founded by the trade union movement back in 1961, unlike most other investment houses, TU is wholly owned by a charity, the TUUT Charitable Trust, which has over the years supported a diverse range of worthy charitable causes.

We are delighted to sponsor GMB delegates refreshments throughout GMB Congress and wish GMB and its new General Secretary Tim Roache every success for the future.

# The Exhibitors



## **TUink** No stand—GMB Congress sponsors only

A small friendly dedicated team of creative design and print production professionals, working with trades unions, the voluntary sector, royal colleges and public watchdogs.

We believe in building long-term relationships. We are strongly customer focused and through getting to know our audience provide creative and practical advice across a wide arrange of projects.

Specialising in the design of membership magazines and campaign material, we plan and create eye-catching printed material to inspire the client audience and provide a comprehensive range of fulfilment solutions, to enhance brand development.

We have worked regularly with GMB head office communications department since 2005 and print and distribute the GMB members' magazine.

For further information about our full range of services, please contact Jeremy on 07810 825970 or Darren on 07887 640631.

Office 410, 107 Fleet Street, London EC4A 2AB



## **UIA Mutual** Stand 18

UIA Mutual Insurance is GMB's approved provider of Home insurance.

UIA offers its members competitively priced, quality insurance supported by a commitment to

service excellence. What benefits can we offer you?

- Home Insurance:
  - Special Offer—We will guarantee to beat your current home insurance premium (subject to T&C'S)
  - Interest-free instalment facility
- Travel Insurance:
  - 10% on-line discount
  - Children under 18 years covered free
  - Single trip or annual cover

Visit the UIA stand for more information about what makes us different, the benefits we offer to GMB members and their families, enter our free draw or sign-up to access UIA materials for your branch newsletter.

For a quotation and more information call UIA free on 0800 072 99 22 or visit [www.gmbinsurance.co.uk](http://www.gmbinsurance.co.uk)

GMB is an Introducer Appointed Representative of UIA (Insurance) Ltd and UIA (Insurance).

GMB MEMBER BENEFITS



insurance for trade union members

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[www.gmbinsurance.co.uk](http://www.gmbinsurance.co.uk)

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\*Except clothing and household linen. UIA Mutual is a trading name of UIA (Insurance) Ltd. UIA Travel insurance is provided by a third party, see [www.uia.co.uk/terms-conditions](http://www.uia.co.uk/terms-conditions) for details. GMB is an Introducer Appointed Representative of UIA (Insurance) Ltd and UIA (Insurance Services) Ltd. UIA (Insurance) Ltd is authorised by the Prudential Regulation Authority and regulated by the Financial Conduct Authority and Prudential Regulation Authority. UIA (Insurance Services) Ltd is authorised and regulated by the Financial Conduct Authority.



**UNIONLINE**

YOUR TRADE UNION LAW FIRM  
**0300 333 0303**  
www.unionline.co.uk

**UNIONLINE**

**SCOTLAND**

## **UNIONLINE** Stand 10

Every legal service you need—when you need it 0300 333 0303

UNIONLINE don't just offer a top quality employment law advice service. Call the helpline to discuss your needs.

UNIONLINE Scotland also has its own specialist Scottish law firm, offering all the same services, with particular

experience in the Scottish courts.

### **Personal injury? Report it now**

If you or a member of your family has an accident of any sort, at work or elsewhere, call UNIONLINE now on 0300 333 0303 and our expert lawyers will assess your case—see the chart below.

### **Keep 100% of your damages award**

With other personal claims solicitors, you'll pay 25 per cent of damages awarded as their fee. If UNIONLINE wins your case, you'll get 100 per cent of the money awarded to you.

### **Need a will?**

Use UNIONLINE's will making service and you won't be charged—simple wills are a free benefit for GMB members.

### **Selling your house?**

Call UNIONLINE and ask about our conveyancing service. It could be much cheaper than using a high street solicitor.

### **Family law and criminal law**

The government has cut legal aid, but UNIONLINE offers GMB members a discount on a range of family and criminal law services, so give us a call if you need legal help.

### **Motor legal service**

Your car insurance company offers this and charges you for it but it's an expense you don't need to incur. In the event of a vehicle accident just call UNIONLINE's specialist service who will assist you through the whole process covering vehicles, repairs and any injury claim you may have resulting from the accident.\*

<i>Legal service</i>	<i>Cost to GMB members<sup>†</sup></i>	<i>Cost to GMB member's immediate family<sup>†</sup></i>	<i>Typical high street price</i>
<b>Injuries and accidents at work</b>	Free	Free	25% of damages
Injuries and accidents at work	Free	Free	5% of damages
Animal attacks	Free	Free	25% of damages
Clinical negligence	Free	Free	25% of damages
Criminal injury	Free	Free	Not offered
Industrial disease	Free	Free	25% of damages
Road traffic accidents	Free	Free	25% of damages
Slip & trip	Free	Free	25% of damages

**Visit the UNIONLINE stand to pick up your limited edition UNIONLINE gift.**

\*Compared to motor legal insurance from Kwik Fit Insurance. †Subject to rule.

# The Exhibitors

**MEMBERS  
BENEFITS**  
GMB working with you

# UNIONLINE

**Every legal service you  
need, when you need it**

**0300 333 0303**

**Call the helpline to  
discuss your needs**

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Use UNIONLINE's will making service - UNIONLINE offers a free simple will-writing service for GMB members and their partners.

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Road traffic accidents	Free	Free	25% of damages
Slip & trip	Free	Free	25% of damages

\*Compared to motor legal insurance from Kwik Fit Insurance.

†Subject to rule.



## **Venezuela Solidarity Campaign** Stand 11

GMB is one of 20 major trade union affiliates to VSC, which seeks to raise awareness of the amazing social changes taking place in Venezuela, where millions are enjoying free health and education for the first time.

Workers' rights have been strengthened, including the right to strike and the illegalisation of outsourcing plus privatisation. Millions of new people are now entitled to a pension.

This social change has been endorsed in a record number of national elections and referenda, of which the government—led by the late President Hugo Chavez and now former union leader Nicolas Maduro—have won 18 out of 20. Despite this, the resurgent Republican Right in the USA is spearheading an international campaign to isolate Venezuela internationally, and urging further external intervention, with violent, extreme right wing elements of the opposition destabilising the situation in the country, contact us at [info@venezuelasolidarity.co.uk](mailto:info@venezuelasolidarity.co.uk)



## **Vision Express** Stand 28

Built on a passion for the optical profession and a drive for unparalleled customer service, we take vision seriously. With over 390 stores nationwide, Vision Express continues to maintain its position as one of the leading and most trusted opticians in the UK and Ireland.

Your eyes are precious, so your eye health is our first priority. Our expert Optometrists will take care of the long term health of your eyes. We'll also provide great pairs of glasses and contact lenses that correct your vision, are comfortable to wear and allow you to live life the way you want.

Let Vision Express take care of your eyes with an exclusive range of eye care benefits including savings on eye tests, prescription glasses, contact lenses and non-prescription sunglasses. You can even access savings for friends and family too.

Download your vouchers at [www.visionexpress.com/gmb](http://www.visionexpress.com/gmb)



## **Vivid Content Marketing** No stand —GMB Congress sponsors only

Vivid is a boutique content marketing agency set up by a senior team of award-winning brand content specialists. Vivid helps brands build customer relationships that last by creating beautifully engaging magazines, websites, emails, web content, social campaigns, apps, video, animation, branding and more.

The Vivid team blend the crafts of journalism and publishing with big brand marketing to tell brilliant stories across their clients' channels. These stories inform, inspire and delight customers and members.

Vivid's boutique content marketing approach brings a level of personal attention and passion that traditional agencies simply can't offer. Every member of the Vivid team knows every client and every project inside out. When you partner with Vivid you get the whole team and its collective experience focused on telling your story. And telling it exceptionally well.

Vivid's clients include GMB, Roland, The History Press, ComputerWorld, Opun, Hunter Selection and Jo Sarsby Management.

Visit: [www.vividcontentagency.com](http://www.vividcontentagency.com)

# The Exhibitors





Andrew Wiard Photographer

# Free Eye Test when you spend over £50.

GMB members can access our exclusive eye care benefits for themselves and their family:

- National offer or £30 off prescription glasses
- 10% off non-prescription sunglasses
- 3 months supply of Soft Disposable Contact Lenses when you join the contact lens direct debit scheme

Download your vouchers at [visionexpress.com/gmb](https://www.visionexpress.com/gmb)

vision ~~ex~~press

VISION.TAKEN SERIOUSLY.

Conditions apply.



**FIGHTING GLOBAL POVERTY**

## **War on Want Stand 16**

Poverty is not an accident—poverty is political. Decisions made by politicians or companies in rich countries can mean life or death for people in developing countries.

Together with our trade union affiliates, War on Want is campaigning against TTIP—a free trade and investment treaty being negotiated in secret—between the EU and the USA. We want changes to UK tax laws to stop tax dodgers and abolish tax havens. We campaign to end exploitation of workers in the supply chains for UK shops and supermarkets, and support our partners in Bangladesh who fought for the Safety Accord after the 2013 Rana Plaza factory collapse.

War on Want works in partnership with UK and international trade unions, as well as grassroots organisations in developing countries. We work with some of the most inspirational groups; in rural communities, factories, sweatshops, in conflict zones or on the margins of society. We believe the best way to tackle poverty is to support those organisations that are best placed to find their own solutions for social change.

## **The Welfare Charter**

### **The Welfare Charter Stand 12**

The United Kingdom is one of the richest countries on earth. 1 million people use foodbanks, more than a quarter of children live in poverty, and 5.5 million adults go without one or more basic clothing necessities, like a warm, waterproof coat. There is no place for a system that sees pushing people into poverty, the threat of hunger and eviction as a legitimate punishment for not being in work. We need a social security system that enables everyone to have a safe, warm home, good food, proper clothing and being able to participate in society.

The Welfare Charter calls for:

- 1 A political commitment to full employment achieved with decent jobs.
- 2 A wage you can live on for all and a social security system that works to end poverty.
- 3 No work conscription—keep volunteering voluntary.
- 4 Representation for unemployed workers.
- 5 Appoint an Ombudsman for claimants.
- 6 Equality in the labour market and workplace; equality in access to benefits.



**Woodcraft Folk**  
Education for Social Change

## **Woodcraft Folk Stand 25**

Woodcraft Folk is the co-operative children and young people's movement. Our volunteers run hundreds of grassroots education groups in towns and cities across the UK, where young people of all ages meet to play games, make friends and learn about big ideas from climate change to social justice.

Since 1925, we've offered youth-led activities for girls and boys—giving urban children and young people access to the countryside, and helping them to learn and develop through co-operative activities.

Our weekly group nights and our camps offer young people the chance to develop friendships and skills which improve their life chances and build cohesion within local communities. Woodcraft Folk helps young people to think

# The Exhibitors

differently, take leadership roles and to create their own innovative and co-operative solutions.

These skills mean that our young people go on to be the next generation of active citizens, co-operators and trades unionists.

[www.woodcraft.org.uk](http://www.woodcraft.org.uk)



## Work-Stress Stand 22

Stress can be a Killer—it can take people off work for long periods of time with heavy costs to the individual and their family, the business and also to the economy. The mental health of all workers is a matter of priority for all managers and employers. Health & safety Laws require that workers are not injured by work. This government claims that most workplaces are ‘safe workplaces’, but a mind survey showed the opposite:

- 19% of all workers take a day off sick because of stress, with 90% giving different reasons for their absence.
- 10% of workers have resigned because of Stress and 25% are thinking about it.
- 20% of workers cannot tell their boss if they feel stressed at work.
- 50% of managers want to do more to improve mental wellbeing in their workplace, but 46% report it is not a workplace priority.

We can provide speakers at GMB Branch meetings or at Safety Representative training sessions by arrangement.

Visit the Work-Stress Network Exhibition Stand

Convenor: Ian Draper [iandraper@workstress.net](mailto:iandraper@workstress.net) Tel: 07966 196033



## Wortley Hall Stand 29

Wortley Hall is an excellent location just a few minutes from junction 35a/36 off the M1. Situated within 26 acres of formal gardens and woodlands with spectacular views over the Yorkshire countryside this ex stately home is a unique venue with plenty of character. Owned as a co-operative since 1951 Wortley Hall cherishes its unique link with the trade unions and provides excellent conference, meeting and training facilities for up to 200 delegates. The hall also offers 49 ensuite bedrooms, bar, lounge & restaurant and caters for residential training and also offers team building activities. This is a grand venue steeped in history and its heritage and values are still strong aspects of its identity.



