

GMB ANNUAL CONGRESS & BIENNIAL SECTION CONFERENCES

Held on:

SUNDAY 8TH JUNE – THURSDAY 12TH JUNE 2008

at:

THE PLYMOUTH PAVILIONS

SIS. MARY TURNER
(President of the GMB Union)
(In the Chair)

PROCEEDINGS

DAY TWO

(MONDAY 9TH JUNE 2008)

SECOND DAY'S PROCEEDINGS

MONDAY 9TH JUNE 2008

MORNING SESSION

Congress assembled at 9.30 a.m.

THE PRESIDENT: Will Congress come to order, please? Thank you. Good morning all. I hope you all had a good evening last night and you are bright eyed and bushy tailed this morning! Will Congress please settle down?

REGIONAL SECRETARY'S REPORT: NORTH WEST & IRISH REGION

NORTH WEST & IRISH REGION

1. MEMBERSHIP AND RECRUITMENT

FINANCIAL MEMBERSHIP	
Section Financial Membership (by each Section):	
COMMERCIAL SERVICES SECTION	25,072
MANUFACTURING SECTION	26,289
PUBLIC SERVICES SECTION	37,098
Grade 1 members	60,351
Grade 2 members	16,537
Retired, Reduced Rate & Others	10,471
Male Membership	51,531
Female Membership	35,928
Total number recruited 1.1.2007 – 31.12.2007	10,291
Increase/Decrease 1.1.2007 – 31.12.2007	
Membership on Check-off	56,640
Membership on Direct Debit	17,215

RESPONSE TO THE ORGANISING AGENDA

The North West & Irish Region is fully conversant with the GMB at Work document and has adopted the policies and procedures laid down by Congress and the CEC.

Following decisions reached by Congress 2006, Region has adopted policies that promote lay representative involvement on committees both national and local which has the dual benefit of developing the activist and allowing organisers time to be utilised on recruitment, retention and organising.

Given the high profile nature and the various challenges we as a Union face, Public Services dominates the organising agenda and in particular Single Status and Equal Pay with many Local Authorities with settlements via ACAS and moving towards full implementation of Single Status. The Region has used all methods of communication to ensure its position on Equal Pay is known across the Section.

The Region actively encourages lay representatives to become involved in its Equality Committees and to assist in both recruitment and retention to this end organisers, together with local representatives, have carried out a mapping exercise for each workplace which focuses on recruitment and consolidation. The organising agenda is further strengthened by the role of the organiser in the initial support training, which is crucial in terms of the development of workplace representatives, which should lead to greater opportunities for better workplace organisation, recruitment, retention and consolidation.

In Northern Ireland a series of meetings had been convened throughout the year with full time officers, shop stewards and support staff in order to determine an effective way forward in support of achieving our many objectives in line with the organising agenda.

A further part of our response to the organising agenda has been to secure the full-time release of lay representatives from the many different workplaces which we cover on an ongoing basis. For example, within the five Education and Library Boards in Northern Ireland, we have now secured the full-time release of three secondees, all of whom are provided with necessary office facilities and IT backup within the offices of the Boards in question. Already we have carried out initial Induction Training for these representatives, ensuring that they become most productive at the earliest possible opportunity. In all areas where we achieve this full-time release, it is our aim to ensure that these representatives work to consolidate our membership with the respective employer, and that they also provide day to day support to our members, namely in respect of grievance, discipline and straight forward work related issues.

We have now begun to engage more of our lay representatives in helping with workplace mapping, drawing up a clear plan identifying non-members in the workplace and how best we go about maximising our achievements on recruitment amongst that part of the workforce going forward.

In Local Government we continue to use the work that we undertake in relation to equal pay and single status as the main catalyst to support recruitment. In Northern Ireland progress is slow in respect of concluding our negotiations with all of the Local Government Employers. In respect of Education there is no doubt that our role in bringing about an end to a thirteen year dispute effecting classroom assistants in relation to job evaluation has now begun to show real signs of our being able to recruit members in this area in a way in which we have simply not been able to do in the past.

We are very much at the forefront of effectively representing the interests of our members in terms of the ongoing agenda for change here in Northern Ireland, mainly, in respect of the review of Public Administration. On the 1st April 2009 the present five Education and Library Boards will be disbanded in favour of a new single authority which will become known as the Education and Skills Authority responsible for the future administration of education right across the Province. The Education Skills Authority (ESA) brings with it a commitment to review the role of all education staff which will provide us with an ongoing opportunity to pursue our main agenda of continuing to organise and build the GMB in this sector.

In Public Services many changes have already been introduced in reducing the number of Trusts within the NHS which has highlighted some inconsistencies in the matching process. This requires us as a union to become involved at both regional and staff side level in finding a necessary solution to the problems thrown up by change which we often feel has been rushed through at a pace which does not always allow sufficient time for forward planning in order to achieve the right balance for the future.

In Commercial Services we continue to develop our working relationship with G4S in a very positive way. We have now secured details of all current sites where the company are involved and we are putting in place necessary organisation plans in support of our increasing our members in those areas in future. We are also rolling out a very positive recruitment exercise in relation to Federal Security Services where we

have recently secured a Recognition Agreement. This has involved our newly appointed Organising Officer visiting many police stations in the Province where Federal Security are responsible for providing necessary security.

In Engineering, it has been a very positive year for Shorts, presently known as Bombardier. We have seen the threat of redundancies dissipate where the company has secured new contracts providing for the longer term job security of our members and the new intake of staff which is presently coming on-line. Our branch officers have played a very key part in ensuring that we have an ongoing effective recruitment plan which has enabled us to consolidate our membership in a way that has not proved possible in the past.

RECRUITMENT TARGETS AND CAMPAIGNS

The Region has adopted a policy to promote recruitment and consolidation in every industry which we currently organise and which we have recognition agreements in place.

In January 2007 the new North West and Irish Region implemented a Recruitment strategy that had been discussed with Officers and agreed and endorsed by the Regional Committee. This strategy involved the setting up of a Regional Organising Team, comprising of four members (with dedicated admin support), who would identify targets and carryout preparation work for their own direct recruitment activity and recruitment activity for teams of Officers who would be allocated "stand down days". The stand down days would be for one day per week using a rota which would be provided in advance.

The approach to recruitment and workplace organisation taken by the Regional Organising Team has been in line with the GMB at Work Policy and followed a similar approach, in terms of assessing targets and allocating resources, as that taken by the National Organising Team.

Initially regional targets were Southern Cross and Security along with other areas of workplace consolidation. These targets were constantly reviewed and changed as and when it was felt appropriate through discussion with the team and in line with national targets. Other targets such as ASDA, schools and Wilkinson's were added.

Schools recruitment is ongoing and the Region has experimented with approaches to school recruitment initially involving the Regional Organising Team and Officers on their stand down days.

The initial results indicated a lower hit rate where Officers were attending schools on their stand down days. For this reason Avril Chambers was invited into the Region and spent two days with Officers discussing all related issues.

In the Autumn Term the Regional Organising Team began to carryout direct schools recruitment themselves and Officer Teams were allocated further consolidation work on their stand down days. This was partly due to absence by a number of Officers and requirement to cover some of that work.

Moving into 2008 there has been a further review of the strategy and the Team has been reduced to 2 people on a temporary basis to cover absences. Public Services (schools and NHS) will be prime targets with the Regional Organising Team working closely with Organiser's on their "stand down days".

The following is a summary of new members from the regional recruitment targets:

Regional Recruitment Targets - January 2007 to February 2008

ASDA	271
G4S	679
Schools	472 (2006/7) 289 (2007/8)
Southern Cross	1325
Wilkinsons	150+

In addition to the work carried out by Organisers, the Region is proud to recognise the recruitment and consolidation that is carried out by its workplace representatives which has brought about increases in many workplaces across the Region.

In Northern Ireland there have been what could best be described as a number of either "Sweetheart Agreements" with employers or Recognition Agreements that if put to the test would not be enforceable in law at this time. As part of our organising agenda it became necessary to review and strengthen many of our old agreements.

We have now achieved a brand new Recognition and Facilities Agreement Four Seasons Care Homes. As a result, the company has provided us with the names of all their 3,850 staff, details of their work locations and the names and telephone numbers of the various Home Managers whom we will contact in order to secure access whilst pursuing our recruitment agenda going forward. Already we have met with the 80 care managers and we have briefed them on the GMB's way of working which has gone down very well with the group in question, and we have already begun to see signs of their supporting our initial recruitment endeavours in this area.

We have also signed a brand new Recognition Agreement with a company called Resource, a company which previously bought out Maben's where we had an old Recognition Agreement. Resource has provided us with the names of 4,700 employees and contact details of their managers at the many different work locations. I am in the process of meeting all their operational and regional managers, and this will further pin our efforts to put in place a successful recruitment campaign.

Our commitment towards achieving consolidation of our membership in the many workplaces we cover continues to be a priority in any agenda we pursue at these work locations. We are finally beginning to see steady and sustainable recruitment across a number of the areas that we cover as a combined team.

ECONOMIC AND EMPLOYMENT SITUATION

The North West & Irish Region membership is continuing to shift towards the Public Service due to the continuing decline of manufacturing jobs within the Region. Some of the difficulties which we have encountered over the last 12 months include the following places: *RHM Foods* – the company decided to close three sites in the North West – two where we have GMB membership which are Middlewich and Wythenshawe. We expect that we will lose 150 members by December 2008. *Linpac*: the company has decided to close two sites in the Midlands and transfer the machines and work to the site in Winsford. Discussions and consultation are ongoing. *British Airways*: because of the closure of Ground Operations at Manchester 181 members have been effected. *DHL*: we have compulsory and voluntary redundancies at Risley, Winsford, Preston and Ashton. 120 members effected. *Peel Airport Group*: because of reorganisation about 50 members have been affected. We always look to retain membership in situations like this and/or redeployment to other companies. Another area affected is *Plan It Welding* where a share buy-out by Senator took place leading to de-recognition of the GMB. Examples of opportunities are flat glass industries where, in the last couple of years, there has been a large eastern European input of employees. The company dropped the Flat Glass agreement to enable them to introduce a two-tier workforce. Despite the differences in terms and conditions we are now beginning to make progress/inroads into the recruitment of the new workforce.

As above other opportunities revolve around regional campaigns and the mapping out of branches to encourage further recruitment and consolidation.

Northern Ireland benefits from very low unemployment. Presently the numbers unemployed stand at 3.8% of the combined workforce across the entire Province. This is arguably one of the lowest figures in Europe. It is also the case in Northern Ireland that the vast majority of workers are directly employed, which of course assists our recruitment objectives going forward.

Over recent months we have begun to see a steady influx of migrant workers to bridge the gap where there are vacancies which are difficult to fill in high areas of employment. Migrant workers naturally form part of any recruitment target in the areas that we cover at any given time.

From discussions with Ministers at Stormont, it is clearly evident that in the coming years we will begin to see more of a shift towards involving input from the private sector. Our union will be particularly well placed to capitalise on any recruitment opportunities which come about in this area.

It is our view that the biggest potential growth area open to us in Northern Ireland is in relation to construction. Presently, there are some 82,500 construction workers employed in Northern Ireland. Evidence shows that at best only 5% to 6% of these workers are in any union. This is despite the fact that we have a right of access under the present legislation to go onto any building site, and despite the fact that most of these workers are actually directly employed. If we are to seriously consider recruitment opportunities in this area, we will need to further invest by way of putting dedicated resources in place, capitalizing on the growth which is achievable in this sector.

Unfortunately we have recently seen 85 job losses in respect of the Glenaden Shirt Factory in Derry. Sadly this has brought about the final end to the textile industry in this part of the world.

The current national unemployment rate is 5.2% and the national claimant rate is 2.5%. Across the Region the unemployment rate is as follows:

North West 6.0% Northern Ireland 3.8%

In addition to these are the potential job losses if the decision to close the Remploy factories within the Region is confirmed. The Region is committed to fighting this decision and will fully support our members within Remploy.

The Region has seventeen areas which have been identified as above the national claimant average:

Blackburn & Darwen	2.6%	Salford	2.6%
Blackpool	3.5%	Sefton	3.0%
Bolton	2.6%	St Helens	2.8%
Halton	3.0%	Wirral	3.2%
Knowsley	4.1%	Belfast	3.4%
Liverpool	5.1%	Derry	3.9%
Manchester	3.3%	Moyle	2.8%
Oldham	2.7%	Strabane	4.1%
Rochdale	2.7%		

2. GENERAL ORGANISATION

Regional Senior Organisers	6
Membership Development Officers	0
Regional Organisers	23
Organising Officers	1
No. of Branches	254
New Branches	3
Branch Equality Officers	29
Branch Youth Officers	8

3. BENEFITS

Dispute	3,920.00
Total Disablement	4,000.00

Working Accident	11,040.40
Occupational Fatal Accident	-
Non-occupational Fatal Accident	-
Funeral	27,890.50

4. JOURNALS AND PUBLICITY

At the beginning of the year a four page full colour A4 booklet explaining the changes to regional boundaries and providing contact details for the new Region was mailed directly to all members. Two editions of the new North West and Irish Region magazine Fusion were published in 2007 and mailed directly to all members in May and November. 'Protecting People at Work' was updated and revised. This A5 booklet includes information on benefits and services as well as advantages of union membership and is used in the pack for new members. A range of in-house literature designed for particular workplaces or particular target groups was also produced. This included 'Making Resolutions – a brief guide to policy making in the GMB Trade Union' which was put together following a discussion at the Women's Conference in 2006. 'Your Rights at Work' is a new pocket sized guide to rights at work aimed at workplace reps. The Region also commissioned redesigned certificates of Merit and Service.

The Remploy dispute was by far the biggest press story with widespread coverage when the Campaign for Jobs reached the Region and plenty of good photos on the day. National press releases based on surveys or statistics continue to create interest and the figures on average pay were picked up and used by a Labour Party candidate. In Northern Ireland the campaign against water charges was well covered early in the year. Education provided the other main stories here with GMB leading the way on job evaluation for classroom assistants and in responding to the Bain Report recommendations for a radical review of schools with low pupil numbers. National and regional press coverage has been monitored using individual websites.

The issue of equal pay has again been highlighted in regional magazines and on the regional website where a claim form can be downloaded. A claim form was also printed on the reverse of the carrier sheet for the Summer 2007 edition of the magazine. This produced an excellent response with hundreds of forms being completed and returned.

A new website for the North West & Irish Region went live in June and the national Asda website continues to be maintained by the Region.

The Region has advertised in the Morning Star on a regular basis for conference editions and has also placed adverts in the Big Issue in the North, the NW Labour History Journal, Nerve magazine, the Merseyside Community Youth Games Programme, St Helens Show Programme, Zoe's Place Baby Hospice Fashion Show Programme, Manchester Healthy Schools booklet and a wall planner produced and distributed by the Merseyside Coalition Against Racism and Fascism.

The main charity supported by the Region in 2007 was Derian House Children's Hospice. A cheque for £4,000 presented in September included the proceeds from the Region's traditional charity night at Congress. Also at Congress the Region sponsored a fringe meeting for the charity Karma Nirvana, a charity that helps women and girls who are the victims of forced marriage and honour based violence.

The annual Regional Women's Conference was held in Liverpool in October. The main theme was carers and caring with a workshop that looked at case studies of carers in the workplace. Other topics covered included the role of the community matron, flexible working, campaigning, equal pay and sex workers. The Women's Conference rarely attracts much media attention but this year a press release highlighting representation of sex workers resulted in a Radio Merseyside interview with National President Mary Turner that covered the conference as a whole and was broadcast on the main evening news programme.

5. LEGAL SERVICES

(a) Occupational Accidents and Diseases (including Criminal Injuries)

Applications for Legal Assistance	Legal Assistance Granted
1262	1,262

Cases in which Outcome became known

Total	Withdrawn	Lost in Court	Settled	Won in Court	Total Compensation
1,239	542	0	697 £4,315,816,17		£4,315,816,17
Cases outstanding at 31.12. 2007			2305		

(b) Employment Tribunals (notified to Legal Department)

Claims supported by Union	198
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Cases in which Outcome became known

Total	Withdrawn	Lost in Tribunal	Settled	Won in Court	Total Compensation
127	22	5	77	23	£786.161
Cases outstanding at 31.12. 2007			214		

(c) Other Employment Law Cases

Supported by Union	Unsuccessful	Damages/ Compensation	Cases outstanding at 31.12.2007
2,510 Equal Pay Claims		£0	2,510

(d) Social Security Cases

Supported by Union	Successful	Cases outstanding at 31.12.2007
29	11	5

6. EQUAL RIGHTS

The Region's Equal Rights Committee has gone from strength to strength in 2007 with good attendance and meeting on a quarterly basis. Action plans again were revised and updated and RERAC continue to actively promote and publicise campaigns and events to Branches throughout the year.

Giving ownership of the regional magazine and the website's equality sections to RERAC has been a priority and members have participated in the production of this giving this a much more vibrant image and publishing RERAC's activities further to members. 2007 also saw the Regions hold various events and campaigns here of which is a brief outline:

Manchester Pride

For the second year running the Region had a highly successful stand at this event in which contacts were made to aid the Region's own Shout Forum, although this is yet to take off, further contact has been made

and is being monitored with a view to use in a future launch. This event also resulted in a modest increase in membership.

Women's' Conference 2007

Yet again another highly successful conference in which the Region has led the way for promoting women. The main theme for this event in 2007 was caring and carers.

Equality and Diversity Course

RERAC and RRAC committee members were given priority for this newly designed course, which received positive feedback from those members who attended. This vibrant course covers all strands within equalities and will be a standing item in the Region's education programme for 2008 in which we hope to extend further by giving priority not only to RERAC and RRAC committee members but to Branch Equality and Race Officers.

Refuge Campaign

RERAC continue to promote and support this National Campaign towards victims of domestic violence and are currently looking for more local refuges to focus their attention on 2008.

Strawberry Tea

The Region and RERAC promoted this one day event in aid of Breast Cancer Care raising a sum of £150.00.

Banner Appeal

This appeal has now been brought to a close and has been successful in raising funds towards the commission of a new regional equality banner that covers all strands of equalities and which is hoped to be in place early on in 2008.

The Region has been represented at both the TUC Black Workers' Conference and LGBT Conference.

Our National delegates have also continued to participate throughout the year in meeting of RERAC and NRC and the National Shout Forum.

Finally, the Region's RERAC has had a productive and encouraging year and hopefully this will strengthen further in 2008 with the forthcoming merger of our two RERAC Committees.

Ethnic Breakdown in the North West is as follows:

9 white female	10 white male
1 black female	1 black male

The new North West Regional Race Advisory Committee (RRAC) is the result of the two former RRAC coming together following the regional reorganisation. The new RRAC have met and have agreed that they want the Committee to be strong, dynamic and respected. In order to achieve this, the Committee feel that they should not put all their eggs in one basket but the key is to build a strong and solid foundation.

To make a fresh start as a new Committee and to start the strong and solid foundation, all Branches have been contacted reminding them of the responsibility of electing a Branch Race Officer. The response has been very good but there are quite a number of Branches that don't have Race Officers. It is felt that Race Officers need support and guidance in their role within the Branch/Region and RRAC agreed to open up their meetings to invite Branch Race Officers and any activist of an ethnic background who has an interest in the race issues. As a result this invitation was publicised in the Regional Magazine and interested activists have come forward.

The RRAC welcomed the diversity training that has been rolled out to all employees of the GMB and believes that some form of diversity training/briefing should be introduced into all Shop Stewards/activists, training courses.

In light of the successful motion passed at 2006 Annual Congress from the former Liverpool, North Wales & Irish Region in respect of forging links with the Teachers' Unions to combat racial discrimination in the classroom, it is our intention to work together with the Teaching Unions.

The Regional Race Officer has been elected as Vice-Chair of the North West TUC Black Members' Network. The GMB delegation has a significant presence at the Network meetings and our encouraging more GMB activists of a black/ethnic background to become involved as observers.

During 2007 we have seen an increase in the membership of migrant workers across all industries and produced membership literature in several different languages which has aid the increase. We will continue to assess whether we are meeting the needs of our migrant membership.

The Regional Race Advisory Committee are very much aware that the issue of race is the responsibility of each and every GMB member, however, for us to represent the particular issues that only affect our black/ethnic minority members it is important that we encourage them to join the GMB and become active within the GMB so that we are able to truly represent and reflect the diversity of our membership.

There have been three meetings of RERAC in Northern Ireland in the past year. At the first meeting it was agreed that committee members should take responsibility for different issues: Migrant Workers, Disability, LBGT and Gender as part of the Region's policy on promoting lay representative involvement across all areas of the GMB. A delegation from the Region attended the joint women's conference held in Liverpool, and there are current arrangements being made for a delegation to attend the NICTU Women's Conference in March.

The RERAC are aware of the current discussions in relation to the way forward regarding the proposed new structure on equality and diversity for the Union.

7. YOUTH

The main focus has been on compiling a new data base of each branch's young members/young activists which befits a modern trade union. To enable us to do this all branches have been written to asking for the name of the Branch Youth Officer.

Branches are encouraged to promote the roll of the Branch Youth Officer as well as making young activists aware of the roll they could play in the Union both regionally and nationally through its various committees. As a result of this we are beginning to see a moderate increase in the number of 'young' activists across the Region.

8. TRAINING

(a) GMB Courses Basic Training					
	No. of Courses	Male	Female	Total	Total Student Days
Introduction to GMB (10 days)	17	245	37	282	2,820
GMB/TUC Induction (5 days)	-	-	-	-	-
Branch Officers (please specify subject)	-	-	-	-	-

(b) On Site Courses (please specify subjects)					
	No. of Courses	Male	Female	Total	Total Student Days
Communication (3 days)	1	6	1	7	21
Equality & Diversity (3 days)	1	14	5	19	57
Grievance & Disciplinary (3 days)	2	24	4	26	78
International Women's Day (1 day)	1	-	10	10	10
Organising for Negotiation (3 days)	2	24	5	29	87
Pensions (1 day)	1	19	2	21	21
Tutor Review Day (1 day)	1	6	6	12	12

(c) Health & Safety Courses (please specify subjects)					
	No. of Courses	Male	Female	Total	Total Student Days
H&S Inspection (2 days)	2	24	4	28	56
H&S – Men (1 day)	1	12	-	12	12
H&S – Women (1 day)	1	12	-	12	12

(d) Other Courses (please specify subjects / weekdays/ weekends)					
	No. of Courses	Male	Female	Total	Total Student Days
Women's Conference	1	5	87	102	204

(e) TUC (STUC & ICTU) Courses					
	No. of Courses	Male	Female	Total	Total Student Days
Combination of 10 day & short courses	15	86	21	107	

9. HEALTH & SAFETY

Health and safety continues to be a high priority within the Region.

We actively support and participate in Workers Memorial Day with events within the Region and we continue to offer the 2-day Health & Safety Inspection to our representatives.

We raise awareness of health and safety at all events, including the Women's Conference where we ensure this is included.

The 10-day induction programme and advanced specialist courses are continually being reviewed and we look to support our representatives in the workplace

We continually look to see if we can further improve and integrate health and safety skills to enable our representatives to utilise this knowledge in the workplace and thereby aid growth and recruitment.

At this moment of time we are looking to put on a seminar on dealing with behavioural safety that companies seek to introduce.

The underlining aim of all our health and safety education within the Region is that it will enable our representatives to use their skills to support GMB growth/recruitment and retention. The Regional Health and Safety Officers continue to give support as and when required to representatives both on courses and in the workplace.

THE PRESIDENT: I call Paul McCarthy of North West & Irish Regional Secretary to move his report.

BRO. P. McCARTHY (North West & Irish): Formally moved.

THE PRESIDENT: Thank you. Pages 106, 107, 108, 109, 110, 111, 112, 113, 114? Agree to accept the report? (*Agreed*)

Regional Secretary's Report: North West & Irish Region (Pages 106-114)) was adopted.

STANDING ORDERS COMMITTEE REPORT NO. 3

(Adopted)

THE PRESIDENT: I now call Helen Johnson to move Standing Orders Report No. 3.

SIS. H. JOHNSON (Chair, Standing Orders Committee): Standing Orders Committee Report No. 3. Colleagues, the SOC has been notified of one further withdrawn motion, Motion 149, Tackling Gang Culture, in the name of North West & Irish Region. That is Motion 149 has been withdrawn.

Emergency Motions: the SOC has accepted two further Emergency Motions as being in order for debate, both of these will go to the Commercial Services Section Conference. They are – Commercial Services Emergency Motion 1, Zero Hours Contracts, standing in the name of London Region, and Commercial Services Emergency Motion 2 (CSEM2), Equal Opportunities for UK Health Professionals in Europe, standing in the name of London Region.

The SOC is recommending that these motions are heard at a time to be advised by the Commercial Services Section.

The SOC has also given permission for one further DVD to be shown, this is a DVD on Remploy which will be played at Congress on Thursday.

President, Congress, I move SOC Report No. 3.

THE PRESIDENT: Thank you, Helen. Any questions on the report? (*No response*) Agree to accept the report? (*Agreed*) Thank you. Thank you, Helen. Thank you, Barry.

SOC Report No. 3 was adopted.

THE PRESIDENT: Congress, we will now be showing a short DVD on Cammell Laird, and then I will be calling Motions 147 and 148.

(DVD shown to Congress)

THE PRESIDENT: I think you can be assured that you do have our support, have always had it, and will continue to have it until we do have justice for the 37. Thank you.

SOCIAL POLICY – CRIMINAL JUSTICE

MOTION 147

147. CAMMELL LAIRD 1984

Congress calls on the GMB to start proceedings immediately, through the European Courts for Human Rights, for compensation from the Government for all members involved in the 1984 strike at Cammell Laird Shipyard.

287B BRANCH
North West and Irish Region

(Referred)

THE PRESIDENT: You are referring it? *(Confirmed)* OK. Can I now call 148?

POLITICAL

MOTION 148

148. POLITICAL

Congress recognises that since this Union's conception, Social Justice across the class divide is of paramount importance if we are to be of equal status.

How many times have our members, Trade Unionists and working class people suffered under a judicial system that has no true understanding, rhyme or reason of the real world; the principles, the pride of ordinary people and the anger of inequality that still exists within Britain today?

Congress recalls many instances where judges and magistrates decide by the rule of law alone without any compassion shown to the individual or individuals that stand before them. These judges and magistrates, many of them are from the upper classes, public schools and from the "establishment". These people will never have a true understanding of the punishment of everyday life because they never live in that social environment.

Congress calls for a reversal of inequality of status in the judiciary. End elitism through a positive quota of working people with a trade union background to become judges and magistrates. Why should ordinary people be deemed as "not to be worthy" of such a position? Why should we still live under a selection process that if your face fits you will get a chance and that's all; but if you come from the right background you join the club.

Congress calls for the government of the day to prove to the people of this country that to have real equality across the social spectrum is to start at the top; and elitism in the judiciary.

This motion calls for a peoples' judiciary that will rule "for the many not the few".

SOUTHAMPTON CFTA S61 BRANCH
Southern Region

(Carried)

BRO. A. GOODFELLOW (Southern): Before I begin, if there are any magistrates, trades union magistrates, in the hall today, congratulations, and I hope you perform your duties with a social conscience. This is a true story of my adventures into the judiciary so if I run over a little bit bear with me.

THE PRESIDENT: I will be bearing down on you, never with you! *(Laughter)*

BRO. A. GOODFELLOW: OK, then. Congress, I will put you through some history first of all. This is taken from *Access to Justice*, it is a Labour document, Conference 1995. It states under Appointment of Magistrates: "Urgent action is needed to recruit JPs from a broader section of society and we will discuss with the Federation of British Industry and local Chambers of Commerce, ways in which employers can encourage the release of staff for civic duties of this type."

This one is from 1998: "The Government has announced plans for all new recruits to the police, probation, and prison services, as well as magistrates, judges, and Crown prosecutors, to be required to register their membership of Free Masons. Secret societies can raise suspicion of a lack of impartiality, objectivity, and it is important that the public know the facts. The future organisation of magistrates' committees is being substantially reviewed."

This one is 1999: "The independence of the judiciary is central to any democratic society in its respect for its decisions and equality of opportunity and non-discrimination in its appointments procedure."

I even have a letter here sent to me. It says: "Magistrates wanted from the GMB." It is dated quite a while ago, 11th December 1997, from Steve Pickering: "It has been brought to the attention of the GMB and by the TUC that the Lord Chancellor has recently commented that the magistracy is unrepresentative of the population at large." It goes on. Now me being working class through and through, brought up in Dagenham, and the chip on my teeth was where I cut it on the kerb, I thought I would put my name forward. My CV at the time was local councillor, I was trustee of Age Concern in Hampshire, Chairman of Age Concern in the New Forest, Trustee of the Youth Development Project, school governor, CRB checked up to *here*, trade union rep, Trustee in New Forest Voluntary Services, life member of New Forest Association, General Election candidate in 1997 and 2001, and a representative on the Police Liaison Panel. I will stop there because I can see you are getting jealous!

So I go forward. I even got the book, a glossary of words and phrases, and abbreviations, a language of the system in plain English. I went through all the procedures, grilled left, right, and centre. Most of the people that were in with me were professional people, doctors, dentists, directors. I felt out of place but I kept going. You are grilled: Will your employer release you? Have you got time? It is a bit like it used to be when a woman went for a job, "Can you look after the children?" I went through it to the last three and I made a big mistake here, or two mistakes. The three bigwigs in front start grilling you. Firstly, I said, "I instinctively know the difference between right and wrong." That was a big mistake. They told me that pre-judges any decisions you make. What happens is that even if you have an axe murderer in front of you and his brief can prove that the evidence makes him innocent, you have to let them walk. Now, I could not get my head round that. The other thing I did, of course, was declare that I was not a Free Mason. So, they never accepted me. There was no recourse for an appeal. They said that I was not to be a magistrate and that is the way it stood.

Now, where I live in Totton, just off the New Forest, we have what normally goes on in a town. We have had rapes, we have had murders, we have had bank robberies, and there has not been one magistrate from that area, but we have magistrates from Burley, West Tytherley, Barton-on-Sea, New Milton, Lymington, Milford-on-Sea, all stockbroker belts. They are the type of magistrates.

I can see the light. I am just finishing. So, Congress, these are all fine words but what of actions, those actions were taken not in our favour. We find now we can be locked up without charge or trial. Can we trust these people to give the right judgment on corporate manslaughter?