## York Disabled Workers Co-operative Ltd Stand 19

We are a workers cooperative—a non profit company run disabled people.

Our mission is to employ disabled people providing high standards of employment and offering pay above the national minimum wage.

We encourage everyone to contact us either by phone on

01904 421 091 or by email: [sales@yorkdwc.co.uk](mailto:sales@yorkdwc.co.uk)

Visit our website [www.yorkdwc.co.uk](http://www.yorkdwc.co.uk)



# FINAL AGENDA

COMMERCIAL SERVICES  
SECTION CONFERENCE 2016

THE TREGONWELL HALL  
BOURNEMOUTH INTERNATIONAL CENTRE

TUESDAY 7<sup>th</sup> JUNE 2016  
9.30 am - 12.30 pm; 2.00 pm - 5.30 pm

## COMMERCIAL SERVICES SECTION CONFERENCE

### NATIONAL OFFICE

BOWDEN	JUSTIN	NATIONAL SECRETARY
BAKER	ELLY	NATIONAL ORGANISER
DONALDSON	HARRY	NATIONAL CO-ORDINATOR
O'HEARN LARGE	EAMON	NATIONAL OFFICER
RIX	MICK	NATIONAL OFFICER
BARNES	ANNA	SECTION RESEARCH & POLICY OFFICER
HARDING	KERRI	SECTION SENIOR PA

### REGIONAL OFFICERS

ATKINSON	KAREN	NORTH WEST & IRISH REGION
BENNETT	RUTH	WALES & SOUTH WEST REGION
BRANDSTATTER	KEVIN	SOUTHERN REGION
CONROY	MICK	GMB SCOTLAND
COPPIN	MICK	MIDLAND & EAST COAST REGION
RACE	TANYA	NORTHERN REGION
WARR	TONY	LONDON REGION
WARWICK	DAVID	BIRMINGHAM & WEST MIDLANDS REGION
WOOD	SUE	YORKSHIRE & N DERBYSHIRE REGION

### SECTION NATIONAL COMMITTEE

BATSON	JUDITH	LONDON REGION
BRADY	JULIE	WALES & SOUTH WEST REGION
BUCHANAN	KEVIN	GMB SCOTLAND
CLARKE	MARGARET	BIRMINGHAM & WEST MIDLANDS REGION
CLEMENTS	DAVE	SOUTHERN REGION
DALEY	ELAINE	BIRMINGHAM & WEST MIDLANDS REGION
EVANS	GWYN	WALES & SOUTH WEST REGION
FLANAGAN	KEVIN	NORTH WEST & IRISH REGION (SECTION PRESIDENT)
GREGG	MARGARET	NORTH WEST & IRISH REGION
HUSBANDS	MICHAEL	LONDON REGION
KERR	COLIN	LONDON REGION
MURPHY	CATH	GMB SCOTLAND
NEWMAN	ANDY	SOUTHERN REGION
SAGE	MALCOLM	MIDLAND & EAST COAST REGION
SLATER	KATHLEEN	MIDLAND & EAST COAST REGION
STRIBLEY	JAMES	YORKSHIRE & NORTH DERBYSHIRE REGION
SUTTON	CATH	NORTH WEST & IRISH REGION

### BIRMINGHAM & WEST MIDLANDS

ADAMS	BRIAN	RETIRED
CALLEJA	RAYMOND	BRITISH GAS
CHATFIELD	CHARLES	G4S
COOKE	BYRON	TELFORD GROUP LTD
FELLOWS	TREVOR	RETIRED
HADDINGTON	KEVIN	BRITISH GAS
JONES	ANGELA	ASDA
JONES	BRIAN	PH JONES
JUSS	WARINDER	THOMPSONS SOLICITORS
MANNIX	KERRIE	G4S
O'ROURKE	PAULINE	ASDA
ROBERTSON	STEPHEN	DHL

**LONDON**

ABDOOL CARIM	ABDOOL	G4S AVIATION
BLOCK	PAUL	SIEMENS METERING
BOWMAN	MAVIS	RETIRED
BRUNNING	GORDON	G4S JOB CENTRE PLUS
CHANA	TARANJIT	UNSPECIFIED
CHOLERTON	ANTHONY	ZSL
CONWAY	WILLIAM	HOUSES OF PARLIAMENT
COUSIN	ALISON	ASDA
DENTON-CAINE	JASMIN	ASDA
DIXON	KEITH	ASDA
DOHERTY	SIMEON	UNEMPLOYED
FAITH	DANNY	BRITISH AIRWAYS
HENDRY	KIM	PCS
HUNT	JULIE	ASLEF
HUGHES	ELIZABETH	PROCTOR & GAMBLE
LAW	ALAN	ANGLIAN WATER SERVICES
MCLEOD	TREVLIN	DNATA
OSWICK	WAYNE	SWISSPORT
PLATT	MARK	RCN
POLE	DICK	RETIRED
RONEY	CLIFFORD	THAMES WATER
RUSH	SIMON	
SALAMI	JACQUELINE	MCDONALDS
SHAW	BRIAN	PCS
THOMAS	VAUGHAN	UNSPECIFIED
VICKERS	HARRIET	BMA
WALLIS	PAULINE	UNSPECIFIED

**MIDLAND & EAST COAST**

BLADES	SUSAN	WILKINSON RETAIL LTD
BURKETT	IAN	WESTERN POWER DISTN
CLARKSON	CAROL	ASDA
COOK	BEN	ASDA
EVANS	JASON	SEVERN TRENT WATER
GOLDING	JIMMY	IKEA FURNITURE
GOULDING	LUKE	DHL SUPPLY CHAIN
LASCELLES	DAVID	RETIRED
PETERS	LONE	ASDA
ROBERTSON	CAROL	WILKINSON

**NORTHERN**

CARR	MICHAEL	SELF-EMPLOYED
CONWAY	CLAIRE	EDF ENERGY
DAVISON	VERONICA	UNSPECIFIED
DEWART	GARY	EDF ENERGY
HARTLEY	GLYNIS	ASDA
HAY	ANGELA	NPOWER
IMMS	DAVID	ASDA
LEYLAND	DARREN	NPOWER METERING
MARTIN	TONY	NORTHERN GAS NETWORKS
MORRIS	YVONNE	RETIRED
RAMSAY	PAUL	NORTHUMBRIAN WATER
ROBERTSON	DIANE	SELLAFIELD LTD
SERRECHIA	LINDA	TATA GLOBAL BEVERAGES GB LTD (TETLEY GB)
STOBBART	ETAINE	NORTHUMBRIAN WATER

**NORTH WEST & IRISH**

BUCKLEY	SHIRLEY	MICHAEL MEACHER
CAIRNS	GILL	ASDA STORES LTD
DOCKERY	MARGARET	ASDA STORES LTD
EVANS	PAUL	RETIRED
FLANAGAN	DAVID	ST ANTONY'S CENTRE
FLANAGAN	KEVIN	ST ANTONY'S CENTRE
FRANCEY	PAUL	TRANSLINK NI RAIL
GILLOW	MICHAEL	UNITED UTILITIES
GOULDING	WILLIAM	RETIRED
HOYLE	LISA	USDAW
JENNINGS	SONIA	BRITISH GAS
JOYCE	DEIDRE	ADSA STORES LTD
MACKLIN	PETER	RETIRED
MOLD	MATTHEW	CAPITA
PATRICK	TRACEY	POWER NI
PITCHFORD	RUTH	STUDENT
RICE-GRAY	JULIE	LIVERPOOL AIRPORT
WHITTLE	STEVEN	BRITISH GAS

**GMB SCOTLAND**

ALI	USMAN	ACTION FOR CHILDREN
DONEGAN	TOM	YODEL
GAULD	JULIE	ASDA LTD
MCCUE	STEVEN	SCOTTISH GAS

**SOUTHERN**

ADAMS	LOUISE	SECURITAS
DANCEY	NIKKI	SELF-EMPLOYED
DOLAN	MARTIN	ASDA DIDCOT
FERGUSON	LORRAINE	ASDA
GIGG	DAVID	G4S
KALLU	AMARJIT	ASDA
MAINGI	BRIDGET	AGENCY WORKERS
MASKELL	MARTIN	YODEL
MASON	STEPHEN	P & O FERRIES
MCLAUGHLIN	TONY	AA
NORRIS	MARC	SSE POWER DISTN
ODUMOSU	DOTUN	AYLESBURY LEARNING CENTRE
STANSELL	CANDICE	G4S
SUCKLING	DOUGLAS	EDF ENERGY
WARREN	GARY	G4S
WATTS	JON	LYONS SEAFOODS



**WALES & SOUTH WESTERN**

BAYLISS	DEREK	ASDA RETAIL
BOHIN	PAUL	EDF
EVANS	NIGEL	WELSH WATER
FERGUSON	HOLLY	BRITISH GAS
FRENCH	DANIEL	ASDA RETAIL
GRAHAM	DAVID	BABCOCK
GROAT	ANGUS	G4S SECURITY
HAMBLIN	DAVID	WALES & WEST UTILITIES
HUNT	PAUL	WELSH WATER
ISMAY	DEAN	ASDA RETAIL
MARCARIAN	SANDRA	ASDA RETAIL
MCGUIRE	PAUL	WILKINSONS
SAMUEL	STEVE	WESTERN POWER DISTN
SEDGEBEER	BRIDIE	LABOUR PARTY
SHILLABEER	JOHN	LABOUR PARTY
STAGG	JACQUELINE	ASDA RETAIL
WILSON	MIKE	WELSH WATER

**YORKSHIRE & NORTH DERBYSHIRE**

ALAM	BADRUL	BRITISH GAS
BROWN	IAN	BRITISH GAS
BUTT	AAFAQ	QUINTILES PHARMACEUTICALS
BYWATER	ROBERT	ASDA
HILL	WAYNE	THE VILLAGE HEALTH FITNESS
IONS	REBECCA	ASDA
IQBAL	NADIA	BRITISH GAS
JACKSON	JOHN	RETIRED
ROBINSON	ELIZABETH	BRITISH GAS
STEER	PHILLIP	BIDVEST FRESH SWITHENSBANKS BRADFORD WEST
WALKER	SUSAN	ASDA STORES LIMITED



## COMMERCIAL SERVICES SECTION CONFERENCE PROGRAMME

The Tregonwell Hall

TUESDAY MORNING - 7<sup>TH</sup> JUNE 2016

**09.30 Conference Opens**

**Chair's welcome, announcements and opening remarks**  
Kevin Flanagan, Section President

**Election of Section President**  
Call for nominations

**National Secretary Introduction & Industrial Report**  
Justin Bowden, National Secretary

**Motions:**  
CS Composite 1  
CS 3  
CS 4  
CS 5

**Industrial Report**  
Elly Baker, National Organiser

**Activist Report**

**10:50 TEA/COFFEE BREAK**

**11:00 Motions:**  
CS 6  
CS 7  
CS 8  
CS 9  
CS 10

**Industrial Report**  
Mick Rix, National Officer

**Activist Report**

**Legal Update and Briefing**

**CONFERENCE ADJOURNS – LUNCH BREAK**

**TUESDAY AFTERNOON - 7<sup>TH</sup> JUNE 2016**

**14.00 Conference resumes**

**Address to Conference**

Tim Roache, General Secretary

**Presentation of the “Dave Lyons” Award to the Commercial Services Section Outstanding Activist**

**Presentation of The Commercial Services Section President’s Award for Learning and Development**

**Motions:**

CS 11

CS 12

CS 13

CS 14

CS 15

**Industrial Reports**

Eamon O’Hearn, National Officer

**Activist Report**

**15:10 TEA / COFFEE BREAK**

**15:20 Motions**

CS 16

CS 17

CS COMPOSITE 2

CS 20

**Emergency Motions**

EM1 - Support

**Industrial Reports**

National Officer

**Activist Report**

**Industrial Reports**

Stuart Fegan, National Officer

**Activist Report**

**Equalities Survey and British Gas Women's Group**

**Industrial Report**

Harry Donaldson, National Co-ordinator

**Activist Report**

**Campaigns and Action**

Reports from GMB activists on their campaigning, industrial and organising activity