THE PRESIDENT: Can you wind up, please?

BRO. A. GOODFELLOW: Yes, OK, last paragraph.

THE PRESIDENT: Last line and last word!

BRO. A. GOODFELLOW: Congress, it is under the same judicial system that the Tolpuddle Martyrs suffered under. This motion calls for a people judiciary. It calls for a justice to be administered for the people, by the people, not by the state on behalf of the establishment, not by the privileged few.

THE PRESIDENT: Can you wind up, please?

BRO. A. GOODFELLOW: People expect ----

THE PRESIDENT: Come on. You have had two minutes over.

BRO. A. GOODFELLOW: ---- them to adhere to the rules of trust, fairness, and justice, not under fear and tyranny. I move. (*Applause*)

BRO. G. PALMER (Southern): President, Congress, colleagues, a lay person in the context of a lay magistrate is a person with no legal qualifications or training in law. The purpose is to provide experience of society and ensure that the common people's values, independent from government influence, are represented when delivering a verdict. The trouble is the judiciary only prominently tend to recruit from the middle-aged, the middle and upper classes that have no idea of the social environment, pressures of everyday life of the working class. If the magistracy is truly to reflect the society it serves then all within the society need to be convinced that the rule of law is fundamental and necessary to modern society, that it serves their purposes and that they should be able to play a full part in the administration of justice. Lay magistrates are selected for appointment on the basis of six key qualities, and they say they are good character, understanding in communication, social awareness, maturity, and sound temperament, sound judgement, and commitment.

Colleagues, where will we find a CV like that? I suggest it sounds exactly like trade unionists. This government must do more to encourage applications for the appointment of lay magistrate from all sections of society. It must tackle the discrimination in the appointment process and ensure that all applicants are treated fairly, and by appointing lay magistrates who as a group accurately reflect the diversity of the society they serve. I ask you to support the motion. (*Applause*)

THE PRESIDENT: Thank you. Does anyone wish to come in on the debate?

SIS. J. SMITH (London): I am speaking against the motion for the simple reason I am a magistrate and I was appointed in 1987. I was a trade unionist and I come from a farm work labouring background, and I am proud to be a farm labourer's daughter. I asked the mover and seconder if they understand the process of selecting magistrates. There has to be an even balance from all walks of life and I can assure if that balance is not there at interview, then you are not selected. Thank you. (*Applause*)

THE PRESIDENT: Thank you, Jan. I call Paul McCarthy.

BRO. P. McCARTHY (Regional Secretary, North West & Irish Region): The branch has referred back this motion and will continue to highlight the 1984 injustice. The CEC believes that the legal advice remains the same – the proceedings would not succeed at present. However, the General Secretary has been directly speaking to the Institute of Employment Rights about the possibility of pursuing through the European Courts any claims in the future.

I wish to make Congress aware that the film script has now been finished and the prospectus for investors is seeking investment in which we have individual donations at this moment in time. Even in this economic climate we are led to believe by the company, which is Anglia, the film prospect is that we can secure filming and hopefully begin in the summer of next year for 12 weeks. The ten members and their families have developed further their talents. At this moment in time a play has been written and is

now actually in production and ironically its first showing behind closed doors will be at Walton Prison in front of only the convicts, for obvious reasons. We are not sure whether – and this is a secret – whether Walton Prison really know who wrote it, at this moment in time, but are quite happy to put it on as part of an education project.

The Cammell Laird Group, and I am proud to say this, have come on leaps and bounds. Ordinary people sitting down with initiative of their own, sat round a table for nearly a year, developed their skills to the point where individuals have now broken off and are writing their own plays, poetry, and for the first time going into further education. Most of the play has now been given over to actors. The production after the rehearsal, if it goes ahead in Walton, will actually take place during the Women's Conference in the North West and Irish Region. Myself, Paul Kenny, and Malcolm Sage, have invited Mary along with everybody else involved, to see the first public airing in October.

I am happy to say that the funds have been secured for the play in full. The region itself has spent very little money on this. We have attracted numerous people, both individually and in groups, and it has been a privilege once again for you and Paul Kenny, and for other people to come forward and support this. It tells the story of MPs, Frank Field in particular (who is still an MP and fine work he did on the 10 pence tax) that took the story and went along to Margaret Thatcher and decided to have a group back to work, goes on record and says that, proud to have been involved in putting people across picket lines. Individual stories are told about other MPs and Thatcher's government. It is something that needs saying and it is something that we will say loudly, those 37 people need justice and this Union, and those individuals on this platform, have given us every right to come to this rostrum and say what should have been said for years on behalf of those people. Thank you. (*Applause*)

THE PRESIDENT: Thank you, Paul. Paul, as you know, I have with pride accepted that invitation and will be there, and the same for Paul and Malcolm. Colleagues, the region has accepted reference back. Does Congress agree? (*Agreed*) Thank you.

Motion 147 was referred.

THE PRESIDENT: Motion 148, the CEC are supporting.

Motion 148 was carried.

CEC SPECIAL REPORT: THE GREEN AGENDA AND GMB: CLIMATE CHANGE, GLOBAL WARMING, SUSTAINABLE DEVELOPMENT

**Climate Change, Global Warming,
Sustainable Development**

The Green Agenda and the GMB

CEC Special Report Congress 2008

PREFACE:

James Connolly, socialist and revolutionary, once famously said: "We don't want much – we just want the earth". Today he might well have chosen to amend this to:

"We just want the earth, to protect it for our children".

The number of people in the world and their environmental impact is growing. To secure economic and social justice trade unions need to add to the mix the requirement for sustainable development. Without sustainable development economic and social justice can not be securely achieved. We have to recognise that there are limits in the areas described below and that we need to stop doing things that are threatening our environment.

Dealing with environment problems is not new. The generation of trade unionists that went before us had to deal with the pollution of the rivers of Britain and clean them up. They had to deal with the now forgotten smog in London and bring in rules to clean the air. One thing that all these things have in common is that legislation for collective action was needed to deal with pollution.

How GMB can help

GMB can take action on a wide number of fronts to help secure sustainable developments. GMB can look at what we do ourselves and how we can reduce our impact on the environment. GMB can look at how our members do their jobs and what can be done to reduce the impact on the environment. GMB can also add its weight to developing and building support of the policies that will be needed to secure sustainable development.

A number of environmental problems can only be solved by international action involving government, suppliers of goods and services and consumers. We can only solve environmental problems like cutting down forests, over fishing, degrading soil, using scarce water supplies and polluting our rivers and oceans with toxic chemicals or pouring green house gases into the atmosphere by stopping doing a large number of things that are leading to the problems in the first place.

GMB will only support a new Doha round that positively promotes labour and environmental standards. We will reject any suggestion that we are trying to dictate to people from countries less developed than our own that they should meet minimum labour and environmental standards and that we are putting them at a disadvantage to ourselves in doing this. We reject the view which states that the environment and labour standards has to be balanced against the economy. The opposite is the truth – a sustainable economy built with economic and social justice is the only guarantee of a decent economy.

GMB faces some tough decisions and potential criticisms in some areas of our industrial and environmental strategy. In some industrial areas, particularly nuclear and aviation, there will be potentially contentious choices to be made.

However our main task as a progressive trade union is to represent our members' collective interests. This doesn't have to be at the detriment of environmental policies.

On the issue of nuclear power provision there is a genuine debate amongst many who would consider themselves as supporters of the Gaia theory (holistic 'Mother Earth' approach) who support nuclear provision as nuclear power generation does not create greenhouse gas emissions.

GMB consider that as part of a balanced energy policy, nuclear power is a critical element in improving the quality of the atmosphere and replacing ever scarcer and ever more expensive oil and gas. GMB also consider that with the necessary public investment clean coal technology can be developed and brought on stream. These two developments will resolve the environmental problem we face with the limit on the amount of oil and gas that there is in the world while reducing the output of green house gases into the atmosphere.

GMB does need to engage positively on the green debate. As a trade union we already put our words into actions. We have a stake of one third in the Ethical Threads Company, where organic cotton is sourced and the whole chain of production, manufacture and supply is ethically based and sustainable.

There is a need to translate this philosophy into everything we do. It will not be easy but we need to establish a position where we can challenge the orthodoxy of the establishment and ensure that green, ecological and sustainable issues are on the agenda of every employer we bargain with. We will need to put continuing pressure on government to ensure that our voice is heard and that enforced standards are set at national and international level.

We will lead by example, and expect our social partners to accept the challenge of following the standards we set.

This is the basis of the agenda that the GMB Working Party will be working towards over the coming years.

CEC SPECIAL REPORT TO CONGRESS 2008:

THE GREEN AGENDA AND GMB: CLIMATE CHANGE, GLOBAL WARMING AND SUSTAINABLE DEVELOPMENT.

Introduction

The special report "*The Green Agenda and GMB: Climate Change, Global Warming and Sustainable Development*" adopted by Congress in 2007 was ambitious in scope.

Many of the actions called for in the original report committed GMB to a course of action to be developed over the coming years. Consequently, the work is an ongoing and evolutionary process and this report reflects the progress made by the Spring 2008.

The two main areas upon which the 2007 report concentrated on were:

- GMB internal arrangements relating to our own workplaces and practices
- and;
- the negotiating and training agenda to be adopted by officers, activists and workplace representatives across all industrial sectors.

GMB Internal arrangements

Vehicle Provision

The Senior Management Team (SMT) demonstrated the GMB commitment towards the green agenda by agreeing to change the model of car supplied for the GMB Fleet by Toyota from the Avensis model, as standard, to the Prius model from April 2008. This will be rolled out over a two year cycle to meet existing contractual arrangements.

The Prius was introduced in 1997 and was the first mass produced hybrid car. Since its' introduction there has been further investment in cleaner manufacturing and greener technology, resulting in a reduction in CO2 emissions during manufacturing of 31% for this model.

The CO2 emissions from our current fleet of cars are around 1,225 tonnes annually. With the introduction of the Prius this figure will fall to around 870 tonnes annually. This is a reduction of 352 tonnes, equating to approximately 28% less carbon dioxide emissions. In addition the Prius is 90% recyclable! There are also taxation savings to be gained by the introduction of this model.

Energy Consumption and the Carbon Footprint

A start in terms of energy efficiency has also been made. All our electricity for GMB-owned buildings will be sourced from a single provider. We will then be better able to measure consumption and explore methods of greater efficiency.

Estimates show that the average personal computer uses over 500 Kw/hours of energy per year, equating to 250 Kgs (0.24 tonnes) of carbon emissions at an approximate cost of £59 each annually. Much of this energy is not always efficiently used, in that it is "wasted" during periods while the machine is switched on but not in use.

GMB has over 450 computers including laptops in current use and the National Administration Unit (NAU) investigated whether new software to put machines into standby or turn off when not in use could reduce carbon emissions and produce financial savings. It will issue new guidance to all staff on energy efficient working and use of equipment, with the expectation of reaping energy

efficiency and financial savings. The fruits of this exercise are still to be reaped, but the principles involved are sound.

Birmingham and West Midlands Region have volunteered to be an environmental “guinea-pig” in terms of looking at all aspects of energy and material use. The Carbon Trust will help conduct a free audit to help identify priorities for action and develop more holistic environmentally-friendly policies.

The overall procurement strategy in terms of buying in goods and services for GMB is also being examined on an ongoing basis.

Internal Sustainability

Sustainability is often defined *as “development which meets the needs of the present without compromising the ability of future generations to meet their own needs”*.

The working party which organises GMB’s annual Congress has started to incorporate the green agenda into the planning and organisation stages of Congress itself.

More economic printing arrangements, including sensible steps such as double sided printing will mean up to 50% saving of costs and carbon emissions in this area. All photocopying and printing papers are recyclable. All printed documents in the Congress wallets is printed on paper certificated by the Forest Stewardship Council (FSC), which promotes environmentally responsible, socially beneficial and economically viable management of the world’s forests.

Recycling arrangements for paper, glass and plastic have been agreed with the conference hall organisers, to take place in the hall and behind the scenes. In addition, all tea and coffee supplied will be sourced from Fair Trade suppliers, and the water provided in the conference hall will not be bottled water, but potable water from the mains supply. The GMB carrier bags provided are made from bio-degradable material.

At national level GMB has an environmentally friendly and sustainable procurement policy. Consumables bought by the GMB National Communications Department are sourced from suppliers who use chlorine-free and sustainable sources of paper, recycled where possible. Suppliers are required to operate under trade union-friendly agreements, with a signed recognition deal with the appropriate trade union. GMB also currently sources all goods and services within the UK.

On a national basis work has already begun in co-ordinating our collective buying strategy with one mobile phone provider and investigations are underway for one main stationery provider. These steps will enable GMB to have considerable influence on both sourcing and sustainability in future contract negotiations.

The Green Working Group

The election of a new CEC has provided the opportunity to form a GMB working group to look at environmental issues, as detailed in last years report. The new group is a mixture of lay representatives with involvement from specialist staff and the National Administration Unit.

The group's inaugural meeting on 21st April will discuss the terms of reference under which the group will operate, and the work programme for the coming year and beyond. The group will meet in conjunction with main CEC meetings to reduce carbon emissions and limit travel and accommodation costs. The intention is for the group to provide an annual update to GMB Congress.

Initially the working group will be steered by the Health & Environment Department, though it is anticipated that the group will rapidly develop and work to its own agenda. At this stage, it is envisaged that it will prioritise the following areas of work:

GMB Environmental Representatives

There is no existing legislation to give trade unions the legal right to elect dedicated Environmental Reps. GMB, for a number of years, has considered the introduction of these reps, with attendant rights, to be crucially important to deal with the changing industrial, political and environmental landscape.

GMB has continued to stress the need for the creation of a role for Environment Representatives in its responses to recent government consultations; DWP: Involvement of the Workforce; DTI: Workplace Facilities. However the deregulation policy favoured by government, epitomised by the Better Regulation Executive, means that the introduction of such reps in the near future is extremely unlikely.

Rather than accept this situation, we intend to survey existing reps at workplace level to establish whether reps elected under a different title, e.g. H&S reps, Union Learning Reps or other branch activists are undertaking an equivalent role, with or without the goodwill of their employer. The proposed questionnaire is included in Appendix A.

By demonstrating the effectiveness of this role GMB will be in a position to influence future thinking, including possible amendments to a new proposed ACAS code which is due for consultation later this year.

GMB External Arrangements

Environmental Workplace Partnership Agreements

One of the key recommendations from the report to Congress 2007 was to establish guidance for officers and activists across all sectors to enable them to negotiate Environmental Workplace Agreements.

To this end the department has drafted an Environmental Policy which can be used as the basis for negotiation. A synopsis is provided in Appendix B and in full on the GMB website. The intention is that this document will continue to evolve and develop as awareness and knowledge on environmental issues grow.

Sectional Interests

Waste and Recycling

Domestic and household waste, while only accounting for 9% of the total waste generated in the UK, has the highest public profile of any potential waste generated. Presumably this is due to two main reasons.

Firstly and most obviously, is the fact that this waste originates in every household, to varying degrees, across the UK. As such it is highly visible, and particularly when uncollected, has strong associations in the public consciousness with public health and control of pests and diseases. Secondly, due to government imposed targets on waste minimisation, there has been a greater emphasis towards recycling over the last decade.

There are a number of varying drivers behind these targets. These include:

- the growing lack of available landfill space (and the consequent rising costs in landfill usage);
- Britain's poor collective recycling performance in respect of our European neighbours; and the need to adopt a more sustainable lifestyle.

There are inherent difficulties involved in moving towards a comprehensive waste minimisation strategy. Decisions taken at a national government level have to be enacted by local councils, which will vary immensely across the country due to a number of factors. These include density of population (rural, urban or sub-urban); the topography of the local landscape; the political will and priorities of the council; and perhaps most importantly the attitude of the client officers from the department, usually environmental health, which determine the collection methodology to be undertaken.

The GMB experience is that all too often these ground floor level decisions are taken with no reference to the workforce carrying out the collection. This often results in the use of inappropriate equipment, both for storage of recyclable materials and the receptacles into which they go, resulting in excessive manual handling and an increase in Musculoskeletal Disorders (MSDs). In an industry which is recorded as one of the worst in terms of fatalities and serious injuries, particularly when its' relatively small size is taken into account, this is an unacceptable situation.

In the autumn of 2007 the GMB Health & Environmental department drafted a letter to the Minister responsible, detailing some of GMB's concerns on these issues. In addition there are meetings taking place with the Department for the Environment, Fisheries and Rural Affairs (DEFRA) on the merits of collections on a two weekly basis, especially in densely populated urban areas, or areas where there are high rise buildings with difficult access for residents and collectors. We are also in

discussions with DEFRA on the potential for the introduction of charging for household waste by weight or volume through the use of Radio Frequency Identification (RFID) technology.

The obvious answer to many of these difficulties is the early, and ongoing, involvement of the workforce through their trade union. The workers are the people actually carrying out the job and will be more aware of potential health, safety and environmental hazards affected by the job.

DEFRA have also recently issued a consultation document on Proposals for Establishing Joint Waste Authorities in England, which have implications for sustainability and recycling across the UK. GMB are developing options on the key issues, and will have given a considered response by Congress 2008.

Civil Aviation

The transport sector overall has been the fastest growing sector in the UK economy during the period 1990 to 2005. Within this, Air transport is the largest contributor to greenhouse gases. However, the air transport sector is also at the forefront of developing technology, including aircraft fuel efficiency. Estimates suggest that this has more than doubled over the last 40 years, and there are plans to develop a further 20% reduction in CO₂ and a 60% reduction in Nitrogen Oxide (NO_x) for all new engines in the near future.

The major problem with aircraft is that they are very long lived, which contributes to older, less fuel efficient aircraft still being in service based on the basic gas turbine engine designed in 1947.

The aviation sector is important for GMB in terms of membership. This sector is a growth area and a sensitive one in terms of environmental issues. Currently this industry is only responsible for 5.8% of CO₂ emissions in the UK, though there are difficulties in determining the international aspect of the effects of flying, but it is intended that civil aviation will soon be included under the European Union Emissions Trading Scheme (EUETS).

Even in a recession it is predicted that the growth in popularity and importance of air travel is going to continue, though the actual numbers are difficult to state with any confidence. Unless there is a co-ordinated UK transport policy which addresses both reasonable cost and expanded capacity on the railways, customers will continue to use airlines to reach destinations from London such as Glasgow, Manchester and Paris which could be accessible by rail.

It should also be acknowledged that airports themselves have reduced the emissions from terminals during a period when overall numbers using them have increased dramatically. This could be further improved by reviewing and improving public transport access to major airports in the UK. In addition GMB will look at the need to set up environmental committees at each airport where Trade union reps and workers can have a practical input on the management of green issues.

Housing

Surprisingly waste from the construction industry contributes 32% of all waste generated in the UK, equaling 109 million tonnes of CO₂ each year! This in effect means that millions of pounds worth

of materials are thrown away, mainly in landfill sites, contributing to both unnecessary wastage and inflating costs in the building and refurbishment areas. There are two areas that GMB can concentrate on in the future within this industry.

The first concerns the introduction in April 2008 of Site Waste Management Plans (SWMP) which will be expected to:

1. Identify the different types of waste produced
2. Adapt the design and materials specification to minimise waste
3. Consider how to re-use and recycle waste effectively
4. Record the quantities of waste produced
5. Comply with a duty of care.

On the surface this appears welcome but there is a considerable “downside” to this. The regulations only apply to those sites where more than £300,000 is spent. In addition there is to be a light regulatory touch from the enforcement authorities. As these are to be jointly enforced, by the local authority and the Environment Agency, both of which are under tremendous pressure in terms of receiving and allocating resources this is not entirely surprising, though it does fit in neatly with the current emphasis of deregulation or voluntary regulation across all industries.

There will be a need to educate GMB reps on all aspects of these proposals so that they may challenge unnecessary waste in construction in the future. We will develop good practice guidance for reps to assist them in achieving this.

The second area where GMB can be actively involved is in the green skills agenda. The government is specifying that all new build houses must move towards strict emissions criteria by 2015. In addition local authorities and other social housing providers can specify ecological installations when refurbishing their properties. As an added incentive this will mean that those members who are trained in using, and installing, green technology, such as photovoltaic panels, will have a competitive advantage in the bidding for, and winning of contracts.

There will obviously need to be a skilled workforce for this area, which will require new areas of training. One local authority branch in London region has already been put in touch with potential training providers with a view to receiving such training. GMB will need to both monitor and develop this area in the future, so that decent jobs are protected and new skills developed.

Energy Provision

The UK's energy needs in both industrial and domestic settings need to be met to underpin the requirements of a civilised society. GMB has existing members and potential members within the energy sector.

The debate on the need for nuclear power is often difficult and emotional. There is however a general recognition that nuclear power, with little impact from carbon emissions, will be necessary to continue to provide a large proportion of the country's energy needs. This is particularly relevant as gas and oil supplies dwindle.

There will almost certainly be a renewed demand for coal to generate energy in the future. Currently the government is hosting a competition on the viability and resources needed for a Carbon Capture Storage facility. GMB has been involved with the development of practical ideas with Yorkshire Forward and are currently looking to gather information on a project taking place in Norway. (As can be seen much of this is both new and developing at speed).

Globally, the demand for energy will expand and innovative solutions will continually arise; in the developing world the use of organic matter is being transferred into energy sources.

There will certainly be chances to lobby and campaign for growth of the manufacturing sector linked to renewables in the future, and this will be part of ongoing policy.

The GMB will keep a watching brief on the potential for renewable energy generation and in particular any manufacturing opportunities which should arise from developments in the energy sector.

Environmental Representatives Survey (Appendix A)

1. Which union representative role(s) do you currently hold? (please tick all that apply)

- Shop Steward.....
- Safety Representative.....
- Union Learning Rep.....
- Diversity/Equality Rep.....
- Branch Secretary.....
- Other.....

2. Do you currently spend any time, either in work or outside of work, dealing with environmental workplace issues?

Yes No

3. If so, on average, how much time do you spend dealing with environmental issues per week? (to the nearest hour)

.....

4. Have you received official recognition from your employer for your functions on environmental issues?

Yes No

5. Is your employer supportive of your work on environmental issues?

Yes No

6. Do you receive facility time or paid time off for performing environmental functions?

Yes No

7. Does your workplace have a committee that allows the workforce to discuss environmental issues?

Yes

No

8. Would you be interested in receiving more information on how you can become involved on environmental issues as a Union Green Representative?

Yes

No

9. Which industry do you work in?.....

Thank you for taking the time to complete this survey. Your response will help to shape the future GMB approach to environmental issues.

Please return this survey to: Health, Safety & Environment Department, GMB, 22-24 Worples Road, London, SW19 4DD; or e-mail your completed form to daniel.shears@gmb.org.uk

APPENDIX B:

GMB WORKPLACE ENVIRONMENT POLICY: SYNOPSIS

Introduction

Climate change has the potential to impact on all employers through rising energy costs and the upward trend in summer temperatures and the increased chance of extreme rainfall. This policy statement synopsis aims to address the environmental challenges that face GMB members. It details how the union can tackle these issues in collaboration and consultation with the workforce and membership.

Objectives

GMB aims to-

- Work with management, employers, staff and other potential stakeholders
- Help train and raise awareness among officers, reps and activists in environmental issues
- Establish an environmental committee, or as a minimum have environmental issues discussed at regular meetings, such as the H&S Committee
- Instigate monitoring procedures against measurable targets

GMB accepts that necessary changes will not happen all at once and will actively encourage all parties to work together to foster a mutual understanding in moving towards sustainable workplaces. The proposals detailed within this policy are not an exhaustive list and will evolve and develop as collective knowledge and experience grows.

Priority Areas

Currently GMB has identified five key areas for priority attention which should apply to the majority of workplaces. These are –

ENERGY

FOOD AND WATER

TRANSPORT

PROCUREMENT

RECYCLING AND WASTE

(These areas are looked at in greater detail in the advice to be found on the website).

Policy

GMB environmental activists are committed to the following goals:-

- √To establish an environmental forum/committee in the workplace
- √To evaluate the environmental impact of all activities
- √To use energy wisely and efficiently
- √To source energy from low carbon supplies
- √To achieve sustainable use of resources
- √To maximise the use of renewable and recyclable materials
- √To minimise pollution and waste from all activities
- √To use products and processes that have the least environmental impact
- √To reduce the amount of travelling
- √To use public, or sustainable transport where possible
- √To provide mains fed, potable, water in accessible and convenient forms
- √To work with third parties, i.e. contractors, to minimise environmental impact
- √To publicise information on environmental policy and performance
- √To exceed, where possible, regulatory and legislative requirements
- √To regularly audit and review all activities and practices.

Union Green Representatives/Environmental Reps

Although not established in law some GMB reps do act as green reps in the workplace and this section aims to lay down some good practice in carrying out the role. The central role is to attempt to encourage efficient use of energy and resources in line with the policy as detailed above. In addition they should act as a conduit between management and members feeding concerns, suggestions and responses in both directions. They should work closely with other elected reps and they themselves should be elected or appointed in a similar manner to other reps as they will come under the same democratic accountability. Negotiated arrangements on the facilities and time off for environmental duties should include adequate training provision for the role.

Conclusion

The green workplace agenda is a relatively new concept and to some extent it is very dependant on how strong and organised GMB is in each respective workplace. As a trade union we will continue to push for recognized environmental reps, but until this is achieved

this policy is designed to help start the process of raising awareness on how the trade unions can make a positive contribution on environmental processes in the world of work.

(Adopted)

THE PRESIDENT: I will explain to Congress how I intend to take this debate. I will be asking Brenda Fraser to move the report and Gerry Ferguson to second. I will be then going around the regions and asking regions if they wish to put a speaker in. Then I will be asking for anyone who opposes the report to come forward. So, regions, if you will start getting yourselves down here, if you wish to. Good morning, Brenda. How are you? The floor is yours.

SIS. B. FRASER (CEC, Manufacturing): President, Congress, no one can doubt, colleagues, that environmental concerns and the green agenda that goes with them are there both in terms of both industrial and personal awareness. This report does not claim to have all the answers, indeed how could it when the green agenda seems to change on almost a daily basis. What we have attempted to do is address some of the issues raised by last year's report and make some positive progress. As you can see from the report, it is basically in two sections, internal GMB arrangements and the GMB in the industrial world. I will concentrate on the internal arrangements and my CEC colleague, Gerry Ferguson, who is seconding this report, will raise the industrial aspects which affect the GMB.

Since last year significant progress has been made in a number of areas. Perhaps the most dramatic has been the decision to change the standard of fleet car to Toyota Prius. When this arrangement is fully implemented it will lead to 325-tonne reduction in our collective carbon emissions. That will be a reduction of 28%. Also, due to the improved technology during manufacturing there has been 31% reduction in CO₂ health and safety emissions and it is estimated at the end of its life it is 90% recyclable. An added bonus is the staff that drive them will pay reduced tax.

As recommended by last year's report, the GMB working party has now been set up with a view to guiding this constantly evolving arena. There has already been a move towards using one supplier for the GMB's energy usage. The Birmingham & West Midlands Region is now the pilot region for developing ongoing policy in the area of energy efficiency. This region will soon undergo an audit from the Carbon Trust. Results from there can be rolled out to other regions and help shape our future direction in energy usage.

Our National Administration Unit is looking at ways to cut energy use from our bank of computers and laptops by becoming more disciplined in how our internal system is used. The National Communications Department currently has an environment friendly and sustainable procurement policy. Paper used is chlorine-free from sustainable sources, and recyclable. Suppliers are required to offer it under trade union friendly agreements and where possible all goods and services are sourced within the UK. We will continue to lobby for environmental workplace reps and the questionnaire in appendix A of this

report is designed to establish exactly where we are on this. It is planned that this will be sent out to all members, not just reps, as we suspect there may be some workplaces where members are carrying out this function without any formal recognition. At least one region already lists environmental reps and it is our intention to extend this to all regions. The questionnaire will also be posted on the website as information for new reps. Appendix B, the GMB Workplace Environment Policy, is designed to be used by officers, reps, and activists, to enable environmental improvements to be negotiated in every workplace where we have a presence.

So, colleagues we have made a start and quite a decent start at that but that is all it is, just a start. We have to build on this, not jut for ourselves but for future generations. Environmental concerns and how we deal with them are no longer fringe issues but a part of the real world. The GMB, as always, will play its full part. Congress, please support this special motion. I move. (*Applause*)

THE PRESIDENT: Thank you, Brenda. Gerry?

BRO. G. FERGUSON (CEC, Manufacturing): President, Congress, it is only when you start actually looking at the subject that you realise the complexity and the size of the subject matter. It is fair to say the technical variables of sustainability has the potential to affect every area of our working and our family lives. With regards to the industrial situation as a general union the GMB has members in every section touched by the green agenda - what to recycle, where to start, reducing the landfill, twice-weekly collections, “compostability”, charging extra for rubbish, fly-tipping, even assaults on our members clearing up on instructions. The list goes on. What about energy, is it to be nuclear, coal power, using carbon captured storage, wind, solar power, and who manufactures the renewables? Currently it is not the UK. Then there is food and water – issues include pollution, contamination, genetic modification, pesticides, organic phosphates, and turning to biofuels. Then there is the convoluted world of transport, fuel prices which is top of the list for the time being, more road pricing, more rail transport, maybe more taxes, more airports or even the extension of the existing ones, aviation fuel tax, the huge complicated and different set of problems with one thing in common, the ability and the impact on our members’ jobs, their job opportunities, lives at work, at home, and at leisure.

As always, we collectively need to stay ahead of the game, anticipating changes and how the changes will affect us and our organisation, and how it might affect ourselves and our families. This report is to be welcomed but, as my colleague, Brenda, just said in moving the report, it is only a start. The situation is fluid and we need to keep our eye on the areas of development, new opportunities and, yes, you may be aware of new threats. The workplace environment policy will help and, let’s face it, we will all need all the help we can get to face the coming challenges.

Congress, please accept the report. I second. (*Applause*)

THE PRESIDENT: Thank you, Gerry.

SIS. A. DEAN (GMB Scotland): President, Congress, this report demonstrates GMB's strong commitment to the ongoing need to sustain our efforts both internally as an environmentally responsible organisation and externally as a progressive influential organisation. We in GMB Scotland have been keen to take up the environmental baton. Environmental debates have for many years played an ongoing part in the political landscape of Scotland for contentiously clean energy and defence issues on the one hand and the challenges posed by the oil and gas industry on the other.