**Election of Section President**

Ballot Results Announcement

**Conference Summary**

National Secretary

**Closing Address**

Kevin Flanagan, Section President

**CONFERENCE CLOSES**

## COMMERCIAL SERVICES SECTION CONFERENCE: INDEX OF MOTIONS

<b>Motion No.</b>	<b>Subject</b>
CS COMP 1	THE NUCLEAR INDUSTRY
CS 3	ENSURING LABOUR HAS GAS AT THE HEART OF ITS ENERGY POLICY
CS 4	SMART ENERGY MATTERS
CS 5	CHEUNG KING INFRASTRUCTURE HOLDINGS LIMITED (CKI)
CS 6	HEALTH & SAFETY
CS 7	SUPPORT ALL SHOP WORKERS
CS 8	ASOS – SUPPORT OUT CALL FOR A CAMPAIGN AGAINST THE TRADE UNION MOVEMENT TO END ASOS EXPLOITATION
CS 9	ASDA PAY
CS 10	ASDA STORES BANK HOLIDAYS
CS 11	STOP EXPLOITATION OF WORKERS IN THE SECURITY INDUSTRY
CS 12	STRESS AND MENTAL HEALTH
CS 13	SAFETY CONCERNS OVER SECURITY WORKERS GOING TO WORK WHEN ILL
CS 14	SECURITY INDUSTRY TRAINING
CS 15	TFL'S LAX IN REGULATION REGARDING UBER
CS 16	LIVING WAGE
CS 17	LIVING WAGE @ UK INTERNATIONAL AIRPORTS
CS COMP 2	A LIVING WAGE FOR WORKERS IN THE SPORTS AND ENTERTAINMENT INDUSTRY
CS 20	RECOGNITION FOR QUALIFIED VETERINARY NURSES
EMERGENCY MOTION 1	BA – OUTSOURCING OF IT SERVICES AND OFFSHORING WORK TO INDIA

# COMMERCIAL SERVICES SECTION CONFERENCE MOTIONS

## CS COMPOSITE 1

### THE NUCLEAR INDUSTRY

This conference supports the building of new nuclear sites in areas of decommissioning sites. This conference notes the slowing progress on the commitment to building new nuclear reactors by the current government.

The nuclear industry both in new build, decommissioning, and throughout the supply chain, employs many thousands in skilled work, and supports many communities and families.

This conference calls on the government to urgently build new nuclear sites in areas of decommissioning and to engage with the Labour Party to support this motion.

W70 SELLAFIELD IND BRANCH  
H40 NORTHUMBERLAND LA BRANCH  
*Northern Region*

### CS3. ENSURING LABOUR HAS GAS AT THE HEART OF ITS ENERGY POLICY

This Conference calls on the Labour Party to have an energy policy that promotes the use of gas in domestic, commercial and industrial properties throughout the country. The Gas Industry has a massive network and employs thousands of workers in skilled work, in offices supporting those workers, in call centres, in management, sales and energy. Many of these workers are GMB members and in some parts of the industry GMB membership is over 90%.

The bad press surrounding the energy industry must not allow us to become an easy target. While there are "fat cats" getting rich and generating poor practices, a strong and properly monitored regulator must be in place to control these excesses.

A Labour energy policy is essential to support a Gas Industry providing affordable, low emission fuel to all types of user in the country.

The GMB was born in the Gas Industry, the beliefs and commitment of Will Thorne our founder must have his heritage supported by the Labour party. The best way to do this will be by supporting our industry in the present and into the future.

After all, there's still no real viable alternative.

L34 BRANCH  
*North West & Irish Region*

### CS4. SMART ENERGY METERS

This Conference notes with interest the government commitment to mandate for the introduction of smart energy meters in all UK domestic properties. Conference believes that the deployment of smart meter technology for all domestic consumers will present the UK energy sector with a significant challenge. A challenge which can only be met with the active participation of all industry stakeholders.

Conference is of the opinion that achieving the proposed targets will require a national co-ordinated roll out programme with a consistent framework across the industry.

Conference strongly believes that the effective management of a fully qualified and directly employed workforce will be essential to deliver the programme on time and on budget.

Conference therefore calls on the government what regulations they intend to put in place to ensure that:

1. The workforce engaged in the roll out program come from those operatives who are already working in that part of the industry, to ensure a continuity of the highest levels of competency and health & safety standards
2. Those operatives brought into the industry to meet increased demand in the medium term are directly employed on comparable terms and conditions to those operatives already engaged in that part of the industry.
3. Increased activity in the sector does not lead to the proliferation of tenuous employment practices that can facilitate tax avoidance
4. Operatives are re-trained, to ensure that once the peak in the installation work has elapsed they are ready and able to be actively engaged elsewhere in the industry.

KIRKLEES BRANCH  
*Yorkshire & North Derbyshire Region*

#### **CS5. CHEUNG KONG INFRASTRUCTURE HOLDINGS LIMITED (CKI)**

This Conference is appalled at the way in which quitted former directors of Northumbrian Water Ltd sold out to the CKI Group in 2011. Congress notes that CKI has repatriated hundreds of millions of pounds of profit, earned from a captive UK water customer, to China, out of reach of HMRC. Congress further notes that current Executive Directors have their remuneration directly linked to cutting the pension benefits for current and future workers. Congress notes that company pension benefits are deferred pay for retirement, and believes that it is an absolute scandal that the British Water Industry has been allowed to become a drain on the workers, customer, taxpayers and consumer. Congress supports a Parliamentary Inquiry into the UK's Water Industry so that companies are called to account and reaffirms that the Labour Party should commit to water denationalisation, so that a product essentially free from the air is no longer used as a money making machine by corporate bureaucrats and speculators.

N40 NORTHUMBRIAN WATER BRANCH  
*Northern Region*

#### **CS6. HEALTH & SAFETY**

This Conference is to ensure that the Health & Safety at Work Act 1992 is adhered to within the retail sector, Commercial Services of the GMB. Paying particular attention to regular health & safety inspections and to follow recommendations in temperature, lighting and general policies.

All too often this area is neglected in retail, unfortunately to the detriment of our members.

A15 ASDA BRANCH  
*Birmingham & West Midlands Region*

### **CS7. SUPPORT ALL SHOP WORKERS**

This Conference notes the decline of the fewer shop workers in all high street and supermarket shops, partly through the increase of online shopping and companies' drive to keep wage costs down.

We therefore call on the CEC to run a campaign to keep shop workers relevant in an ever increasing world of self-service tills and front line cuts in staff numbers on the shop floor. After all, it's workers who are the company's biggest asset, not technology.

GMB MID Lincs BRANCH  
*Midland & East Coast Region*

### **CS8. ASOS - SUPPORT OUR CALL FOR A CAMPAIGN ACROSS THE TRADE UNION MOVEMENT TO END ASOS EXPLOITATION**

This Conference welcomes the fact that GMB and Unite the Union have launched a campaign against ASOS in Barnsley, South Yorkshire, to highlight the poor working conditions many employees are subjected to on a daily basis.

Workers at the giant online retailer ASOS distribution depot in Barnsley are so tightly regulated on their pick rates there is no time for some to make the 15min walk there and back to visit the toilet. This leaves staff with no choice but to use the water stations to urinate in.

The GMB believes that a living wage and the right to join a trade union are widely accepted as basic rights that should be ensured for workers.

A growing trend within the garment industry is employment patterns, such as long-term temporary contracts, sometimes through a labour contractor, short-term contracts, day workers and subcontracting.

They are also used by employers to replace permanent employment, circumvent their legal obligations to workers, or to divide and rule their workforce.

Many workers are not given a contract and feel too intimidated to request one. However, even when contracts are issued, employers still abuse their power and flout the terms and conditions.

We urge Conference to support our campaign to recruit all employees at ASOS in Barnsley, into a Trade Union in order to force ASOS into negotiations.

Our message to the employees of ASOS is simple - profit should not come at the price of workers terms and conditions; neither should it be at the price of poor health and safety. Only if workers can be persuaded to join the GMB or Unite the Union will there be improvements within ASOS.

We urge Conference to support this campaign to end this modern day exploitation of workers.

BASF CHEMICALS BRANCH  
*Yorkshire & North Derbyshire Region*

### **CS9. ASDA PAY**

This conference notes with disappointment that the collective agreement signed between GMB and ASDA retail does not allow for bargaining over pay and terms and conditions of employment. Conference believes that GMB should build on the successful growth of membership in the stores to negotiate the introduction of full collective bargaining within the company.

N10 BERKSHIRE & NORTH HAMPSHIRE BRANCH  
*Southern Region*

### **CS10. ASDA STORES BANK HOLIDAYS**

This Conference is asked to look at Bank Holiday working within Asda stores.

Bank Holidays recognise specific times when schools are closed and families of working parents in particular are hard hit.

We in Asda have seen a steady erosion of Bank Holiday premiums, lieu time and now Bank Holidays which saw workers having to work New Year's Day night, Boxing Day night and even Christmas Day night.

Conference calls upon the National Officer to mount a campaign that recognises the importance of these days and times to workers and establish that in future all Bank Holidays as appearing on calendars are recognised and paid at appropriate rates.

A56 BRANCH  
*North West & Irish Region*

### **CS11. STOP EXPLOITATION OF WORKERS IN THE SECURITY INDUSTRY**

This Conference notes we haven't been able to stop companies from using inappropriate contracts of employment when employing people, which often lead to employers exploiting its workforce. Employees should have the option if they have been working regular hours over three months that their contracted hours should reflect that and not be kept on a low or zero hours contract.

G36 SECURITY BRANCH  
*Southern Region*

### **CS12. STRESS AND MENTAL HEALTH**

Congress is aware that mental health problems are common within the security industry, yet despite the fact that right now one in ten security officers are experiencing unmanageable stress, anxiety or depression; few are willing to tell their bosses for fear of the consequences.

The London Security Branch is calling for GMB Union to show an action plan that GMB wants to take action to tackle the stigma and discrimination around mental health, especially at workplace.

Congress is fully in support to raise awareness and create a culture of allowing people to speak openly about mental health issues, including stress, anxiety and depression and get help and support. Be aware that the member may not recognise that they have a mental health problem. They may simply say that they feel stressed or depressed, and worried as a result of pressure at work or home, and having to cope with changes to hours, rising food and fuel bills.

Congress calls on the GMB Union



1. To raise awareness and combat stigma about mental illness, educating and campaigning to improve mental health services.
2. To provide care and emotional support for members with mental health problems, their families and carers as well as information for other organisations and the public.

GMB LONDON SECURITY BRANCH  
*London Region*

### **CS13. SAFETY CONCERNS OVER SECURITY OFFICERS GOING TO WORK WHEN ILL**

Congress notes in 2013-2015 security companies have shown a range of reasons that justify dismissal due to sickness. Hence, it seems that the strength and importance of maintaining an effective business may sometimes override an employee's right to seek a remedy under unfair dismissal.

In security industries, the absence of sick pay for some Security officers can endanger not only their lives but also the safety of their colleagues and clients, as they carry on working while ill in order not to lose out on wages, because they are on zero hours contracts.

Within the London Security, Officers, Branch Secretaries and Workplace Reps have seen the severity of security companies policies used to monitor staff absence, such as strict trigger points for disciplinary action, job insecurity, limited paid sick leave, or few absence days allowed without medical certificate as a significant link to presenteeism.

Congress therefore calls on the GMB to lobby government to look at how businesses can find the right balance between absenteeism and presenteeism. Recognise that presenteeism will be a problem in any business and move focus away from purely absenteeism and accident rates. While sickness absence is visible and easily measured, presenteeism is not.

GMB LONDON SECURITY BRANCH  
*London Region*

### **CS14. SECURITY INDUSTRY TRAINING**

This Conference notes that at present the SIA has no training requirement attached to a renewal of a license. So if you have held a licence since the start of the industry being licensed in 2003, when training was poor and often unsupervised, you have been able to keep renewing the license without any further training. The oversight has left many 1000's of security staff without having up to date training or being trained on any changes in legislation.

This conference therefore calls GMB to lobby the security industry for an urgent review on training around SIA licensing.

G36 SECURITY BRANCH  
*Southern Region*

### **CS15. TFL's LAX IN REGULATION REGARDING UBER**

Congress calls on the GMB to launch a large and unprecedented public campaign in opposition to unlicensed free for all taxi and unregulated services like UBER.

Congress also condemns the Tory Government allowing UBER to transport members of the public without any checks on criminality, or driving convictions, which is a fundamental breach of public health and safety legislation.

Congress therefore calls on the Government to introduce legislation to protect the public making it a legal requirement that all taxi and private hire transport operators and drivers undertake security checks to transport members of the public to the same level as other public transport operators and to regulate transport companies such as UBER. If they fail these standards then they should not be allowed to operate.

Congress also supports the required knowledge test to be expanded for all taxi and private hire drivers where a badge and test certificate must be displayed at all times of operation.

ISLINGTON & HARINGEY BRANCH  
*London Region*

### **CS16. LIVING WAGE**

Congress agrees to campaign, to change private hire legislation, in relation to implementing a regional living wage, align this with a proper mileage rate that reflects the work we do and maximum commission rate, all of which would potentially stop excessive working hours, making each journey safer for the travelling public, while giving the driver a decent standard of living.

PROFESSIONAL DRIVERS BRANCH  
*London Region*

### **CS17. LIVING WAGE @ UK INTERNATIONAL AIRPORTS**

This Conference should campaign for a 'living wage' as minimum across all UK international airports.

Footfall in UK airports is on the increase again and instead of profits going into the pockets of airport owners/authorities, it should be passed down to the lower paid staff at these sites.

G39 GATWICK BRANCH  
*Southern Region*

## **CS COMPOSITE 2**

### **A LIVING WAGE FOR WORKERS IN THE SPORTS AND ENTERTAINMENT INDUSTRY**

GMB has had successes with the END FOUL PLAY campaign to secure Living Wage rates for employees in some Premier League football clubs.

The principle of this campaign should be expanded to cover the whole of the Entertainment and Sports industry and calls for £10 an hour as a Living Wage for workers in this industry, and condemns zero hours contracts. The Sports and Entertainment industry provides those at the top with extremely high earnings, however those at the bottom of the staffing structure that ensure the safety and enjoyment of the spectator suffer some of the worst pay rates.

This conference believes that it is only right that workers who are subcontracted, on zero hours contracts, or on casual contracts, as well as permanent employees should be paid the GMB rate of £10 an hour as a Living Wage.

DONCASTER CENTRAL BRANCH  
*Yorkshire & North Derbyshire Region*

N33 NEWCASTLE CITY LA BRANCH  
*Northern Region*

## **CS20. RECOGNITION FOR QUALIFIED VETERINARY NURSES**

This Congress believes that it is unacceptable for unqualified people to call themselves a Veterinary Nurse without any training or qualification.

The training undertaken by qualified Veterinary Nurses over a two to three year period is extremely thorough and those who go through this training are scrutinised at every stage of their courses by qualified Veterinarians who themselves have trained for five years or more.

It is ridiculous to compare their skills with someone who merely calls themselves a Vet Nurse and has had no training.

Only by protecting the name Veterinary Nurse can animal lovers rest assured that their beloved pets are being treated by someone who knows what they are doing.

Congress agrees this would not be allowed in any other profession and should not be allowed in this and would ask our sponsored MPs to look into this.

LONDON ZOOLOGICAL BRANCH  
*London Region*

## **CS EMERGENCY MOTION 1**

### **BA – OUTSOURCING OF IT SERVICES AND OFFSHORING OF WORK TO INDIA**

BA informed GMB at a meeting on the 10th February that they are to proceed with plans to outsource IT services and offshore work to India.

Congress condemns British Airways decision to outsource most of its IT department to India. BA are making record profits yet they are betraying their loyal staff who helped to deliver these profits. Where are the jobs for the next generation going to come from? We support the campaign to retain these jobs in-house.

X31 BA HATTON CROSS BRANCH  
*London Region*



# **FINAL AGENDA**

## **MANUFACTURING SECTION CONFERENCE 2016**

**PURBECK LOUNGE  
BOURNEMOUTH INTERNATIONAL CENTRE**

**TUESDAY 7<sup>th</sup> JUNE 2016  
09.30am – 12.30pm; 14.00pm – 17.30pm**



## **SECTION NATIONAL COMMITTEE**

WAUGH, RONNIE	North West & Irish	Section President
GUNN, BOB	North West & Irish	Section Vice President
MARNELL, EDWARD	North West & Irish	General Seat
MCDONNELL, JOHN	North West & Irish	General Seat
WELHAM, ROBERT	North West & Irish	Manufacturing Section Seat
MCGIVERN, ANDREW	North West & Irish	General Seat (N Ireland)
GAGLANI, SHAILESH	London	Manufacturing Section Seat
RIDDELL, PHYLLIS,	GMB Scotland	Manufacturing Section Seat
HULLEY, BRYAN	Southern	Manufacturing Section Seat
BEARCROFT, SHEILA	Wales & South West	Women's Reserved Seat
FARR, BRIAN	Wales & South West	Manufacturing Section Seat
RICHARDSON, GORDON	Birmingham & West Midlands	Manufacturing Section Seat
WHEATLEY, PAUL	Midland & East Coast	Manufacturing Section Seat
HUTCHINSON, MARY	Northern	Women's Reserved Seat
CHEAL, JAMES	Northern	Manufacturing Section Seat
IRVING, ANDY	Yorkshire & North Derbyshire	Manufacturing Section Seat
GUNTER, COLIN	Yorkshire & North Derbyshire	Race Reserved Seat

## **FINE MANUFACTURING SECTION**

MERRICK, PETER	Birmingham	Fine Manufacturing Section Seat
DOVEY, KAREN	Birmingham	Fine Manufacturing CEC Observer
HUSON, LYNNE	Birmingham	Fine Manufacturing CEC Observer

## **NATIONAL OFFICE**

BRIMBLE, JUDE	National Secretary
HULSE, DAVE	National Officer
FEGAN, STUART	National Officer
WHITEHURST, PHIL	National Officer
KEMP, STEVE	National Officer
WILDE, SHARON	Organiser
GANNON, PAT	Administrator

## **CONFERENCE SPEAKER**

BURGON, RICHARD	MP, East Leeds Constituency
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## **REGIONAL OFFICERS**

KENNY, WARREN	London Region
PHILLIPS, PERRY	London Region
BECK, JEFF	Wales & South West Region
BURNETT, MERVYN	Wales & South West Region
HARRITY, CHARLES	Southern Region
MULHOLLAND, MICHAEL	North West & Irish Region
SCARR, TERRY	Northern Region
HARDY, PAT	Midland & East Coast Region
KHALIK, MO	Birmingham & West Midlands Region
GRIEVESON, WENDY	Birmingham & West Midlands Region
GILMOUR, LOUISE	GMB Scotland
CONROY, MICK	GMB Scotland
TRAVIS, DARRAN	Yorkshire & North Derbyshire Region

## DELEGATES

### BIRMINGHAM & WEST MIDLANDS

BAKER, KEVIN	Wienerberger	C15 General
DWYERS, DALE	Wienerberger	K10 Kidderminster
GRAHAM, PAUL	Dunlop Aviation Aircraft Tyres	B41 Birmingham Rubber
INGLEY, JACKIE	GMB	T10 Tamworth
JONES, ANTHONY	Retired	T36 Tipton No.2
LAL, MADAN	Retired	W70 Willenhall
TAYLOR, CHARLES	JCB	R36 Rochester JCB General
RHODES, CHRISTOPHER	Burleigh Pottery	S75 Stoke Unity
YATES, SHARON	Dunoon Ceramics	S75 Stoke Unity

### LONDON

COPSEY, ANDREW	Anglian Windows	Norwich General
DARCI, JAISUCLAL	Bakkavour Meals	Central Wembley
PRANLAL, HITENDRA	Bakkavour Meals	Central Wembley

### MIDLAND & EAST COAST

BREARLEY, DAVID	Retired	Derby Tec
HAYNES, ALBERT	Retired	Mansfield Central
HODGKISON, IAN	Rolls Royce	Rolls Royce
LE-BLANC, ALBERT	Jeld-Wen	Melton Mowbray CFTA
LOWREY, MARYANN LESLIE	Moy Park	Grantham Community
MILLS, DOROTHY	Retired	Alfreton No.1
SOPER, PHILLIP	Retired	Nottingham Tec
WHILDING, ROB	Tarmac Quarry Prods	Buxton

### NORTHERN

DOWSON, RAYMOND	BHK UK Ltd	Durham General
EMMERSON, GEORGE	Unspecified	Sth East Northumberland Gen
LAWSON, DIANE	BAE Systems	Barrow No.5
PARKES, ALAN	Hertel (UK) Ltd	Hartlepool No.2
SAWDON, PETER	Retired	Stockton No.3 Engineering
SPEAKMAN, RICHARD	North Yorkshire Timber	Darlington Engineering
TAYLOR, BERNARD	Unspecified	Middlesbrough Manufacturing



### **NORTH WEST & IRISH**

ALI, KAMRAN	Robert McBryde Ltd	RMB1
BARTON, JAMES	Self- Employed	Z15
BODEN, STEPHEN	Astra Zeneca	M96
BUTTERWORTH, STEPHEN	Duro Felguera	Z01
COMBOY, JILL	Harman Technology	K87
DALY, MARK	Knauf Insulation	F25
FIRTH, KEITH	Crown Paints Ltd	C51
GUNN, ROBERT	Retired	F72
HARGREAVES, CLARE	Matalan	M01
RAWSTHORNE, BARBARA	Retired	YO3

### **GMB SCOTLAND**

CARSON, BRENDA	The Edrington Group	Clyde Bonding
FENTON, ROBERT	Rolls Royce (Inchinnan)	Glasgow LM Engineering
HILLS, JEFFREY	Retired	Remploy Lanarkshire 306 (CFTA)
LOGAN, ALEXANDER	Ferguson Marine	Port Glasgow No.4 Engineering
LOGUE, JOHN	BAE Systems Surface Ships	Clydebank No.3 Engineering
MCNEILL, FRANCIS	Retired	Glasgow 66 Engineering
VALLANCE, GRACE	Unemployed/Retired	Clyde Bonding
WILLIAMS, SARAH	United Biscuits	Tollcross Biscuits
WALKER, DUNCAN	Retired	Grangemouth 583 (CFTA)

### **SOUTHERN**

JONES, KEVIN	Premier Foods	S35
LEAK, DAVID	Allied Fabrications	Z39
POWELL, JOHN	Retired	W27

### **WALES & SOUTH WEST**

BEATON, WENDY	Unemployed	South & West Wales General
HARRISON, SHARON	Kautex CVS Ltd	Hengoed Engineering
LEADER, ANN	Retired	Mid Glamorgan C&T
SMITH, JENNIFER	Retired	Mid Glamorgan C&T
STACK, BRENDAN	EDF	Milford Haven BMS
WARN, NIGEL	Babcock	Devonport

## **YORKSHIRE & NORTH DERBYSHIRE**

GILBERTHORPE, KENNETH	Alcoa (ex Firth Rixon)
GOLDING, BRIAN	Nestle UK
HINSLIFFE, WILLIAM	Retired
HIRST, MICHAEL	Tangerine Confectionery Ltd
JARVIS, GRAHAM	Safestyle UK
KEMP, IAN	Tata Steel
PINDER, CATHERINE	W.A.E Group Ltd
PIPER, VINCENT	Robert McBride Ltd
SHIELD, JAMES	Tangerine Confectionery Ltd
SHILLITO, DAVID	DHL Supply Chain
TOWNEND, NIGEL	BASF Performance Products
GREENE, JASON	Tata Steel

Sth York & North Derbys Blmks  
Rowntree & Associated  
Yorkshire Copper Works  
Pontfract Central  
Barnsley Manufacturing  
Parkgate  
Brighthouse General  
Robert McBride  
York General  
Yorkshire Clothing & Textile  
BASF Chemicals  
Parkgate



## CONFERENCE AGENDA

TUESDAY 7<sup>TH</sup> JUNE 2016

09.30 Conference Opens

Chair's welcome, announcements and opening remarks  
Ronnie Waugh, Section President