The changes made to GMB's internal arrangements to date - introduction of reduced CO₂ vehicles, fleet vehicles, increased energy efficiency, recycling waste, and use of materials, and ethically sourcing where possible all consumables. We already have reduced our carbon footprint. That saving will in time be measured and subsequently reduce down further. We look forward with anticipation to the results of the collaboration between Birmingham & West Midlands Region and the Carbon Trust which will inevitably involve further reductions in energy consumption and improve sustainability.

We will all learn from this process. We will also all be able to enjoy this Congress more than those previously safe in the knowledge that our present-day comfort is taking less of a toll on tomorrow's landfill sites and our return journey home will be easier too - although I am beginning to wonder - thanks to reductions in paper consumption for this Congress. We are able to combine environmental interests with that of improved industrial relationships between suppliers and ourselves which makes good business sense but also completes the circle in terms of remaining true to core trade union principles by keeping the interest of workers to the fore.

So, it is with pride that GMB Scotland is able to report on the progress of Scotland's largest local authority, Glasgow City Council, whose land and environmental services have for some seven years been working towards reducing the amount of landfill dumping by year on year increases in the recycling of paper, glass, plastics, and garden waste. In 2002/2003 only 5.9% of Glasgow's waste was recycled. This has risen incrementally to just over 18% in 2007/2008. None of this would have been possible without the commitment of the local GMB conveners and stewards who have been advising and negotiating at all stages in this process. This is obviously well ahead of this agenda. This has given the opportunity for improvements in health and safety and some 15 people previously long-term unemployed have gone on to secure full-time posts with the various sites; truly a win-win situation.

In the meantime, responsibility resets with us all to ensure that our resources are used wisely and with respect to potential and actual long-term environmental damage. GMB Scotland, therefore, commends the principled but realistic approach reflected in this report. GMB as an organisation will be able to move forward with its many proposals safe in the knowledge that we have identified and plan strategically for the long haul that environmental challenges present. There is no easy solution as we all know but with the targets and determination of our officers and many activists we will continue to make a difference for ourselves and, most importantly for our children. (*Applause*)

THE PRESIDENT: Thank you.

BRO. M. WRIGHT (Midland & East Coast): First time speaker, first time at Congress. I am terrified! (*Applause*) I was looking for inspiration to do this address and I found it in our GMB magazine, it was an article by our own General Secretary, Paul Kenny, and the word is “proud”. I am proud that I went to the first TUC environmental course and I am proud that the four of us that were there sent a letter to all General Secretaries and to the TUC on the environment. I am proud of my branch and I am proud of my region that last year they put forward a motion on the environment that I asked for. I am proud of Congress for accepting it. I am also proud of the General Secretary and the CEC for not sitting on their backsides and paying lip service to it but actually getting down to it and getting something done. I am proud of John McClean who did the report and I know he put a lot of the time and hard work into it. I am now on that committee. We have had our first meeting and we intend to put a lot of hard work and time into it to make sure that we can get it right.

I believe the next challenge of this Union will have is the environment. I know that many employers will only pay lip service to it so that they can make people think that they are doing what they can. As the GMB we must make sure that they do what they say they are going to do. Let us make a start ourselves. I bet many of you go shopping and use a plastic bag. Now, you have all been given plenty of these, or you have acquired plenty of these. Put one in your car so when you go shopping you do not have to take a plastic bag, you can put it in this. I know my wife now every time we go out shopping I have to carry to the car a load of these bags and these recyclable things.

An old codger like me, I am 63, and I know do not look it but I am, and I am taken for George Clooney in the right light! (*Applause*) Now, my daughter, and hopefully my grandchildren and your children and your grandchildren, that is who we have to look after and fight for, and I am proud that with this new chapter that we will go forward and be the leading light. I was trying to find an acorn but, unfortunately, they tend to be out of season at the moment because from a little acorn you get the major oak and we want to be the major oak of the unions where they all look up to us and say, the GMB is leading the way.

If you remember when we started Congress we sang, or some of us did and some of us did not, *Jerusalem*, and the last line of that is, *In England's green and pleasant land*. Please, in the UK's green and pleasant land. That is what we want to make sure we still have. Thank you. (*Applause*)

BRO. B. GOULDING (North West & Irish Region): Congress, although there is still a lot of work to do this report shows that the GMB is serious in its attempts to do its bit to reduce dangerous emissions. In the report to Congress 2007 there were two main areas concentrated on, GMB internal arrangements relating to our own workplaces and practices, a negotiating and training agenda be agreed by officers, activists, and workplace representatives across all industrial sectors.

GMB internal arrangements: vehicle emissions. Already, the senior management team have agreed to change the current model, which is Toyota Avensis, to the Prius model from April this year and will be rolled out over the next two years to meet with its contractual arrangements. This vehicle since first being introduced has increased investment in new greener technology resulting in the reduction during manufacturing of 38% for this model.

GMB Training Centre. The GMB aims to work with management, employers, staff, and other potential stakeholders, to help train and raise awareness among officers and activists in environmental issues and to establish an environmental committee or at a minimum discuss environmental issues regularly such as at health and safety committees. The GMB knows that these changes will not happen overnight but will work to make the change to a better environment as quickly as they can.

THE PRESIDENT: Are you aware that we are revisiting the Tolpuddle Martyrs and that you are number one on the list: Australia here we come! (*Laughter*)

BRO. K. JENKINS (South Western): The special report adopted by Congress last year was recognition by the GMB that something really serious is happening to the environment. Since the start of the Industrial Revolution we have assaulted Mother Nature and plundered her assets, all this to feed the appetite of a ravenous resource-consuming monster that our society has become. But nature is fighting back and landing some heavy blows reminding that our fragile eco-system does not have eternal life support built in.

So, South Western Region welcomes the 2008 Special Report on the Green Agenda. It shows our membership that this Union is committed to playing its part in preventing catastrophic climate change and global warming and at the same time promotes sustainable development and associated job creation. Where better to start than put our own house in order with the internal arrangements suggested. A start, yes, but let us not be complacent. The Green Working Group's progress needs to gain momentum. It must not rot into a green slug.

The debate around GMB environmental reps led the region to agree that subject to additional training environmental research concerns should be under the remit of the Health & Safety rep. Health and safety and the environment are often closely entwined. Separation of the two rolls and possible loss of communication could result in the lack of a cohesive response to an employer's demands. It takes a personal strong character to be a successful safety rep. They are the people we need to take on the challenging environmental role.

As for the external arrangements, these are the biggest challenge. Over recent months everyone has become aware of increasing energy and food prices. The population of the world is increasing and so the competition for diminishing resources is increasing. It is the responsibility of the GMB to protect this and future generations. It is also the duty of

the GMB to lean heavily on government to ensure there is international commitment to the green agenda. The GMB and this country cannot do it alone.

I spoke earlier about the environmental rep. In the final analysis, we are all, each one of us, environmental reps. South Western Region supports the Special Report. *(Applause)*

SIS. S. TANNER (Birmingham & West Midlands): With the adoption of the Special Report last year we as a union needed to look into ways of helping our members, their families, and future generations by how we ourselves impact on the environment and how we can influence the industries our members are employed by. Positive steps have already been taken with the agreement to use a hybrid car when our fleet cars are changed and by looking into how we source our energy, procure consumables, and recycle where possible.

Our region has been chosen to conduct a pilot project and an audit shows that recycling is already taking place and that during the recent refurbishment of regional office automatic lighting and water control systems were installed. The Carbon Trust has now been invited to help us with the view of developing best practice but this is only the tip of the iceberg and to take this into the workplace maybe more difficult to achieve. We need to show employers that we wish to work with them and that we will train officers and activists on how this can be done without jeopardising the safety of our members. As new skills are developed across all sectors, our collective voice will be required to support our members to ensure that full training is made available to all and to keep them, most importantly, in employment. We need to build a firm foundation and to show by leading by example the future of the world is in all our hands. Birmingham Region supports. *(Applause)*

BRO. R. REEVES (Southern Region): President, Congress, we welcome this report. We particularly welcome the GMB changing to Toyota Prius cars, it will not only reduce our carbon footprint but save us a lot of money in running costs. The same could be hoped for when the fruits of the Carbon Trust audit are realised. We fully support the setting up of the CEC Green Group and look forward to its recommendations.

With regard to civil aviation, the European Parliament Environment Committee is proposing to increase the amount of carbon permits that airlines must buy from 10 to 20% if they fly within the EU area. This is expected to go to vote by the EU Parliament by July and the EU needs to include this in its emission trading scheme as soon as possible. Yes, there is an urgent need for a UK transport policy to reduce the need to fly. This report is well thought out and comprehensive. We support.

SIS. A. BRYAN (Northern Region): The growing concerns around climate change have to be taken seriously. As a trade union we have to act responsibly in order to protect our future generations, those of our children and our children's children.

In the Northern Region we wholeheartedly support a balanced energy policy. We are pleased that the nuclear power option is now firmly back on the agenda and we welcome

Gordon Brown's comments in the last couple of weeks that we need more nuclear power stations rather than just replacing the ones we have. Also, with our history of coalmining in the North we support the public investment into clean coal technology.

This report is an excellent step to looking forward in that we as a union are taking into account the green agenda. Congress, Northern Region supports. (*Applause*)

BRO. H. RAJCH (Yorkshire & North Derbyshire): Yes, it is good, ain't it? It is a good first step towards something that we all agree should happen. I suspect not everybody has read the document because I know we have so many things in our bags, so many different documents, it is difficult to read everything. I do recommend that people actually make the effort to go through it fully because there are lots of important points in it which we can adopt and apply in our own workplaces, and that is the key issue we are talking about here today.

I particularly welcome the environment rep idea, that is excellent, and the environment committee being set up, too. At work as a councillor I tried to get that going and the top person I spoke to said there are enough opportunities already for the Union to speak to bosses about environmental issues. We are certainly not happy with that response. We want to make sure that there is a committee formed where union reps do talk to council bosses about ways that we can seriously look at environmental issues and actually jointly get something done to get things changed.

I do think, however, we need to be a little bit careful on some of the issues we get involved in discussing. I know I spoke to some people, some bosses who were particularly keen on introducing car parking charges as a way to encourage people to use public transport. The problem with that is we do not want our members paying £3 a day for the privilege of parking in a works car park and I do not believe we can go along with that. What we can do and support is the idea that our bosses provide transport. We used to have works buses in the old days; let's go back to works buses, park-and-ride sort of schemes where the company helps us to get to work, and also companies could provide bikes, for anybody who wants to cycle to work let the company provide the cycle.

I think there are lots of important things. I do think it is a massive task we face when we look at the fact that the US is producing 25% of all global emissions. You think, what is my contribution? What difference is that going to make? I think we have to accept that there are things we can do. It is no good saying, "There is nowt we can do. We are all doomed." We have to do something. I think the document is important in finding ways that we can actually intervene in our workplaces to get down global emissions, help the environment, and save the planet. (*Applause*)

THE PRESIDENT: Henry, I was trying to tell you that Paul Kenny has given us all skates! We cannot afford bikes.

BRO. D. FAITH (London): President, Congress, London Region broadly welcomes this report. We owe it to our children and to our grandchildren to bequeath to them a planet

that is sustainable. Frankly, this does present us with some real dilemmas, not least in the industry that I am in, the aviation industry where, as I am sure you are aware, we are facing great fears of redundancies and obviously for many of us the key priority really is to protect our jobs. Frankly, we are quite sceptical about many of the government measures, particularly increases in aviation taxes. We are not convinced that the money goes on environmental measures. It does also price ordinary working class people out of the right to travel around the world.

So, there is on the one hand a desire to protect the industry but, frankly, also we in the industry because we live near to airports know what the impact of that is. In the borough that I live in, Hounslow, our kids in our primary schools have aircraft going overhead at a very low level that has noise pollution which is basically affecting our kids and our grandkids' education. I think there are a lot of industries, frankly, where we do face these dilemmas and we cannot just simply rally round and just concentrate on the jobs issue. We do have to develop, I think, quite a bold agenda which on the one hand ensures that we bequeath to our kids secure employment and jobs but on the other that we do so without wrecking the planet.

Now, I think that the key word there is being bold. I think if there was massive government intervention we could have a better long-distance rail system, we could force airlines to use only the cleanest engines and most fuel efficient ones, but, frankly, I think that means shifting the agenda away from the market-driven private enterprise's great philosophy that has dominated British politics for the last 20 years. I think, in other words, that the green agenda requires a shift in the way that policy is produced so we get back to some basic traditional ideas of putting people before profit. Yes, it is called socialism but, frankly, I am not ashamed to say that I am a socialist. If we are bold, then I think we can do the complicated thing, which is protect the environment and protect our jobs. I am not saying we have all the answers but at least we are starting to ask the questions and on that basis London Region welcomes this report. (*Applause*)

THE PRESIDENT: Thank you, Danny. I will put the document to the vote.

The CEC Special Report: The Green Agenda and GMB was adopted.

INDUSTRIAL & ECONOMIC POLICY – ENVIRONMENT MOTION 121

121. CAMPAIGNING AGAINST CLIMATE CHANGE

This Congress notes the severity of the threat of climate change and that in the words of the Chair of the Intergovernmental Panel on Climate Change, "It's the poorest of the poor in the world, and this includes poor people even in prosperous societies, who are going to be the worst hit."

This Congress resolves to campaign for rapid emission reductions both in the UK and internationally.

This Congress welcomes the conference on trade unions and climate change, organised by the Campaign against Climate Change, and resolves to donate £1000 to the Campaign to support future initiatives and to back the international demonstrations in December by circulating material and providing transport.

This Congress resolves to raise awareness of the vital role of trade unionists in tackling climate change among both trade unionists and climate campaigners.

This Congress resolves to encourage the election of environmental reps, to campaign for them to be given legal protection, and to negotiate with employers to reduce their carbon footprint.

This Congress recognises that aviation is a rapidly rising source of greenhouse gas emissions and resolves to organise debates on how the GMB can best support sustainability and protect members' interests.

HOLBORN APEX BRANCH
London Region

(Referred)

SIS. S. WHITTAKER (London): President, Congress, climate change is the biggest threat we face as a planet today. Every one of us is aware of the effects of global warming, carbon footprints, greenhouse gas, and the need to change our habits, whether that is as individuals or unions collectively, and perhaps more importantly our employers, big business, and the governments of the world. We are also aware that the effects of climate change will inevitably hit the poorest of the world first and not just the poor of the Third World but also the poor in First World countries such as our own.

The Union has a proud history of defending those who cannot defend themselves and on campaigning for social justice and internal causes. The campaign against climate change is one such case. We seek support for a trade union conference on climate change and a small donation of £1,000, support for raising the issue whenever and wherever we can and unions such as the GMB can play a vital role not only amongst our members but also with employers and the governments we deal with. We can also start to develop the role of the environmental representatives working alongside other branch officers to negotiate with employers to reduce carbon footprints and greenhouse emissions.

The GMB should move to the forefront on the issue of climate change giving it the priority it deserves. The future of the planet is at stake. I move. *(Applause)*

SIS. J. SMITH (London): Congress, the mover has said everything there is to say regarding green climate and where we are going. Please support this motion.