Notification of Ballot for President / Vice President

09.45 Address to Conference  
National Secretary, Jude Brimble

**Motions:**

MF1 Reshoring Back To Britain

MF2 Manufacturing In The UK

MF3 Made in Britain

MF4 European Subsidies

10.30 National Officer Report: Stuart Fegan

Break for Tea/Coffee

**Motions:**

MF5 Why Doesn't Britain Make Things Anymore

MF6 Manufacturing Decline

MF7 Protect Inhouse Contracts

11.15 National Officer Report: Steve Kemp

**Motions:**

MF17 Manufacturing

MF18 NUM

11.40 Membership Development Officer Report: Sharon Wilde

**Presentation of the "Awards" to the Manufacturing Services Section:**

Ben Rubner Award

Jim Kooyman Award

12.10 Address to Conference  
Tim Roache, GMB General Secretary

12.30 Conference Adjourns

- 14.00 Conference Resumes
- President / Vice President Election
- Motions:**  
MF19 Marine Manufacturing  
MF20 Construction Industry – Contractors  
MF21 Construction Industry
- 14.30 National Officer Report: Phil Whitehurst
- Motions:**  
MF22 Working Rights To Avoid Manipulation  
MF23 Stress At Work  
FMF1 Anti-Dumping – Market Economy Status (MES) By China
- Speaker**  
15.00 Richard Burgon, MP for East Leeds to address Conference
- Break for Tea/Coffee
- Motions:**  
MF8 Manufacturing  
MF9 Steel  
MF10 The Steel Industry  
MF11 UK Jobs  
MF12 British Steel Industry
- Speaker**  
16.30 Kathleen Walker Shaw, GMB European Officer
- Motions:**  
MF13 Save Our Steel  
MF14 British Steel Industry  
MF15 Save Our Steel  
MF16 Steel Industry – A National Strategy For Action
- 17.00 National Officer Report: Dave Hulse
- Closing Address**  
National Secretary, Jude Brimble
- Closing Address**  
Ronnie Waugh, Section President
- 17.30 Conference Closes

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MF1	RESHORING BACK TO BRITAIN
MF2	MANUFACTURING IN THE UK
MF3	MADE IN BRITAIN
MF4	EUROPEAN SUBSIDIES
MF5	WHY DOESN'T BRITAIN MAKE THINGS ANYMORE
MF6	MANUFACTURING DECLINE
MF7	PROTECT INHOUSE CONTRACTS
MF8	MANUFACTURING
MF9	STEEL
MF10	THE STEEL INDUSTRY
MF11	UK JOBS
MF12	BRITISH STEEL INDUSTRY
MF13	SAVE OUR STEEL
MF14	BRITISH STEEL INDUSTRY
MF15	SAVE OUR STEEL
MF16	STEEL INDUSTRY – A NATIONAL STRATEGY FOR ACTION
MF17	MANUFACTURING
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MF19	MARINE MANUFACTURING
MF20	CONSTRUCTION INDUSTRY - CONTRACTORS
MF21	CONSTRUCTION INDUSTRY
MF22	WORKING RIGHTS TO AVOID MANIPULATION
MF23	STRESS AT WORK
FMF1	ANTI-DUMPING – MARKET ECONOMY STATUS (MES) BY CHINA



## CONFERENCE MOTIONS

### MF1. RESHORING BACK TO BRITAIN

This Conference recognises the recent job losses in the British Steel Industry, so nationally we welcome industry back to Britain, with the hope of more British businessmen in manufacturing, returning to Britain and British workers.

This is good news for the British economy. One in six UK manufacturers has brought production back from overseas since 2012, or are in the process of doing so suggesting that, re-shoring is starting to gain traction.

The number of companies returning production from countries such as China is outstripping those moving overseas, according to a survey of more than 500 small and medium sized manufacturers. However, there are challenges too. Britain is facing a skills crisis that must be rectified if it is to provide the evermore skilled workforce that companies need, as Dr Tristram Hunt Labour MP says, this must be tackled as a national emergency.

Conference we ask GMB to join with MPs regionally and with Westminster to tackle the skills issue for manufacturing in the UK.

- ENCOURAGE POLICY ON MANUFACTURING SKILLS.
- MORE IMPORTANTLY APPRENTICESHIPS AND ON THE JOB VOCATIONAL TRAINING
- GOVERNMENT INVESTMENTS
- CAPITAL ALLOWANCES TO ENCOURAGE FIRMS TO INVEST
- AND AN IMPROVEMENT IN BRITAIN, LINK-UPS BETWEEN MANUFACTURERS, BUSINESSES, TRADE UNIONS AND HIGHER EDUCATION, PARTICULARLY IN TECHNOLOGY AND ENGINEERING.

GLASGOW NURSES BRANCH  
*GMB Scotland*

### MF2. MANUFACTURING IN THE UK

This Conference is aware of the continuing decline of the Manufacturing Industry, which has been the case for many years.

Conference calls upon this Government to take positive steps to reverse this trend and we call upon the CEC to lobby Parliament and MP's to invest in the Manufacturing Industry in the UK in order to protect jobs and halt the decline in manufacturing.

SOUTH & WEST WALES GENERAL BRANCH  
*Wales & South West Region*

### MF3. MADE IN BRITAIN

This Conference calls on the Government to support UK manufacturing through proper, immediate investment and to provide a stable and supportive environment for our vital industries in the face of global competition.

V15 BRANCH  
*North West & Irish Region*



#### **MF4. EUROPEAN SUBSIDIES**

This Conference calls upon the GMB to investigate if the UK Government is claiming its legitimate subsidies for the manufacturing industry from the EU in line with other EU countries. If it is found this Government is not claiming then the GMB should expose this sell out of our industry.

C51 BRANCH  
*North West & Irish Region*

#### **MF5. WHY DOESN'T BRITAIN MAKE THINGS ANYMORE**

This Conference calls on the GMB and the Government to stop what this Branch calls, 'the de-industrial revolution'.

NOTTINGHAM TEC BRANCH  
*Midland & East Coast Region*

#### **MF6. MANUFACTURING DECLINE**

This Conference recognises that the gradual decline and loss of manufacturing on Britain means that we as a nation can no longer pay our way in the world.

We therefore call on the CEC to instruct all relevant bodies to curb the contracting out abroad and focus on the sound economic reasons for British Contracts in manufacturing. In doing so our communities will no longer have to dodge the wrecking ball of societies decline.

R35 ROCESTER JCB GENERAL BRANCH  
*Birmingham & West Midlands Region*

#### **MF7. PROTECT INHOUSE CONTRACTS**

This Conference calls on the GMB and the Government, even though we must go through the procurement processes, to help Bombardier to win the latest contract worth some £2.5 billion, against opposition from Hitachi and Siemens.

NOTTINGHAM TEC BRANCH  
*Midland & East Coast Region*

#### **MF8. MANUFACTURING**

This Conference recognises the fact that British manufacturing is in serious decline!

Recent announcements in the British Steel Production is nothing short of despicable. Steel making is the very first cog in the wheel of manufacturing in most industry.

We therefore call on the GMB to lobby, to halt excessive dumping of cheap steel imports in the UK at the expense of the jobs in the British Manufacturing Industry.

R35 ROCESTER JCB GENERAL BRANCH  
*Birmingham & West Midlands Region*

### **MF9. STEEL**

This Conference notes that this Conservative Government is engaged in a systematic attack on the manufacturing industry of the UK. Not content with having bulldozed much of British heavy industry in the 1980s and 1990s, the Tories seem intent in doing nothing to alleviate problems in the market place or provide commercial and promotional support to help key industries like steel. Conference calls on the Government to utilise the EU process to help and assist UK steel making and to ensure that the UK supply chain is not butchered and outsourced to fit Tory free market dogma.

H22 HARTLEPOOL NO.2 BRANCH  
*Northern Region*

### **MF10. THE STEEL INDUSTRY**

This Conference is appalled at the lack of intervention by this Government to protect the Steel Industry in the UK. We call upon this Government not only to protect but to invest in the British Steel Industry and for the GMB to lobby and campaign on behalf of this vital part of the Manufacturing Industry in the UK.

SOUTH & WEST WALES GENERAL BRANCH  
*Wales & South West Region*

### **MF11. UK JOBS**

This Conference calls upon this Conservative Government to ensure that UK jobs are to be treated on a level playing field.

Recently the Conservative Government have allowed the Steel Industry to cut their work force because of the price of new material. Also they have awarded a train contract to Spain, this has to stop.

Under the Conservative Government there will be no jobs for the youngsters, and the UK will lose its skilled work force.

The Conservative Government keep saying there are jobs available, but there are no jobs.

We call upon Conference to lobby this Conservative Government. This has to stop now.

DEVONPORT BRANCH  
*Wales & South West Region*

### **MF12. BRITISH STEEL INDUSTRY**

This Conference condemns the lack of support for the British Steel Industry in the wake of attacks by state-sponsored dumping of steel by our governments' friends in China.

LEICESTERSHIRE 2000 BRANCH  
*Midland & East Coast Region*

### **MF13. SAVE OUR STEEL**

This Conference condemns the way this government has been treating the steel industry. It failed to support the workers at SSI, did nothing for Caparo and stands idly by while Tata flounders. It has done nothing to alleviate the crippling cost of energy and business rates paid by steel companies. In contrast, it has actively encouraged imports of cheap, poor quality Chinese steel. If the steel industry goes, ALL manufacturing goes. Conference notes the united action by Community, GMB and Unite, together with our friends at the Daily Mirror and with support from our fellow trade unionists in Europe and America in the Save Our Steel campaign. The campaign forced the government to hold a Steel Summit and talk to the EU about the problems faced by the steel industry. However, it is not talk that is needed but action.

Conference, therefore, calls on the GMB to continue to give full support to the Save Our Steel campaign. Conference also calls for immediate state aid for the steel industry and, for the government to hold constructive talks with management and trade unions on how to proceed further. State aid, even nationalisation, saved the banks. It can work for the steel industry. Save our steel industry, save our steel communities.

PARKGATE BRANCH  
*Yorkshire & North Derbyshire Region*

### **MF14. BRITISH STEEL INDUSTRY**

This Conference is aware that TATA Steel is a major employer in South Wales.

In the 1980's the then Tory Government did nothing to stop cheap imports of coal. As a result pits were said to be unprofitable; sounds familiar.

What is happening to our Steel Industry happened to our Coal Industry – all it asks is a level playing field so that it can compete fairly.

Conference, please support a concerted campaign and support this motion so that we may try and save our Steel Industry.

ROYAL SOVEREIGN BRANCH  
*Wales & South West Region*

### **MF15. SAVE OUR STEEL**

Over 1,000 people marched through Scunthorpe Town Centre in support of the 'Save Our Steel' campaign to keep a viable steel industry in the United Kingdom.

GMB members and their families raised banners and posters in support of the Steelworks in Scunthorpe.

900 employees face losing their jobs as a result of the company's announcement on the future of the business in Scunthorpe, along with hundreds of contract workers directly or indirectly affected by the decision.

Shopkeepers applauded as we marched from Church Square through the Town Centre with the chanting of "Save Our Steel" filling the air.

Toddlers, Mums and Dads, Grandmas and Grandads, Steelworkers, Wives and Girlfriends and Children showed their support on the rally with banners aloft saying "fight for every job" in steel.

Colleagues from Teeside marched shoulder to shoulder with us to show their support. The demonstration marched to the Civic Centre where a 5,000 signature petition was handed in when we had speeches from MPs Mick Dakin and John Mann, followed by speeches from the Trade Unions, including our own Dave Hulse, National Officer.

It's now time for the Government to agree to our five point plans to save the industry in the UK and in the meantime the fight goes on.

SCUNTHORPE DISTRICT & APEX BRANCH  
*Midland & East Coast Region*

#### **MF16. STEEL INDUSTRY – A NATIONAL STRATEGY FOR ACTION**

This Conference calls on the GMB and other trade unions at all the Tata plants and in the steel industry beyond, to convene an emergency meeting of shop stewards across the industry to organise a mass campaign.

A national joint conference should demand the opening up of company accounts to inspection by the workforce and oppose all job losses; this should be led by the shop stewards from the various plants. Private and public workers need to unite to fight the jobs slaughter.

This should draw in support from communities for nationalisation and to demand that no loss of pay and conditions takes place during short time working and consultation periods, over the future of plants, or if private buyers come in.

RIPON & THIRSK GENERAL BRANCH  
*Yorkshire & North Derbyshire Region*

#### **MF17. MANUFACTURING**

This Conference draws upon the CEC to campaign for GMB members within manufacturing for a minimum hourly rate of £10.

Although this may be policy of the GMB, it is rather bizarre that we don't seem to be making this campaign within manufacturing for the lesser paid workers i.e. labourers and cleaners.

Further, we ask that this campaign be actual £10 per hour rate and not made up from bonus or overtime payments, as far too many low paid workers are given supplements that then cannot be used in their pensions or when making claims.

We would hope that the clarification of this is that it is £10 per hour for the lowest paid worker within any company.

ALFRETON NO. 1 BRANCH  
*Midland & East Coast Region*

**MF18. NUM**

This Conference deplores the fact there is no longer deep coal mining in the UK.

Therefore we call on Conference and the CEC to give unconditional support to the NUM, in recognising the brilliant work the NUM and mining communities across the country have contributed to the Trade Union and Labour Movement to-date, and long may it continue.