ENVIRONMENTAL REPRESENTATIVES MOTION 122

122. ENVIRONMENTAL REPRESENTATIVES

Congress recognises that the effects of climate change could have a fundamental impact across many workplaces in the UK. Already the summer temperatures in some workplaces are unbearable

& last years floods polluted and cut of energy from many businesses making some bankrupt. There is a need for a concerted approach to deal with the many issues arising from these major changes, not least a different approach in terms of training and skills to deal with a need to adapt. Private sector business will not voluntarily help and it may be too prohibitively expensive for government to do so alone. There is a crying need to use the best resource available- namely the workforce and their representatives. Congress therefore calls on the CEC to campaign for the creation of Environmental Representatives, with proper training, facilities and time off to carry out the functions of said reps

CAMBRIDGE 2 BRANCH
London Region

(Carried)

BRO. A. ROBERTS (London): President, Congress, we get severe flooding only once every 400 years or so. Does it seem to be every year now? Certainly last year there was two years' worth of rain in a couple of months in Yorkshire and the Midlands. Apparently, this is not due to global warming, it is just bad luck. Well, whatever it is down to it does show up one thing, the environment can be destructive, even for those farsighted employers who try and anticipate disruption. However, if flooding contaminates your water supply or cuts off your energy sources, it makes very little difference when preparation has been undertaken if you can no longer work as the business has gone bankrupt.

What has this got to do with environmental reps? The motion covers this in restating that those who understand their workplace best are those who work there. Who is aware of potential problems better than those at the sharp end? This has been adequately demonstrated in the past through the efforts of the GMB army of Health & Safety reps. What is now needed is to enlist another army of environmental reps. Of course, some reps already carry out some environmental functions but these are few and far between and rely on the goodwill of more enlightened employers. Frankly, this is not good enough. We now need properly recognised environmental reps, properly and fully trained, decent facilities and proper time off to carry out the functions of environmental reps; without this formality they will have no real teeth and be ineffective.

The Government appears to be good at paying lip service to a whole range of environmental issues without actually doing very much. Here is an opportunity to open up a real campaign against the UK's workplaces in a cost effective way. Many of us are willing to give up time and effort to make sure that this succeeds but we need some tools to back us up. This is a rational, logical, and practical approach using the best workplace experience available. Please support the motion. I move.

BRO. D. FAITH (London): I am very pleased to second Motion 122. I have just been up so I will be quick. This is a practical way for our Union to get to grips with the green agenda. I think it will also enable us to develop a new generation of activists, people who are inspired by or interested in this issue who may not be interested or involved in other things. So, I think it is not just a winner for our members, I think it is also a winner for our organisation. Frankly, I think it is a question here of not just voting for this but when

you go back after the end of Congress of attempting to implement it, identifying individuals who you think are either suitable or are keen, and use that to benefit both the environment and to build our union. With that, I second this motion. (*Applause*)

**GLOBAL WARMING
MOTION 123**

123. GLOBAL WARMING

Congress fully supports the proposed EU target of cutting greenhouse gasses by 20% below 1990 levels and increasing renewable energy by 20% of the mix by 2020.

Congress agrees HM government should play its full part and realises they will need to make difficult decisions to achieve these targets.

Congress understands the control of global warming has the highest priority, as without such control, human and wildlife will be devastated.

HEATHERWOOD & WINDSOR PARK H25 BRANCH
Southern Region

(Carried)

BRO. R. REEVES (Southern): President, Congress, this motion is about the challenges government and we all face in trying to mitigate the effects of global warming. These are widespread and daunting. The major one is paying the price, not just of fuel but the extra tax burden and the changes to local environments like the effects of wind farms or the Severn Barrage. Wildlife needs our protection. Do we attempt to save all wildlife sites or do we make some sacrifices in the hope the worst effects of global warming will be averted? One year's waste land can be next year's nature reserve. Compromises are necessary.

First, we have to convince the voters these measures are needed. How do we convince them? One way is to persuade them their sacrifice is worthwhile by directly linking the cost of them to benefits. Ken Livingstone did this by using the profits of the congestion charge to improve public transport. The Government must learn the lesson by directly linking green taxes to green benefits. Voters need convincing. Inspiring leadership helps. Go for it, Gordon. The world is changing. Fossil fuels are running out and we in the developed world are the cause. Europe has set an example on how to deal with it and should be fully supported, even when our short-term interest appears to the contrary. The carbon cap and trade system needs to be made to work. The USA needs to join us. Demand for resources is increased by the developing world wanting some of the action and you cannot blame them for that. We set the example as something to aspire to. There is a silver lining to this cloud, the ever-increasing price will mean greater pressure to prevent waste, dampen demand, and find alternatives. A lot more research is needed. Increasing prices hit most those who cannot pay but subsidising prices is not the answer, it only increases demand and prices for dwindling resources. Oil is running out, thus increasing its price.

There are many things that can be done like encouraging energy efficient housing, transport, and services, but care needs to be taken to make sure money is spent wisely. Many eco-friendly measures save money. Some capital investments like the proposed Severn Barrage can last for a very long time. The waste of resources is a big thing, too, not only by government and industry but at a personal level. How big is your carbon footprint? The choice is, do we carry on a lifestyle to which we have become accustomed, damn the future and those who cannot pay, or do we plan for the change that will happen to mitigate its worst effects and maybe even benefit?

We need a change of culture. This is where we all come in. We can put pressure not just on the arms of government but our employers, our friends, and acquaintances, and if applicable our church leaders. Giving women worldwide the right to control their own fertility would help prevent overpopulation. The danger in all this is that we will be ignored as killjoys and nothing could be further from the truth. It is just that the price to us and others of our pleasure can be much too high sometimes. We can find other ways to enjoy ourselves that do not destroy the world about us. Please support this motion.

BRO. A. GOODFELLOW (Southern): Congress, President, we live on an island and it has already been raised that the biggest risk to us is flooding. We are to have the 2012 Olympics in London. I should imagine if the Barrier does not hold up we will have the water sports there as well. I think we should look to ourselves. The arguments will go on as time ticks away. We need proper coastal defences. We need London protected. We need cities protected. We need a review of the drainage system. It is strange that tonight on television, 9 o'clock, there is *Britain under Water*, so if no one is partying they can sit and watch the television, and I have given you some minutes back. I second.

LOW ENERGY LIGHT BULBS – POSSIBLE HEALTH RISK MOTION 124

124. LOW ENERGY LIGHT BULBS – POSSIBLE HEALTH RISK

Congress calls on the Environment Agency for more information to be made available on the possible health and environmental risks posed from low energy light bulbs.

HULL FOOD & GENERAL BRANCH
Midland & East Coast Region

(Carried)

BRO. J. NEEDHAM (Midland & East Coast): Congress calls on the Environment Agency for more information to be made available to us on the possible health and environment risks posed from the low energy light bulbs. These bulbs contain a small amount of mercury powder. Studies have shown some of the possible dangers that can arise from the breakage. The latest advice is that if a bulb is broken in the home a vacuum cleaner should not be used to clear up the debris and care should be taken not to inhale the dust. Windows should be open, the room evacuated for at least 15 minutes, rubber gloves should be used and the broken bulb should be put in a sealed bag which is then taken to the local authority for disposal.

Where do we get this information? The bulb packaging gives no information. On the bulb packing they have in the DIY stores says, “made in China”, “made in Hungary”, no further information than that. That information must be made available to us on the safe handling and recycling these new style bulbs as they are becoming more common. Shops in the UK will begin the process of phasing out the old tungsten style bulbs as part of a government plan to completely replace them by 2011. Consumers have to take more care disposing of broken and expired low energy bulbs in order to avoid contamination with the poisonous mercury they contain. Warnings on how to safely dispose a smashed bulb and recycling must be put on packaging along with advice on how to dispose of these bulbs safely. Low energy bulbs are also coming under criticism for causing skin complaints and migraines, switching from the traditional light bulbs to low energy could cause health problems to those people with sensitive skin. Information has to be given on the possible health and environment risks exposed by low light energy light bulbs. I move.

BRO. J. EVANS (Midland & East Coast): Congress, whilst these bulbs undoubtedly assist the aims of the green agenda, it is of paramount importance that this is achieved with full regard for the health of our members and the general public. Surely, the provision of the information on the safer use and possible health risks associated with them is absolutely necessary as soon as possible. Please support this motion. *(Applause)*

UNION ORGANISATION: GENERAL MOTION 9

9. FAIR TRADE UNION

Congress calls upon the CEC to ensure that the GMB seeks to become a Fair Trade Union by adopting Fair Trade best practice and policies at National, Regional and Local level. By doing so, the Union will be demonstrating its commitment to poorer and disadvantaged groups of workers throughout the world.

MANCHESTER CENTRAL D41 BRANCH
North West and Irish Region

(Carried)

SIS. B. KELLY (North West & Irish Region): President, Congress, in line with the policy for the CEC to try and ensure we are a greater union this motion seeks to get the GMB to sign up to Fair Trade Union, in other words, to adopt the principles of the Fair Trade Movement and sourcing our goods from central and ethically sourced areas, and to ensure that the producers and workers, many from the southern hemisphere, receive a fair price for their products. Two billion people work hard to support themselves yet still struggle to survive on \$2 a day, or less.

Fair Trade is a response to this failure of conventional trade to deliver a better deal to people in the poorer countries of the world. As the Fair Trade Foundation states, our vision is of a world in which justice and sustainable development are at the heart of the trade structures and practices so that everyone through their work can maintain a decent and dignified livelihood and develop their full potential. To achieve this work vision Fair

Trade seeks to transform trading structures and practices in favour of the poor and disadvantaged by facilitating trading partnerships based on equity and transparency. Fair Trade contributes to sustainable development and marginalised producers, workers, and the communities, a demonstration of alternatives to conventional trade and other forms of advocacy.

The Fair Trade Movement empowers citizens to campaign for an international trade system based on justice and fairness. Fair Trade is a trading partnership based on dialogue, transparency, and respect that seeks greater equity in international trade. It contributes to sustainable development by offering special trading conditions to and securing the rights of the marginalised producers and workers, especially in the south.

What will it mean for the GMB? It would mean that one of the measures the GMB should use is to see if our suppliers hold a Fair Trade certificate to show that they are addressing the key issue. We should seek to source as many of our products through Fair Trade recognised suppliers. To become a Fair Trade town five goals must be met. Can we suggest five for becoming a Fair Trade Union?

One, the GMB passes this resolution supporting Fair Trade and serves Fair Trade coffee and tea at its meetings and in its office canteens and events across each region and union. Two, a range of Fair Trade products must be readily available in the Union at its events, training courses and other activities. Where possible, we should source a wide range of our supplies from our organisation in meeting or supporting the Fair Trade mark.

Three, Fair Trade products must be used by 25% of our branches, education establishments and offices in the Union, this to be achieved within three years. Our long-term aim should be 50%.

Four, we would seek to attract media coverage in organised events to gain popular support for the Fair Trade campaign within the Union and with our members.

Five, a GMB National Fair Trade steering group meets regularly to ensure continued commitment to achieve Union Fair Trade status. Regions will be encouraged to do the same as part of the implementation and monitoring of the Fair Trade goal.

We invite the Fair Trade Foundation to assist us with our aim and to recognise the process to be awarded Fair Trade Union status we are delighted to discover that Bert Schouwenburg from the GMB London Region of the Fair Trade Directors Board should be invited to assist with the implementation of this motion for the Union. Congress, I move and ask for your support. (*Applause*)

Motion 9 was formally seconded.

GREEN OPTIONS AND ECO-FRIENDLY POLICIES

MOTION 10

10. GREEN OPTIONS AND ECO FRIENDLY POLICIES

Congress calls on the CEC to carry out a review into green options when looking to renew the GMB car fleet for officers and staff. This could mean looking at a mix of electric, petrol or gas cars depending on the type of journey and the purpose of the vehicle required. The GMB should play its part in being ECO friendly.

2 BRANCH

North West and Irish Region

(Carried)

BRO. D. SUTCLIFFE (North West & Irish Region): President, Congress, I was going to go on in the motion about cars but I think there has been enough said about that and we welcome the initiative taken by the CEC. But, you were sat in this hall last night and listened to the debates on asbestosis and the CEC statements on pleural plaques, and we got to thinking, what are you worried about? Other people have lots more to be worried about. But then I would ask you to consider, when global warming happens, which it will - it may not be tomorrow, it may not be the next day, it may even be 10/20 years - do we have to wait the same length of time as we have for asbestosis or do we do something now? The effect of the damage to the ozone layer will bring a very different world and problems to us all, to our members. The floods and the disasters we have seen recently, our workplaces, our homes, shops, could be under water, blown down, anything, and the increase in skin cancer and other health risks.

We the GMB expect government and the employer to do their bit, to prevent it from happening. Similar to asbestosis it is waiting to happen. We need our union to do whatever measure it takes that we expect others to do. What can we do? We have to start by reviewing the type of cars and, as I say, we have gone on that. Given the report to Congress on the green agenda, which covers a lot of my concerns, cars are a big impact on the climate change, but they are only part of it. You only have to look at China, where going to school or going to work they have to wear masks because of the smog. As I say, cars are only a small part of that. Factories and how they dispose of the waste products all have an impact on the climate.

We need to start to act now. We expect others to do so, why shouldn't we as a responsible trade union not do the same? Act now before our members and our members' families are affected. Do not take 20 or 30 years or 100 years, let's do it now. Please support this motion, please support the general thought. I move. *(Applause)*

Motion 10 was formally seconded.

SIS. R. WILKINS (CEC, Commercial Services): President, Congress, the CEC is asking for referral of Motion 121, supporting Motion 124 with a qualification, and supporting Motions 9 and 10 with a statement.

Colleagues, trade unions and the green agenda have historically gone hand-in-hand. Occupational and living conditions have always had the greatest impact on the poor and the exploited. In 2001 the GMB was the first UK trade union to call for a just transition within a green approach to industrial restructuring.

Motion 121 is asking for a donation to the campaign against climate change. GMB obviously supports the principle of a fight against climate change but we need to be careful that the campaign does not run contrary to GMB policy, for example, on airport expansion or nuclear power. That is why the CEC is asking for referral so that the Finance Committee can investigate this matter further.

The CEC supports Motion 124 with the qualification that it is the Environment Agency itself which is calling for more information to be made available on this issue. The bulbs contain mercury and more information, health warnings, and safe recycling information must be provided. Colleagues, a green step in one direction must not lead to a backward step in another.

Turning to Motion 9, there is no doubt Fair Trade awareness is growing all the time. Indeed, all the tea and coffee supplied to this Congress is Fair Trade. However, Fair Trade by itself does not go far enough. GMB states that we need to ensure that workers in all our suppliers of goods and services have the right to organise a trade union and are actively supported in doing so.

GMB Communications Department already follows this principle. We are actively involved in the Ethical Threads Company who ensure everyone involved in the production of their ethically sweatshop-free garments gets a fair deal.

Motion 10 allows us the opportunity to congratulate ourselves. Following the special report to Congress last year on the green agenda, the senior management team agreed to change its car fleet to an environment-friendly model and the GMB car fleet is currently changing to the Toyota Prius. This model as well as being described as the greenest car on the road, is almost completely recyclable at the end of its life. In addition, as an organisation GMB will save over 325 tonnes of carbon emissions each year.

So, just as a reminder, Congress, and I hope you have all been listening the CEC are asking you to refer Motion 121, support with the qualification Motion 124, and support Motions 9 and 10 with this statement. Thank you, Congress. (*Applause*)

THE PRESIDENT: Thank you, Rachelle. The London, refer? Speak to me. Will the London Region accept referral? (*Agreed*) Thank you. Congress, agree? (*Agreed*) Thank you.

Motion 121 was referred.

THE PRESIDENT: Motions 122 and 123, the CEC are supporting.

Motion 122 was carried.

Motion 123 was carried.

THE PRESIDENT: Will Midland & East Coast accept the qualification? (*Agreed*) Thank you.

Motion 124 was carried.

THE PRESIDENT: Motion 9, North West, do you accept the statement on both? (*Agreed*) Thank you.

Motion 9 was carried.

Motion 10 was carried.

**REGIONAL SECRETARY'S REPORT: SOUTH WESTERN REGION
(pages 135-141)**

SOUTH WESTERN REGION

1. MEMBERSHIP AND RECRUITMENT

FINANCIAL MEMBERSHIP	
Section Financial Membership (by each Section):	
COMMERCIAL SERVICES SECTION	11,401
MANUFACTURING SECTION	11,234
PUBLIC SERVICES SECTION	25,377
Grade 1 members	32,432
Grade 2 members	11,611
Retired, Reduced Rate & Others	4,354
Male Membership	25,906
Female Membership	22,106
Total number recruited 1.1.2007 – 31.12.2007	7,684
Increase/Decrease 1.1.2007 – 31.12.2007	2,626
Membership on Check-off	33,583
Membership on Direct Debit	8,846

Due to everyone's efforts over the last twelve months, the Union has made a difference to many people and the Union has maintained a high public campaigning profile which has resulted in a national increase in membership. This, of course, is very good news and just as important the GMB South Western Region, your Region, continues to make a significant contribution to this success.

Colleagues will recall the Central Executive Council brought about the newly re-organised South Western Region by boundary changes in January 2007 and since then the membership in the Region has increased by over 8,000, which is approaching a twenty percent increase.

This success of the Union is down to everyone's passion and desire to have a campaigning organisation that is dedicated to tackling issues of social injustice and of responding to its members' needs.

The GMB@Work organisation strategy remains central to the Union's membership growth. The Union's purpose is to get a better deal at work by building the Union in numbers and in power in every workplace where we have members.

As always the South Western Region continues to fully appreciate the hard work and endeavours of Branch Officials, Staff Representatives, Activists, Full Time Officials and Regional Staff, thanks to the efforts of all.

The protection of our member's health in the workplace, the fight for better pay, decent pensions and challenging unfair practices which some employers continue to attempt to impose, must be a constant priority for the GMB. The Region will continue to offer support and assistance in the challenges ahead.

Campaigning

The GMB South Western Region continues to be at the forefront regionally on the campaign for equal pay for the Unions female membership in Local Government and the NHS. The Region's Officers have successfully continued with the policy of registering both individual and collective grievances on behalf of members who have potential equal pay claims in law.

Where grievances are rejected and negotiations do not lead to adequate deals the GMB has a clear and robust policy of taking legal action. Although the majority of employers remain reluctant to address historic inequalities in their pay systems, the GMB has succeeded in obtaining settlement offers from the Bath and North Somerset, Neath & Port Talbot and Torfaen Local Authorities. The offers were put to members and resulted in overwhelming levels of acceptance.

Members of the Region can be assured that the achievement of equal pay will remain a prime aim of the GMB. The Region will continue with our strategy of combining Collective Bargaining and Selective Litigation through the medium of the Employment Tribunal.

The GMB remains determined to resolve the current impasse in the Public Sector and to ensure that all those who are owed back pay are properly compensated for the years of pay inequality. The GMB has played a leading role in the fight for equality on behalf of the disadvantaged and we will continue to do so.

Many other campaigns have been successful in the Public Sector in the Region and our members will continue to receive full support.

Manufacturing industry continues to migrate abroad and in July of 2007 the workforce of Staedtler, Pontyclun, South Wales was informed production would cease in June 2008. Senior Management of the Company have failed to give the Union precise proposals regarding closure and despite requests from Kim Howells Member of Parliament and Jane Davidson Welsh Assembly Member, Mr. Axel Marx, the Chief Executive of Staedtler based in Germany has refused to meet with the GMB.

A demonstration and rally was held recently by the workforce in Talbot Green and Llantrisant, attend by Officers from the Region. The workers on the march were joined by supporters from the Remploy factories and local authority branches, in addition to shop stewards from Manufacturing and Energy and Utilities Sections of the Union. It was great to see so many people fight for the cause of saving Staedtler workers' jobs and the message from the members of the Union to Mr. Marx was "we will see you in Germany"! True enough, in January 2008, a deputation of shop stewards and workers were in Germany confronting Mr. Marx.

The GMB's fight to save the Remploy Factory Network continues. The GMB and its members in Remploy have now asked local MP's, local councils, schools and other public providers to move their contracts to Remploy and keep the factories open. The fact is it will cost only five pence in every one hundred pounds of current public procurement spending to save Remploy Jobs.

This is not new money that would have to be found. It is money that is already being spent from the public purse on goods and services that help schools, universities, colleges, hospitals and local authorities do their job. National and Local Government currently spend £136 billion each year on public services and goods. A study by the Remploy Consortium of Trade Unions shows that orders from National and Local Government placed directly with Remploy have an annual value of £32 million. This means that Remploy's share is a miniscule 0.024 per cent as the total annual spend of £136 billion.

The GMB calls on the decision makers to move orders worth five pence in every one hundred pounds that they spend on public procurement to Remploy factories to save disabled workers' jobs. Changes in European legislation, brought about following pressure from the GMB mean public authorities can now award orders to supported workshops without going through the competitive tendering process.

The GMB campaign has brought about the reprieve for the Aberdare, Abertillery, Bridgend and Wrexham factories and they have now been taken off the closure list. However welcome this news is, the Remploy Unions will continue to campaign for the existing factory network and for the management changes required to deliver for Remploy's disabled employees.

The announcement by Peter Hain on 29th November 2007 that he plans to go ahead to close 28 Remploy factories out of the total UK network of 83, angered Remploy workers and their supporters. This Government controlled operation has failed its people, its principles and its purpose. The message to the Labour Government is clear; you must not allow the Remploy Management to get away with the closure of any Remploy factory, or destruction of jobs for people with disabilities. Unless the Government put a stop to the present madness of the Remploy Board, it is the Government who will suffer the consequences.

It is sad to report on the tragic and preventable closure of the Dolgarrog Aluminium plant in North Wales. Ieuan Wyn Jones, Plaid Cymru Assembly Member and Deputy First Minister of the Welsh Assembly Government was requested and pressed by the GMB to support a management buy out bid which would have saved the 170 skilled jobs. The GMB made it clear to Ieuan Wyn Jones, the closure of the Dolgarrog Plant would be disastrous for both the workers involved and the local economy. The full responsibility for this appalling waste of skills and jobs in Dolgarrog lies firmly with Ieuan Wyn Jones.

The GMB South Western Region will continue to demand Government action to protect and maintain manufacturing industry in the UK.

The Region continues on the campaign trail with regard to the GMB@Work strategy. It is recognised that the development of a more effective organising culture must become a top priority and that membership growth has to become the measure of every aspect of work.

Building blocks are in place to allow us to rebuild the link between recruitment, representing and retaining members and will be focused upon the objective of creating effective, active and strong levels of organisation in every work place where the GMB has a presence. This is reflected in the substantial increases in membership as outlined at the beginning of this report.

It is great news that the Region and the Union, has reversed the membership decline of the past into membership growth for the future. Every part of the new South Western Region has played its part in this success.

The Region will ensure the focus will continue to be upon improving communication, campaigning, influencing and research skills, thereby ensuring Officials and Activists have the wherewithal to create an effective, sustainable recruitment and organising culture at the workplace.

Trade Unionism is an integral part of life and remains today one of the central pillars of a caring society. These are challenging but exciting times, as we set about maintaining the membership growth achieved over the past twelve months. The Region will continue to ensure the GMB is seen as a positive, active and vibrant union which takes its future in its own hands.

As Regional Secretary of the South Western Region I promise you this; the GMB will go where the people work, we will organise and we will fight for better pay, conditions, justice, equality and respect.

That's our business and we will continue to keep the GMB flag flying!

2. GENERAL ORGANISATION

Regional Senior Organisers	2
Membership Development Officers	2
Regional Organisers	13
Organising Officers	0
No. of Branches	197
New Branches	1
Branch Equality Officers	0
Branch Youth Officers	0

3. BENEFITS

Dispute	
Total Disablement	4,000.00
Working Accident	1,739.50
Occupational Fatal Accident	3,870.00
Non-occupational Fatal Accident	1,100.00
Funeral	10,596.00

4. JOURNALS & PUBLICITY

The Region has maintained established contacts with all areas of the media through press releases, interviews, newspaper articles and appearances on television and radio. This has worked particularly well in the campaigning issues against the closures of the Burberry, Remploy and Staedtler factories and the attempted closure of Elderly Persons Homes by Bristol City Council.

Advertising in respect of the Equal Pay Campaign has also proved to be a very successful recruitment and publicity tool.

The Region since last Congress has been at the forefront of the issue of the decline in manufacturing within Wales and the South West and has sustained this focus through the National Assembly for Wales, the Wales TUC, South West TUC, Wales Labour Party and South West Labour Party.

The Region endeavours to ensure that public services and all other regional issues that affect GMB members are given full exposure via the media wherever possible. The Region as been actively involved in the affairs and business of the Wales TUC and the Wales Labour Party, equally, the Region has maintained its activity in the business of the South West TUC and South West Labour Party.

The Region has continued to produce its biannual Regional Magazine NEXUS, which provides its members with a balanced view covering all topics of interest to our members, on issues such as equal rights, legal

and health and safety issues along with news from the Branches. This magazine is a useful recruitment tool and is well received by the membership. The Region now looks forward to the new collaboration on the combined National and Regional magazine.

Sponsorship

The Region continues its policy of using determining factors with regard to sponsorship being granted, the main factor for sponsorship requests are publicity for the Union and the promotion of Union membership. The Region has maintained its strategy of a reduced and careful budget for sponsorship and advertising.

5. LEGAL SERVICES

(a) Occupational Accidents and Diseases (including Criminal Injuries)

Applications for Legal Assistance	Legal Assistance Granted
593	569

Cases in which Outcome became known

Total	Withdrawn	Lost in Court	Settled	Won in Court	Total Compensation
461	193	0	276 £2,233,032.84	0	£2,233,032.84
Cases outstanding at 31.12. 2007			985		

(b) Employment Tribunals (notified to Legal Department)

Claims supported by Union	
	104

Cases in which Outcome became known

Total	Withdrawn	Lost in Tribunal	Settled	Won in Court	Total Compensation
90	55	2	33 £78,889.97	25 £51,420.43	£78,889.97
Cases outstanding at 31.12. 2007			290		

(c) Other Employment Law Cases

Supported by Union	Unsuccessful	Damages/ Compensation	Cases outstanding at 31.12.2007
-	-	-	-

(d) Social Security Cases

Supported by Union	Successful	Cases outstanding at 31.12.2007
11	0	5

6. EQUAL RIGHTS

Since the South Western Region's report to Congress 2007, the Region has continued with the holding of joint meetings of the Equal Rights and Race Advisory Committees, this has proven to be both beneficial and the best way to progress all equality issues within the Region.

The Region continues to encourage Equal Rights and Race Branch Officers, in conjunction with Committee members, to take part in the wider aspect of equalities by participating in local and regional projects.

The Region has maintained its membership and activity on the various Equality and Race Committees on the Wales TUC, South West TUC, Labour Party South West and the Wales Labour Party. The Region has also retained its Black and Ethnic Minorities seat on the Wales TUC General Council which is held by Vaughan Gething GMB Member of the Cardiff and District Branch. We are delighted to report that Vaughan, who was our first Black and Minorities Ethnic Member to sit on the Wales TUC Executive Committee, was elected at the Wales TUC National Conference in May 2007 to hold the position of Vice Chair of the Wales TUC. Vaughan is not only the youngest person to hold this position; he is the first BME member to take on the role as Vice Chair of the Wales TUC.

In line with the GMB@Work initiative, new shop stewards are encouraged to attend and take an active role in regional conferences, speaking to motions on all aspects of race and equality in the workplace.

We have also encouraged new women shop stewards to take up the opportunity to attend the Wales TUC Training Courses that have taken place in 2007 and the feed back received from delegates has been very positive.

Race Committee Members continue to participate in regional events and the Region recently sent a small delegation to the Wales TUC Challenging Racism Conference held in Cardiff at the end of 2007.

This year the South Western Region was approached to participate in the Diversity Awards Wales 2007. The Region was pleased to be able to sponsor the Community Group Award which was run by the Riverside Community Market Association set up in 1998. This Association provides local residents, often those on low incomes, with good quality affordable food in their locality. The award ceremony took place in the Welsh Assembly Senedd and the GMB Award was presented by Vaughan Gething. GMB was the only Trade Union in Wales to be approached to sponsor an award.

The South Western Region continues to participate in the LGBT Section. A regional delegate attended the 2007 TUC LGBT Conference and we continue to have members sitting on the Wales TUC LGBT Committee. The Region once again had a stand at the Cardiff Mardi Gras held at the beginning of September, this is an event that attracts over 30,000 people and it has always been a good arena to keep up the GMB profile.

Regional Equal Rights Committee has 11 members: 8 Female and 3 Male

Regional Race Advisory Committee has 14 members : 8 male – 2 of ethnic minority
6 female – 1 of ethnic minority

7. YOUTH

There is a requirement for a positive relationship between young people and the GMB. Our young members are the Union's future and need to be nurtured.

Union structures need to provide a more defined role for young people. How best this can be achieved is a matter for continuing debate, but will only be achieved when young people are integrated in the process.

There is little doubt issues exist that young people would wish to be connected with, for example, inequality in wage rates, discrimination on grounds of race, gender or sexual orientation, victimisation or bullying are all issues that young people care passionately about, and are issues that effect young people on a daily basis.

There is also the wider issues that young people feel a connection with, climate change, world poverty and the environment, all issues that the GMB campaign for, but we need to get our young members involved in these issues in order to hold on to their enthusiasm and work with us to make a difference for their future.

The Union has to find a way of reaching out and involving young people in truly progressive policies.

8. TRAINING

(a) GMB Courses Basic Training					
	No. of Courses	Male	Female	Total	Total Student Days
Introduction to GMB (2 days) GMB@WORK	4	39	12	65	130
GMB/TUC Induction (10 days)	2	16	7	23	230

(b) On Site Courses (please specify subjects)					
	No. of Courses	Male	Female	Total	Total Student Days
Representing Members Local Authorities	2	19	7	26	78

(c) Health & Safety (please specify subjects)					
	No. of Courses	Male	Female	Total	Total Student Days
3 Day Health & Safety	2	18	6	24	72

(d) Other Courses (please specify subjects / weekdays/ weekends)					
	No. of Courses	Male	Female	Total	Total Student Days
5 Day Employment Law	1	15	2	17	85
3 Day Representing Members	3	18	12	30	90

(e) TUC (STUC & ICTU) Courses					
	No. of Courses	Male	Female	Total	Total Student Days
TUC Various	11			65	650

9. HEALTH & SAFETY

The South Western Region proudly continues to provide a valued Health and Safety service to our representatives and members.