GMB MID Lincs BRANCH  
*Midland & East Coast Region*

**MF19. MARINE MANUFACTURING**

This Conference notes the utter failure of this Tory Government to do anything about helping, supporting and keeping manufacturing in on and off shore marine capacity. Areas of the UK that were once beacons for skills and employment have been allowed to wither and die with very little prospect of Government helping and promoting procurement processes to enable British companies to compete on a level playing field. Conference believes that UK skills are second to none in shipbuilding and facilities could be used for new energy technologies. Conference notes the lack of political will or fervour to be serious about keeping a British manufacturing base and Conference calls on the Labour Party to produce a sustainable alternative to keep these vital skills and enable them to thrive in a market place that is far from fair to GMB members.

T25 NEWCASTLE & NORTH TYNE GENERAL BRANCH  
*Northern Region*

**MF20. CONSTRUCTION INDUSTRY - CONTRACTORS**

This Conference requests the CEC to demand that contractors employ workers directly in the Construction Industry and not allow umbrella companies to take on the role of employer – more especially on National Joint Council for the Engineering Construction Industry projects (Blue Book).

Z26 MIDDLESBROUGH MANUFACTURING BRANCH  
*Northern Region*

**MF21. CONSTRUCTION INDUSTRY**

This Conference notes that the construction of biomass power plants at Ridham Dock, Kent and Wilton Complex, Redcar are using mainly none UK workers and paying a low hourly rate. This situation should not be allowed to happen again. Therefore, conference instructs the CEC to become more pro-active in ensuring that all projects are covered by the National Joint Council for the Engineering Construction Industry Agreement – (Blue Book). Furthermore, the CEC will actively support members by organising co-ordinated regular demonstrations on all none Blue Book sites. Finally, that action committees be established in areas where there are engineering construction projects.

Z26 MIDDLESBROUGH MANUFACTURING BRANCH  
*Northern Region*

**MF22. WORKING RIGHTS TO AVOID MANIPULATION**

This Conference is asked to look at the practice of “flexibility” employers’ favourite get out clause to manipulate the workforce to doing unreasonable jobs to save money and multi-skill without the correct value in terms of money.

RMB1 BRANCH  
*North West & Irish Region*

**MF23. STRESS AT WORK**

This Conference is alarmed at the increased imposition regarding members of the G.M.B. union working twelve hour shift patterns over seven days.

This Conference is concerned about the impact this has on workers suffering from work related stress also the effect it has on family life.

We ask this Conference to call for a study by the G.M.B. union to seek alternatives to the shift patterns and long working hours.

TOLLCROSS BISCUITS BRANCH  
*GMB Scotland*



# FINE MANUFACTURING SECTION

## CONFERENCE MOTION

### **FMF1. ANTI-DUMPING – MARKET ECONOMY STATUS (MES) BY CHINA**

This Conference calls upon the CEC to campaign against China being given Market Economy Status within the EU through the GMB European Office and its partners.

We need to ensure that China DOES NOT be granted Market Economy Status as China does not meet the technical criteria to be considered a Market Economy. As it stands it would be devastating to manufacturing in the EU as well as the UK. In the past China, after clashing with the EU over alleged dumping of products.

Steel pipes  
Flat rolled stainless steel  
Tableware  
Kitchenware

In 2014 China introduced their own Anti-Dumping Duty, affecting our now demising steel industry and our pottery industry.

S75 STOKE UNITY BRANCH  
*Birmingham & West Midlands Region*





# **FINAL AGENDA**



## **PUBLIC SERVICES SECTION CONFERENCE 2016**

**BOURNEMOUTH INTERNATIONAL CENTRE**

**TUESDAY 7 JUNE 2016**  
**9.30 am - 12.30 pm & 2.00 pm - 5.30 pm**

## ATTENDANCE

### NATIONAL OFFICE

AZAM, Rehana	National Secretary
BOWDEN, Justin	National Officer
CHAMBERS, Avril	National Officer
HOLDER, Sharon	National Officer
LEONARD, Karen	National Organising Department

### SECTION NATIONAL COMMITTEE

ABUBAKIR, Kathy	Southern Region
BLACKMAN, Elizabeth	Midland & East Coast Region
CLARKE, Jim	Midland & East Coast Region
CLARKE, Richard	Birmingham & West Midlands Region
COLLINSON, Neil	Northern Region
DANIELS, Ken	Wales, South West Region
DEAN, Ann	GMB Scotland
GIBBS, Gordon	Birmingham & West Midlands Region
GILLIGAN, Dean	London Region
HOPE, David	North West & Irish Region
JACKSON, Martin	Yorkshire & North Derbyshire Region
JONES, Kevin	Wales, South West Region
MINNERY, June	GMB Scotland
MODLOCK, Bill	Southern Region
PLANT, Barbara	Southern Region
RICE, Steve	Ambulance Representative
ROBINSON, Penny	London Region
SMART, Vivien	Birmingham & West Midlands Region
SYKES, Mark	Yorkshire & North Derbyshire Region
TURNER, Mary (MBE)	London Region (Section President)
WRAGG, Diane	Yorkshire & North Derbyshire Region

*(Apologies from Peter Dow (MPO Representative); Heather Starr (MPO Representative) & Barry Lambert (HE Representative))*

### BIRMINGHAM AND WEST MIDLANDS REGION

CARTER, Steve	Birmingham City Council
DUDSON, Alan	Retired
ENGLAND, Arnold	Wrekin DC Staff
FAGAN, Sam	Sandwell MBC
HACKETT, Tony	Retired
LEECH, Tara	Stoke City Council
PICKERILL, Paul	Newcastle Borough Council
PINCHER, Rachel	HC One
PRICE, Ian	Walsall Council
PYKE, Andrew	Saltley Academy
RICHARDS, Gerald	Dudley MBC

ROBERTS, Rachael  
THOMAS, Yvonne

Stoke on Trent City Council  
Four Seasons Healthcare

### **LONDON REGION**

AKBAR, Mo  
BARTLETT, Melanie  
BELGRAVE, Pamela  
BOLISTER, Gary  
BYRNE, Danny  
CLOUDEN, Nicola  
CULHANE, Larry  
DOUCE, Gareth  
DUDLEY, Karen  
FOSTER, Martin  
FRANKLIN, Frances  
FRASER, George  
FREETH, Rob  
GOODSON, Mary  
GRIFFITHS, Gwyneth  
HAMBLIN, Heather  
HOLLAND, Cathy  
HURLEY, Sarah  
JAMES, Marc  
JONES, Ann  
JONES, Stephen  
KEEFE, William  
KHAN, Zaheer  
MCNULTY, Dennis  
MARTIN, Evelyn  
MULLANE, Diane  
PALMER, Gavin  
REIS, Wendy  
RICHMOND, James  
SIDDALL, Edward  
SMITH, Jan  
STEWART, Euton  
STRATTON, Stephen  
STREET, Steven  
THOMAS, Donna  
WATSON, Mark  
WEST, Vaughan  
WILLSON, Sharon

London Ambulance Service  
Unspecified  
London Borough of Harrow  
London Borough of Islington  
City of London  
Bucks County Council  
LB Hammersmith & Fulham  
Suffolk County Council  
Central Beds Council  
Central Beds Council  
Retired  
Retired  
London Borough of Enfield  
London Borough of Barnet  
Retired  
Retired  
Essex County Council  
LB Hammersmith & Fulham  
Ipswich Borough Council  
London Borough of Harrow  
London Borough of Redbridge  
London Borough of Havering  
London Borough of Tower Hamlets  
London Borough of Camden  
London Borough of Islington  
Luton Borough Council  
London Borough Barking & Dagenham  
Southend Borough Council  
London Borough of Newham  
London Borough of Islington  
Retired  
London Borough of Brent  
London Borough of Tower Hamlets  
London Borough of Barking & Dagenham  
EEAS  
London Borough of Barking & Dagenham  
London Borough of Islington  
Four Seasons Healthcare

### **MIDLAND & EAST COAST REGION**

BANKS, Jeremy Peter  
BESTWICK, Courteney

EMAS  
Student

COLEMAN, Karan  
DUDDING, Kev  
HELEY, Bill  
JOHNSON, Helen  
KELLAM, Helen  
LANGLEY, Gary  
LANGLEY, Lee  
LOVATT, Dawn  
MCLAUGHLIN, Peter  
ORTEGA, Shona  
SHAW, Jayne  
STEVENSON, Sharon  
WASS, Vicky  
WOODWARD, Alan  
YEL, Toni

Futures Leicestershire  
Hull City Council  
Best Connection  
City Healthcare Partnership  
Nottingham University Hospitals  
Nottingham City Council  
Huntercombe Group  
Lincs Partnership Foundation Trust  
East Riding of Yorks Council  
Retired  
Newark & Sherwood D.C  
Sherwood Forest Hospitals NHS Trust  
Autism East Midlands  
Nottinghamshire Police  
City Healthcare Partnership

#### **NORTHERN REGION**

BRYAN, Alyson  
CLEGG, David  
DONALDSON, Barry  
EARL, Thomas  
FOULGER, Brian  
HENWOOD, Colin  
HUNTER, Thomas  
JONES, James  
LANGAN, John  
LINES, Carole  
MURRAY, George  
TIMBEY, Leslie  
WALKER, Alan  
WALLER, Emily  
WEBSTER, David

Sunderland Care & Support  
Durham County Council  
Newcastle City Council  
Retired  
Middlesbrough Borough Council  
Retired  
Unspecified  
Unspecified  
Newcastle City Council  
Durham County Council  
Retired  
Durham County Council  
Barchester Healthcare Group  
North Tees & Hartlepool NHS Trust  
Barrow Borough Council

#### **NORTH WEST & IRISH REGION**

BIRCHALL, Kenny  
BOYLAN, Paul  
BUOEY, Michael  
DANIELS, Robert  
DAVIES, Jayne  
HENRY, Douglas  
HINDLE, Paul  
HOLDEN, Ross  
KAMBLE, Vivek  
KEEGAN, Susan  
KEIGHT, Jeff  
KELLY, Joan

Alder Hey Hospital  
Dard Rivers Agency  
NW Ambulance SVS  
Liverpool CC  
Liverpool CC  
Retired  
  
Unemployed  
HC1  
Retired  
Amey  
Retired

KEOWN, Gail L  
LALKHAM, Bernard  
MCMULLAN, Thomas  
MERCER, Linda  
PITCHFORD, Joanne  
PLATT, Will  
RICHARDS, Paul  
ROWAN, Paul  
SMITH, Graham  
STODDART, Ann  
STODDART, Barbara  
SUTCLIFF, Derek  
VAUGHAN, Janet  
WINSON, Lorraine

Translink  
LJMU  
Retired  
Tameside MBC  
Bolton Council  
Translink  
Knowsley Council  
LCC  
LCC  
HC1  
HC1  
Retired  
National Blood SVS

#### **GMB SCOTLAND**

AIRNS, Elizabeth  
AITCHISON, Tanya  
BRESLIN, Patrick  
CAMPBELL, Caroline  
CARR-POLLOCK, Thomas  
DRYLIE, Annette  
DUFFY, Patrick  
FINN, Mary  
HUMPHREY, Joseph  
LIDDELL, John  
MCCALLUM, William  
MCCROSSAN, James  
MCEWAN, William  
MCKENZIE, John  
MURPHY, Thomas  
PATERSON, Frank  
PATERSON, Raymond  
ROBERTSON, George  
ROBERTSON, Charlie  
STUART, Ross  
THOMPSON, Andrew  
WILSON, Scott

NHS Lanarkshire  
Perth & Kinross Council  
NHS Greater Glasgow & Clyde  
North Lanarkshire Council  
West Lothian Council  
Fife Council  
Not Known  
Retired  
Retired  
Cordia LLP (TASS)  
Gartnavel Hospital  
Dumfries & Galloway Council  
West Dunbartonshire Council  
Retired  
Falkirk Council  
Aberdeenshire Council  
South Lanarkshire Council  
Glasgow City Council  
Dundee College  
East Ayrshire Council  
Scottish Water  
Fife Council

#### **SOUTHERN REGION**

ADJE, Charles  
ALLEYNE, Andrew  
COX, Wendy  
CURTIS, Paul  
DONOVAN, John  
EVEREST, Paul

London Fire Brigade  
London Borough of Southwark  
London Ambulance Service  
Veolia  
Brighton & Sussex Uni. NHS Trust  
SECAMB

FALL, Ian	Lambeth Council
GALLAGHER, Ryan	Unemployed
GOLDING, Christine	Lambeth Council
HEASMAN, Elizabeth	Surrey & Borders NHS Trust
HOOD, Tina	Surrey CC
HUGHES, Margaret	Unemployed
HYMAN, Charmaine	London Borough of Wandsworth
ISAAC, Gwyn	Merton Council
JACKSON-AMPAW, Nana	Croydon Council
LEWIS, Gareth	European Parliament
MANDERS, David	Surrey & Borders Partnership NHS Trust
MCARDLE, Ben	Croydon HS NHS Trust
MINNS, Sharon	Unemployed
REYNOLDS, Alice	European Parliament
RODRIGUES, Manetta Martha	Threshold Housing Link
TERRY, Edward	Kingston College
TUCKWELL, David	Unemployed
WEBB, Denise	Oxleas NHS Trust
WHITE, Gordon	Environment Agency

#### **WALES & SOUTH WEST REGION**

BOWLER, Mark	RCT Borough Council
BRINKWORTH, Gwylan	South Wales Police
CLARKE, Lyndon	Newport City Council
DANIELS, Robert	City of Cardiff Council
DAVIES, Helen	South Wales Police
EVANS, Karen	Denbighshire County Council
FUNNELL, Neil	Caerphilly County Borough Council
HOLMAN, Nathan	Welsh Ambulance Service
JONES, Caron	Gwynedd Council
JONES, Craig	RCT Borough Council
JONES, Martyn	Stagecoach
KEMPTON, Paul	City of Cardiff Council
LEGGE, Mark	Monmouthshire County Council
LOCK, Simon	Newport City Council
MOORE, Linda	Retired
MORRIS, David	Welsh Ambulance Service
PARKER DELAZ AJETE, Lorraine	Plymouth City Council
RAYBOULD, Paul	Unemployed
SIBLEY, Charlene	Serco
SURMAN, Ray	Retired
THOMAS, Paul	Stagecoach
WEEKS, Jennifer	North Bristol NHS Trust

#### **YORKSHIRE & NORTH DERBYSHIRE REGION**

BAGNALL, Peter	Retired
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BURLEY, Amanda  
BURTON-KEEBLE, Alex  
BUTLER, Ian  
CALVERT, Terence  
COOPER, Angela  
FINNERTY, James  
GAVIN, Cindy  
GILL, Colin  
GOODGE, Glynnis  
HENSBY, Kevan  
HINCHLIFFE, Michael  
HUMPHREYS, Theresa  
JONES, Ian  
KAVANAGH, Louise  
O'CONNOR, Barney  
PRICE, David  
WILDE, Chris  
YOUNG, Sarah

Leeds City Council  
Barnsley Hospital NHS  
Veolia Environmental Services  
Bradford District Care Trust  
Leeds MDC  
Barnsley Hospital NHS  
Calderdale College  
Leeds City Council  
Doncaster & Bassetlaw NHS  
Sheffield MDC  
Veolia Environmental Services  
One Stop Centre  
West Yorkshire Police Authority  
Leeds City Council  
Bradford District Care Trust  
Kirklees MDC  
Leeds & York Partnership NHS  
Sheffield Children's Hospital



# **PUBLIC SERVICES SECTION CONFERENCE PROGRAMME**

TUESDAY 7 JUNE 2016 – MORNING SESSION

- 0930 Welcome by Mary Turner MBE, GMB President
- 0935 Announcements
- Notice of Election of Section President
- 0945 President's address : Mary Turner MBE
- 1000 National Secretary's Report : Rehana Azam  
followed by Q&A's
- 1015 Motions in order (PS1)
- 1030 Speaker : Tim Roache, GMB General Secretary  
followed by Q&A's
- 1045 Motions in order (PSComp.1)
- 1100 Speaker : Kathleen Walker Shaw, GMB European Officer  
followed by Q&A's
- 1115 Motions in order
- 1130 National Officer Report: Justin Bowden  
followed by Q&A's
- 1145 Motions in order
- 1200 Speaker : (to be confirmed)  
Followed by Q&A's
- 1230 Lunch

## TUESDAY 7 JUNE 2016 – AFTERNOON SESSION

- 1400 Conference reconvenes
- 1405 Announcements
- 1410 National Officer Report: Sharon Holder followed by Q&A's
- 1425 Presentation on Violence at Work
- 1500 Motions in order
- 1540 National Officer Report : Avril Chambers followed by Q&A's
- 1555 Motions in order

Vote of Thanks

Conclusion of Conference

## PUBLIC SERVICES SECTION CONFERENCE – INDEX OF MOTIONS TO BE DEBATED AT CONFERENCE

Motion No.	Subject
PS1	Public Services Campaign
PSComp.1 <i>(composite of PS2; PS3; PS5: PS6)</i>	Defending Public Services
PS7	Commissioning of Local Council Services
PS8	Local Council Budgets
PS10	Contracting Back In House
PS13	Freedom of Information Request for Private Companies in the Public Sector Contracts
PS14	Equal Pay
PSCOMP.2 <i>(composite of PS15 &amp; PS16)</i>	Labour Council Attacks on Green Book Terms and Conditions
PS17	LGPS
PS18	GMB Stands with NHS Workers
PS19	NHS
PS20	Eradicate Bullying in the NHS
PS21	Attacks on NHS Staff
PS22	Mental Health Within The Workplace
PS24	To Launch a Campaign to Make the Ambulance Services of the UK a Recognised Emergency Service
PS25	Blue Light Services
PS26	Ethical Care Charter
PS27	Education
PS28	End the Charitable Status of Public Schools
PS29	Asbestos in Schools
PS31	Legal Services and Access to Justice

Note: Motions PS4; PS9; PS11; PS12; PS23 & PS30 were withdrawn from the Programme by the respective Regions.

# PUBLIC SERVICES SECTION MOTIONS

## FINAL MOTIONS (INCLUDING COMPOSITES)

### PS1. PUBLIC SERVICES CAMPAIGN

This Conference calls on the Lead Officer in the Public Services Sector to launch a high profile campaign to highlight the problems caused by the anti-Trade Union Bill.

Highlighting to members and non-members why they should sign up and GMB members change to Direct Debit.

LCC1 BRANCH  
*North West & Irish Region*

### PSCOMP.1 DEFENDING PUBLIC SERVICES (incorporating PS2; PS3; PS5 & PS6)

This Conference believes that the Tory Government cuts to public services have little to do with cutting the deficit and more to do with an ideological attack on public services.

This Conference calls upon the GMB as a Union to launch a co-ordinated campaign with Local Authority staff across the country and highlight the impact of cuts to frontline staff.

We are deeply concerned with the on-going attack on local authority staff and the impact to local residents (i.e. council tax rises, etc.).

1. We ask that the GMB issue a campaign bulletin about the impact of the cuts.
2. Campaign to protect the jobs of our members and their families.
3. Highlight the real impact on the elderly, unemployed and vulnerable in our communities.
4. Raise the point of a number of campaign days across the country to challenge the on-going job losses.
5. Consult members on the possibility of industrial action to protect jobs
6. Calls on the GMB to campaign with other trade unions, community groups and the Labour Party in defence of public services.
7. Calls on the CEC to work with local councils in mounting local publicity campaigns in highlighting the effects of cuts on local council services.
8. This Conference agrees that a concerted campaign in opposition to the public sector cuts and NHS in particular be timetabled and supported by every branch and every region in the country with co-ordinated days of action with particular opposition to TTIP.

Local authorities are an essential part of our community and their future is seriously under threat.

Mover: ISLINGTON APEX BRANCH (*London Region*)  
Seconders: BRIGHOUSE GENERAL BRANCH (*Yorkshire & North Derbyshire Region*)  
K28 BRANCH (*North West & Irish Region*)  
SHEFFIELD MCP & LIGHT BRANCH (*Yorkshire & North Derbyshire Region*)

### **PS7. COMMISSIONING OF LOCAL COUNCIL SERVICES**

This Conference needs to be aware of the ever growing situation that Local Councils are facing in light of the Government's cutbacks to their funding. In Gloucestershire, Councils are adopting/creating a number of commissioning strategies to make the necessary budgetary savings. They included applying to the Government for "Devolved Status", forming Council owned Trusts, "TECALs" (jointly owned Council companies), Joint Venture Partnerships as well as the traditional outsourcing to external organisations. The GMB needs to develop an on-going strategy to help local activists understand and give guidelines on how to deal with these outsourcing strategies.

GLOUCESTERSHIRE COMMUNITY BRANCH  
*Wales & South West Region*

### **PS8. LOCAL COUNCIL BUDGETS**

This Conference notes that:

- Council workers in their heroic fight against the Tory Government have during their campaign highlighted reserves held by the Council in excess of £300million. English Councils control £114billion. The combined budgets of the 58 Labour-led Councils come to £32.7billion. They hold around £4.5billion in general fund reserves and another £1.36billion in Housing Revenue Account and capital receipt reserves. This does not include the vast reserves held by Labour controlled Councils in London.
- There is no legal impediment stopping Labour Councils pooling reserves.
- Local Authorities have significant borrowing powers. This includes "Prudential" borrowing (unsupported borrowing) alongside capital borrowing. Local Authorities have and continue to use these powers.
- Under the Localism Act, Local Authorities have a "power of competence" to do "anything apart from that which is prohibited".
- Even with the above procedural points, a campaign is needed to unite service users, communities and trade unions in a fight against the Tories to protect local government. Otherwise, by the next General Election in 2020, local services – and the jobs of GMB and other local council workers – will be so badly damaged that it will be like we are living in a different country.
- The factors above show that Councillors do in fact have options.

This Conference therefore agrees our position is:

1. To call on Labour Councils to set legal no-cuts budgets, use reserves, capitalise eligible general fund expenditure and borrow prudentially to generate resources so that no Labour Council need make cuts. These are short term measures to buy time to build a national campaign.
2. That the financial measures must be combined with a national campaign, linking Councils, trade unions and communities in a fight against the Tories austerity programme.

3. To call on the GMB's political officers/department to prepare a concrete strategy to take the points on this motion forward urgently.

GMB@PCS BRANCH  
*London Region*

#### **PS10. CONTRACTING BACK IN HOUSE**

This Conference believes that Local authorities should bring back contracted out services back in house.

L09 LAMBETH BRANCH  
*Southern Region*

#### **PS13. FREEDOM OF INFORMATION REQUEST FOR PRIVATE COMPANIES IN THE PUBLIC SECTOR CONTRACTS**

This Conference notes the importance of monitoring, transparency and accountability of public funds when redirected into the private sector companies that would profiteer at the expense of the tax payer.

Conference resolves that GMB will campaign and lobby for private sector companies fulfilling public sector contracts to be subject to the same legislation with regards to freedom of information requests as public sector organisations.

W15 WILTSHIRE & SWINDON BRANCH  
*Southern Region*

#### **PS14. EQUAL PAY**

This Conference recognises that Labour in power delivered landmark legislation like the Equal Pay Act, the Sex Discrimination Act, equal pay for work of equal value and more recent measures like the Public Sector Equality Duty.

This Conference is especially concerned that the long running battle to win equal pay for work of equal value for low paid women workers in Local Government is still unfinished business.

Not least where Labour is in power in these Local Authorities, we expect that instead of resorting to obstruction, confusion and litigation, those Councils must step up to their political and moral as well as their legal responsibility and settle all outstanding claims as a matter of renewed urgency.

Also, this has huge financial costs to the Union, in fighting these claims, money which can be used to fight current campaigns, like the Trade Union Bill.

This Conference calls on Labour Councillors and Labour Administrations to deal with the matter of Equal Pay as a matter of urgency, or be subject to the withdrawal of political and/or financial support from GMB.

FIFE PUBLIC SERVICES BRANCH  
*GMB Scotland*

#### **PSCOMP.2 LABOUR COUNCIL ATTACKS ON GREEN BOOK TERMS AND CONDITIONS (incorporating PS15 & PS16)**

This Conference call upon the Central Executive Council to defend the GREEN BOOK terms and conditions, against the attacks being made to Birmingham City Council employees by the Labour run Council which is the largest Local Authority in England, as well as other Labour Councils in the Country such as Walsall Council. The attacks are being made especially to Part Two of the Green Book. It is vital

that we defend these terms and conditions within Birmingham, if we do not defend these terms and conditions and changes are allowed to go through in Birmingham, this will set a precedent for other Local Authorities to take the lead from Birmingham City Council.

We therefore call upon both the CEC and Conference to support this motion to fight the attacks against changes to part 2 of the green book by instigating:

- Direct action in authorities that are engaged in this process.
- Providing materials nationally to defend Terms and Conditions.
- Provide Guidance and support for stewards to continue the fight.

Mover : B49 BIRMINGHAM EDUCATION BRANCH (*Birmingham & West Midlands Region*)

Seconder: B01 BIRMINGHAM FORWARD BRANCH (*Birmingham & West Midlands Region*)

#### **PS17. LGPS**

This Conference believes It is important to defend the existing members' benefits within the LGPS from future government attacks.

L09 LAMBETH BRANCH  
*Southern Region*

#### **PS18. GMB STANDS WITH NHS WORKERS**

This Conference notes that:-

The NHS is under attack once more with assaults on the contracts of Junior Doctors along with attacks on Public Sector pay affecting those who work in the NHS. In addition to this efforts to privatise the NHS abound in the face of reason and public desire. The GMB and the Trade Union movement deplore the attempt to tear apart the health service founded by Aneurin Bevan.

This Conference of the GMB resolves to:-

- Condemn the Conservative attack on Junior Doctors.
- Support the actions undertaken by Junior Doctors, Nurses and NHS workers as they fight against the assault on their contracts and the NHS as a whole.
- Reaffirm the GMB's commitment to a publicly owned NHS.
- Lobby Labour MPs to ensure they oppose efforts to privatise the NHS.

TRANSCO BRANCH  
*Wales & South West Region*

#### **PS19. NHS**

This Conference calls on GMB to campaign to stop the present government from removing student nurses and midwives bursaries.

B43 BIRMINGHAM CITY GENERAL BRANCH  
*Birmingham & West Midlands Region*

## **PS20. ERADICATE BULLYING IN THE NHS**

This Conference should support a campaign to eradicate bullying within the NHS.

The G50 Branch at St George's Hospital has become more concerned about bullying, harassment and abuse in the NHS. We are now beginning a campaign against this within our NHS trust.

The latest NHS Staff Survey shows that nearly a quarter of NHS staff have experienced bullying, harassment or abuse from either their line manager or other colleagues – a slight increase on the previous year. Meanwhile, over a third said they had felt unwell as a result of work-related stress.

It is also unacceptable for the NHS trust to allow a sole manager full power over an employee when exercising discretion on certain policies and procedures, e.g. compassionate leave, ward staffing, annual leave, as this creates additional opportunities for bullying and harassment of NHS staff. These decisions should be made by more than one manager and also allow the employee easier appeal rights.

GMB's commitment has always been for the welfare of our members and we call on Conference to stand and object to this method of power abuse. We are appealing to Conference to tackle this NHS problem at the national level with a national campaign.

G50 ST GEORGE'S NHS BRANCH  
*Southern Region*

## **PS21. ATTACKS ON NHS STAFF**

Conference; attacks on NHS staff continue to rise, the media publishes the increase in figures, yet the support to those affected remains lacking.

The NHS says it will push for the harshest of penalties, yet are being let down from the lack of action by the police and CPS. They cite lack of staff, lack of funding as their main excuses and often the perpetrators are let off with a Community Order which further lets down the victim, the NHS staff whose only job was to help them. A Community Order dissolves in time, unlike a criminal record.

We hereby ask that the GMB campaigns for tougher sentences to protect those just trying to do their job. Everyone should be able to work without fear, but should rest assured that should the worse happen, they will be looked after and the perpetrator dealt with the full force of the law.

GMB EEAS BRANCH  
*London Region*

## **PS22. MENTAL HEALTH WITHIN THE WORKPLACE**

Conference; for years within the Emergency Services, mental health amongst its staff has been treated as a dirty word. People have been made to feel and even told "if you can't do the job, then get out". This is not the answer.



We see and deal with things most can only imagine, so the support needs to be in place when needed. PTSD within the Emergency Services is a relatively new arena that has never been dealt with before, more and more members are being diagnosed with PTSD yet are scared to inform their employer due to the lack of support and understanding. Employers still pursue mental health through their sickness absence policies and many have been pushed to capability to get them out.

We hereby ask the GMB to campaign and lobby against all employers to change their policies when a staff member is diagnosed with a mental health illness.

GMB EEAS BRANCH  
*London Region*

**PS24. TO LAUNCH A CAMPAIGN TO MAKE THE AMBULANCE SERVICES OF THE UK A RECOGNISED EMERGENCY SERVICE**

This Conference, we are seeking Regional approval to move this motion to Conference in regard of campaigning on a national level to get the Ambulance Services of the UK officially recognised as an Emergency Service.

We believe that with Regional backing and the help of both Regional and National officials, that there is no reason why this objective wouldn't be achievable through negotiation, determination and if it's called for it, affirmative action.

GMB EMAS BRANCH  
*Midland & East Coast Region*

**PS25. BLUE LIGHT SERVICES**

This Conference notes the direction of travel by this Government to bring under an ever increasing one umbrella, emergency response services such as Ambulance, Police, Community Support Officers, Fire and Rescue. Conference notes the tremendous work that these services carry out to help support people and keep them safe. Conference believes that these services should not be provided on the cheap and that if this Government is serious about resourcing these services; local people should be heavily involved in their determination, not some dictat or dogmatic decision made in Whitehall.

H40 NORTHUMBERLAND LA BRANCH  
*Northern Region*

**PS26. ETHICAL CARE CHARTER**

This Conference agrees that the current crisis in social care & services is no longer viable. Now is the time to act. Our branch and region have developed the Ethical Care Charter focussing on the three main issues that affect our members; low pay, poor training and inadequate staffing levels.

We want the GMB to unite around these three issues and commit to supporting change on a national level.

C40 CARE BRANCH  
*Birmingham & West Midlands Region*

### **PS27. EDUCATION**

This Conference calls on the next elected Labour Government to return the Academy Schools to Local Government control and to shut down free schools.

TORBAY GENERAL BRANCH  
*Wales & South West Region*

### **PS28. END THE CHARITABLE STATUS OF PUBLIC SCHOOLS**

This Conference calls for the Charity Commission to remove the charitable status of public schools. Being classed as a charity gives them tax advantages denied to state schools. The *raison d'être* of public schools is the education of the rich and powerful. This is the very antithesis of a charity, which is to help those in need.

PARKGATE BRANCH  
*Yorkshire & North Derbyshire Region*

### **PS29. ASBESTOS IN SCHOOLS**

This Conference notes the continued failure of employers to adequately ensure that schools and academies are properly free of asbestos. The GMB has led the way on tackling the scourge of asbestos and the consequences of decades of misuse and denial as to the consequences of this material. Conference calls on Government central and local to ensure that school buildings are safe and that employers in schools outside of LEA control are subjected to the same scrutiny and regulation that ensue, so that children, parents and the workforce in schools are in a safe working environment, free of harmful asbestos.

H23 HARTLEPOOL NO.3 BRANCH  
*Northern Region*

### **PS31. LEGAL SERVICES AND ACCESS TO JUSTICE**

This Conference is asked to look at legal services and access to justice.

It is with regret that we continue to see the Government trying to restrict the ability of ordinary people to access affordable legal support services and where necessary Legal Aid.

The changes that the Government is making in relation to Legal Services across England and Wales has led to significant pressures on the legal profession. As a consequence many of our members working for Legal firms and the Legal Aid Commission have been significantly impacted with additional work pressures, reductions in employment, mergers and the closure of some legal firms.

Conference, within this is also the key issue of fair and affordable access to legal services that our members and their families can have confidence in. Many in the profession believe that the change process forced by government is too aggressive and is already having significant impact on those seeking support and employees in the legal system. The ability of firms to offer a good service that is affordable to clients and at the same time provides fair access to the UK legal system in order for people to pursue justice is being compromised.

We ask the GMB to look at the impacts that these changes are having on our members and their families and their access to legal services. We ask that a coordinated campaign and strategy be developed in relation to the Legal profession and our members. This should include those working for the Legal Aid Commission that has also seen significant changes over recent years.

The review should look at:

The security and conditions of employment for members working in the legal profession.

The impacts that changes within the profession (mergers, closures, etc.) has had on members and access to legal services for the community.

The likely impact of further proposed changes to funding for legal services and Legal Aid.

The overall impact on access to affordable justice for ordinary people.

The GMB has a strong membership across many sectors of the legal profession, the time has come to take an overall view of the situation and assess their needs and our response to them as union. Good affordable legal services are essential and our members are key in delivering that service and should be valued as such.

Q22 BRANCH  
*North West & Irish Region*

## **PUBLIC SERVICES SECTION**

### **MOTIONS CARRIED AT THE PS SECTION CONFERENCE 2014**

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The PS Section Conference 2014 took place during Congress week in June.

Motions passed at Section Conferences are advisory to the Section National Committee.

The attachment shows the decisions on the 2014 PS motions as approved by the CEC; the actions on motions decided by the PS National Committee in August 2014.

The National Committee recognises that some motions require ongoing action and hopes that this report showing what happens to motions is helpful. Further details can be obtained from the relevant individuals designated to take the actions forward.

**PUBLIC SERVICE SECTION CONFERENCE 2014 – MOTIONS**

<b>Motion No.</b>	<b>Subject</b>	<b>Conference Decision</b>	<b>Action to be taken</b>
PS1.	Campaign for Britain's Public Services	Carried	Everyone
PS2.	GMB's Continuous Fight/Lobby Re-Government and Local Government Leaders	Carried	Brian Strutton
PS3.	Continuing the Campaign Against Public Service Cuts	Carried	Everyone
PS4.	Public Sector Pay	Lost	No action
PS5.	Public Services	Carried	Brian Strutton and Political Dept
PS6.	Supporting Local Government Workers Pay Award Campaigns	Carried	Brian Strutton
PS7.	Living Wage	Carried	Brian Strutton and Everyone
PS8.	Establishment of a Maximum National Wage	Referred	National Committee
PS9.	NHS and Social Care	Carried with Qualification	Brian Strutton/Justin Bowden/Rehana Azam
PS10.	Saving the NHS	Carried	Rehana Azam and Everyone
PS11.	NHS	Carried	Political Department
PS12.	NHS	Carried	Rehana Azam and Political Department
PS13.	NHS Campaigns against Closure and Outsourcing	Carried	Regions
PS14.	Funding the Care Sector	Carried with Qualification	Justin Bowden
PS15.	Social Care Homes	Carried	Justin Bowden
PS16.	Care for the Elderly	Carried	Justin Bowden
PS17.	Limiting the Growth of Free Schools and Academies	Carried	Avril Chambers and Political Department
PSComp.1	Academies School Conversions	Carried	Political Department
PS20.	Free Schools	Carried	Avril Chambers and Political Department
PS21.	Opposing Cuts to Teaching Support Staff	Carried	Avril Chambers
PSComp.2	Defending School Support Staff	Carried	Avril Chambers and Political Department
PS23.	School Support Staff Terms and Conditions	Carried with Qualification	Political Department
PS24.	National Support Staff Pay Structure	Carried	Political Department

PS27.	Closure of Public Libraries	Carried	Brian Strutton
PS28.	Certificate in Knowledge Of Policing	Carried with Qualification	Police Staff Council
PS29.	Defence Support Group Sell Off	Carried	Sharon Holder
PS30.	Environment Agency	Carried	Justin Bowden
PS31.	Emergency Response and the Bellwin Scheme	Carried with Qualification	Ask Branch
PS32.	Older Women	Carried	Regional Officers
PS33.	Temporary Contracts	Carried	GMB Scotland Officers
PS34.	Deepest Cuts to Deprived Communities	Carried	Brian Strutton and Political Department
PS35.	Aggressive Income Tax Avoidance	Carried	Brian Strutton
PS36.	Outsourcing of Services	Carried with Qualification	No further action
PS37.	Union Recognition Balfour Beatty	Carried	Justin Bowden
PS38.	PFI Funding used for Local Government & NHS etc Contracts	Carried	Brian Strutton
PS39.	Inclusive Public Services	Carried	Kamaljeet Jandu
PS40.	Welfare Reform	Carried	Brian Strutton
PS41.	Disclosure & Barring Services Checks	Withdrawn	No action
PS42.	Tendering Out in Councils for Ex Remploy Workers	Carried	Everyone
PS43.	Tory Attack on Trade Unions in the Public Sector	Carried	Political Department
PS44.	Bus Drivers' Working Hours Review	Referred	George Fraser to research

Note: PS18 & PS19 – composited into PSCComp.1  
PS22; PS25 and PS26 - composited into PSCComp.2