Working closely with our Regions' Education providers we have ensured a network of fully trained and committed workplace safety representatives. The Region successfully continues to encourage Health and Safety Representatives to train to a very high standard by promoting and supporting representatives on IOSH and NEBOSH courses.

Workplace activity promoting Health and Safety issues and prioritising workplace inspections has played an important part in the recruitment of new members which are reflected in the positive 2007 Regions' recruitment figures. The Regional Health and Safety Officer is also a member of the Regional Organising Team.

2008 will be a continuation of our commitment to serving our team of Health and Safety members and Regional Officers.

(Adopted)

THE PRESIDENT: I now ask South Western Regional Secretary, Allan Garley, to move his report from pages 135-141. Allan?

BRO. A. GARLEY (Regional Secretary, South Western): Formally moved.

THE PRESIDENT: Thank you. Formally seconded? Thank you.

The Regional Secretary's Report: South Western Region (pages 135-141) was formally moved and seconded.

THE PRESIDENT: 135, 136, 137, 138, 139, 140, 141. Agree those, colleagues? *(Agreed)* Thank you.

The Regional Secretary's Report: South Western Region (pages 135-141) was adopted.

THE PRESIDENT: I move to the next item on the agenda. I have just given him time to get his breath off the train. Congress, I have been joined on the platform by Phil Woolas, Minister of State for the Environment, to address Congress. Congress, Phil Woolas, the Environmental Minister, is also an old friend and colleague from his days as Head of GMB Communications Department. Since he left us in 1997 when he was elected as MP for Oldham East and Saddleworth, Phil has held office as a Whip, Deputy Leader of the House, and he was most recently Minister of Local Government. He is now Minister of State for the Environment where his responsibilities cover climate change, energy, and sustainable development. He has remained a good friend to the GMB and we are delighted to welcome him to our Congress. Phil, please address Congress.

ADDRESS BY BRO. PHIL WOOLAS, MINISTER OF STATE, ENVIRONMENT

BRO. P. WOOLAS: President and Congress, this is the proudest moment of my political life. To be invited to address the Congress of the GMB is an honour that I never dreamed I would ever be able to fulfil, and I am delighted. Less of the "old", if you do not mind, Mary. Long-standing friend will do.

You mentioned my role in your introduction as Deputy Leader of the House. I was appointed by Tony Blair as the Deputy Leader of the House. My wife said to me, immediately, "You'll do a great job at that, Phil". I said, "Why's that, love?", and she said, "Because you've been a great deputy leader in our house for 15 years". *(Laughter)* I have one message this morning. I understand there is a motion to be considered calling for disaffiliation from the Labour Party. I have one message in moving the report from the Parliamentary Labour Party Group, and that is: don't leave us. Don't leave us in this way. We cannot survive. We cannot stay alive. Don't leave us in this way.

Conference, it is 25 years ago today since the 1983 General Election when Mrs. Thatcher increased her majority and the years of Thatcherism really began. The Labour Party at that time was hopelessly divided. Unemployment was tearing the sinews from our industrial heartlands. We had the militants to the left of us, the social democrats to the right and Labour was facing third place. Colleagues, the Labour Party was saved by the trade union link. That was the first time in my adult life it was saved. The second time it was saved in my adult life was in 1993. The first time, in the '80s, you saved the Labour Party from the Revolutionary Socialist League. I met hundreds of Revolutionary Socialist workers, but I never met one of them who worked. *(Laughter)* The second time, in the 1990s, you saved the Labour Party from another group of workers – the NUPW, the National Union of Policy Workers. *(Laughter)* Mary, I said "Wonkers".

THE PRESIDENT: I wish you would use the right language.

BRO. WOOLAS: Those who at that time wanted to break the link with the Labour Party from the trade unions. Imagine now, in 2008, for the situation for the labour Movement, the Labour Party and the Government had you listened to the advice of those who wanted to break the link. Would we have a hope? We would not. We wouldn't have had one member, one vote in the Party. We would probably have had three or four members but that would have been about it. Colleagues, the case for trade unionism after 11 years of a Labour Government is as strong as it ever was.

When your General Secretary, Mary, invited me to this Congress, or rather when he instructed the Chief Whip to send me to Plymouth, I was humbled. Your General Secretary has brought dignity back to this great union. He stands tall amongst trade union leaders. *(Applause)* He brings an obvious pride to the job but he brings a steeliness as well and, my goodness, we need that. What I learned when I was working for Paul was that as well as those attributes he brings another one which underpins them all, and that is human compassion. Paul Kenny is a hard man but he is in this business because of his compassion. Paul, all power to your elbow.

I learned a lot from the GMB. I learned that you have continuously to promote the case for trade unionism. Paul always understood that. He persuaded me once to give £10,000 to Fulham FC. I thought he was bonkers. They were bottom of the Fourth Division and nobody had ever heard of them outside of south-west London. What happened? For £10,000 we got the best publicity we had ever had, and he did a deal with Al Fayed four

years late and got 30 grand back. That's why he's the General Secretary and I am a Minister first in a reshuffle. (*Laughter and applause*) That's politics. I will tell you how he did the deal. He did the deal because, as a negotiator, he understands human motive. We were lining up with the board of the club and the players, the union officials and managers to meet Al Fayed just after he lost his son. We shook hands respectfully. What did Paul do? He took him by the arms and he gave him a hug. I won't try the accent, but it was something like, "Come on, Mo, boy, gizz us a hug". "You've lost your boy", he said, "and we feel for you", to which Al Fayed said, "You're the only person who said that to me, Paul". That's why he got the deal, because he understood the motive of the other person.

In this campaign to promote trade unionism, I have noticed that you have used a lot of animals. I know you represent the London Zoo workers, but I have been doing a tally. We had a Dulux dog for the Hanson/ICI debate; we had a pig to highlight the National Minimum Wage; we had circus horses on the European Union; we had a donkey as well; we had seven geese and a gander; a camel; a vulture and so it went on. I have heard of Noah's Ark but Kenny's Ark? Come on.

I mentioned the 1980s and this serious point about the need to promote trade unionism. It is a constant need. In the 1980s there was a very popular movie at the time called *Wall Street*. It started Michael Douglas as a billionaire owner of an airline. It was about the ravages of Reagan economics. It put the case for trade unions better than I ever could. Michael Douglas plays the airline boss, Gordon Gecco, and Martin Sheen was the union convenor. In the crucial scene the two of them square up to each other. "Mr. Gecco", says the union convenor, "you are a very rich and powerful man. You can cut our wages, you can take away our holidays, you can make us work at weekends, you can take away our union, and you can even take away our livelihoods but, Mr. Gecco, you cannot stop the luggage going to Rio". (*Laughter*) I wonder if Willie Walsh and the boys at Terminal 5 have seen that film.

The case for collective action is as strong as it ever was. But Mrs. Thatcher was right when she said one thing. She said, "It's a funny old world". Let's have a look. Twelve years into a Labour Government your membership is up for the ninth month in a row; finances stable, reserves improving. Paul, can you come and run the Labour Party. I know what you said on the radio this morning, or rather I got the transcript from the Government's press department. I know the GMB's money cannot be used to bail out the loans of millionaires. I know that, I accept that, I agree with it and I understand it. You said, quite rightly, that GMB MPs should be weighed up to find if they are wanting. Congress, the GMB MPs weigh up day in, day out. We do a job for our local branches, for your members, we are in contact with your officers and staff. If you find us wanting, Congress, then I, for one, do not want to be a Member of Parliament. But it is not just the cash that we need. I didn't say we didn't it, Paul. I said "it is not just the cash". It is the same that we needed in the 1980s and the 1990s. It is sustenance. I have always thought that the relationship between the Labour Party and the unions was a bit like that with parents and teenagers. The teenagers are the Labour Party. "Dad, can I go out tonight?" "Oh, all right, son". "Dad, can you give me 20 quid?" "Oh, all right, son". "Dad, can

you pick me up?” “Oh, all right, son”. “Dad, will you park round the corner so me mates can’t see you?” (*Laughter*) Congress, don’t park around the corner.

Tom Burlisson, God rest his soul, told me a story that I have always remembered. He said, “Phil, when I was 16 my dad was out of touch, ignorant and stupid. By the time I was 21, I was amazed how much he had grown up”. It’s the Labour Party that needs to grow up because, once again, the country has a choice. The choice is one of progressive, collective politics or reactionary laissez faire; economic prosperity with social justice or winner takes all finances and social injustice.

In 1996 our late President, Dick Pickering, and I did a straw poll of the TUC delegates that year. What did they want from an incoming Labour Government? Top of the list for the full-time officers, it was the abolition of the hated check-off rules. For the lay members, it was quite simple. It was overwhelming, it was what our Movement was formed for, it is what Atlee strove for, it is what John Smith and his young deputy pledged to us in 1992 and it is that which this Government holds as its highest priority, and it is called “Full employment”.

Ask me what my policy is to tackle youth crime, I will say a decent job and a decent wage. Ask me what my policy is to tackle drugs, I will say the same. It is about full employment.

Mary, I have been told that I can’t call David Cameron “A Tory toff”.

THE PRESIDENT: Why not?

BRO. WOOLAS: I have been trying to think of another word beginning with “T” that goes after Tory.

THE PRESIDENT: Use the word that begins with “W”. (*Laughter*)

BRO. WOOLAS: “Merchant banker” begins with “B”, Mary. We can’t call him a toff, because, after all, you can’t help who you are. The point of democratic socialism is that you should judge a person by what they do, not where they come from. It’s not his fault. Of course he believes in fairness and equality. He told us. “It’s purely talent that took 15 Old Etonians into the Shadow Ministers’ portfolios”. It’s not fair that there are not 15 from Harrow, but he is working on that. But I don’t mind him being a toff. It is that he is so out of touch that I can’t stand. Can he really relate to GMB members and understand their worries, fears and aspirations for their families? He probably thinks a concessionary fare is what you get into Stringfellows with. He probably thinks an Oyster card is what you buy lunch with. When somebody talked about ‘White van man’, he thought he was a Dutch cocaine dealer. (*Laughter*) For the NHS, Mary, I have nicked this one from you. He probably thinks “nil by mouth” is a resource in the resort in the Isle of Wight, and “per rectum” a Danish vicar. (*Laughter*) But it is not the personalities, is it? I can’t stand the man, personally. It’s the progressive choice. It is

the choice which is being faced in the United States of America between progressive politics and reactionary politics.

The Shadow Chancellor, George Osborne, said on Saturday that the United States was handling the economic pressure better than the United Kingdom. Congress, last year the United States of America reported the single largest increase in unemployment since 22 years ago when Ronald Reagan was the President. It is about full employment. It is about our economy.

Colleagues, the day-to-day work of the GMB and its Members of Parliament, its representatives in the House of Commons, are about health and safety, corporate manslaughter, agency working and about protecting your members. We need Parliamentary representation today because of the forces in society just as much as we did when we formed this union all those years ago. We have had Warwick. We need to move forward. You need to decide what the policies and priorities are for your Labour Party, and together we can work to implement them. But do not fall into the trap. Please, Congress, do not fall into the trap that David Cameron is laying before us.

Mary, I said at the beginning that addressing this Congress is, for me in my adult life, a tremendous honour to speak to this Congress. I can tell you, colleagues, that it is. I have friends here who I have worked here both for the union and since then, as a Member of Parliament and in Congress. There are friends here. Brian is here. We work on pensions together. Phil is here and we work on the disabled together. There are many staff, lay representatives and members, who we do things together with. It is about unity, it is about the family of the GMB. It is why I am proud to be here. It is why this is my proudest moment.

Paul, you have proved yourself a tremendous leader. All power to your elbow and all power to the GMB. *(Applause)*

THE PRESIDENT: Thank you very much, Phil. You forgot the other one, Phil, on the NHS. Are you listening to me, Woolas? They thought a Tory MP was an intravenous drip in the Health Service when Madam Butterfly was running it. Phil is going to stay in the hall for another 15 minutes. Do we have any questions for Phil? *(No response)* I don't believe this.

BRO. T. FLANAGAN (London): The main issue we debated yesterday was pensioners. Since 2001 probably 200,000 of them have died from hyperthermia. In the coming year, with the increase in energy prices, probably 30,000 will die in the coming winter through hyperthermia and lack of food. We have got to finance the Party which is responsible for that? I am a member of the Labour Party and proud to be one, but to have to continuously absorb this figures is an absolute disgrace.

THE PRESIDENT: Thank you, Terry.

BRO. FLANAGAN: Let me finish my question.

THE PRESIDENT: Terry, I want a question. I don't want a speech.

BRO. FLANANAGAN: How can you justify it?

THE PRESIDENT: Steve.

BRO. S. MCKENZIE (London): I have been a Revolutionary Socialist, a former supporter of Militant, and I am proud of it. I have also worked as a cab driver, a journalist and a grave digger. I have never met Phil Woolas, but I do resent being told by an MP that I have never done a proper job. The question I would like to ask is this. You haven't had the Militant for the last 20-odd years and you've been in power for eleven years. You practise pro-capitalist policies. You are now at the lowest ebb ever in the polls and, if we carry on like this, we are going to lose the next election. How do you explain this disaster? (*Applause*)

BRO. D. LINDSAY (London): I would like to know why Hazel Blears monopolises the Labour Party website because I am fed-up with looking at her? You know her, the handbag lady. I would like to see more GMB MPs using that website, which is really what it is there for.

BRO. D. POLE (London): My branch is the North-West London branch, a branch that represents people who work for the railway trade unions. I have said this before at this Conference and I will say it again. Back in the 1990s a Labour MP promised us that the very thing that Labour would do when it gets back into power is to take back the railways into public ownership and get a publicly run transport system. When is that going to happen? (*Cheers and applause*)

BRO. J. STRIBLEY (Yorkshire & North Derbyshire): Why did the Labour Government listen to the Remploy board and not the trade unions, when it was just total lies? (*Applause*)

BRO. J. HILLS (GMB Scotland): Although Tony Blair is not the Prime Minister now, when the Labour Party came into power first of all, they said they would never destroy Remploy. They have now closed down 28 – 30 factories, which means that the Labour Party has gone back, I repeat, gone back, on their word. They are trying to destroy Remploy. The Labour Party has gone on its word. I want to know why that is the case?

THE PRESIDENT: Phil, I listened to what you said about the Party. As you know, I belong to the Labour Party. For me there is no other Party. I and many people in this hall represent public sector workers and Health Service workers who are sick and tired to death of privatisation within our public services. (*Cheers and applause*) Our contracts are not now for five or ten years, but they are, in some cases, every single year. What nutter in the Government brought out the report last week on franchising 20 NHS hospitals? I can tell you that kamikaze pilots aren't in it, and you've got plenty of them down *there*. Give us back our public services for us to run for the benefit of the people

who we serve, and not for the shareholders within those companies. That is our problem at the moment. Phil.

BRO. WOOLAS: President, thank you very much, indeed. I will do my best to answer the questions as best I can and certainly to report back to the group and to the Chief Whip on the very strong sentiments which have been expressed by the Congress. The General Secretary put a statement out this week regretting the fact that the Prime Minister could not speak to the Congress because of the business. Paul said that that deprived the Prime Minister of the opportunity of listening to the representatives of GMB members. So I will certainly report back to him as well.

Terry asked a very serious question about fuel poverty and with rising energy costs this issue is becoming more stark. It was the Labour Government which set itself the legal target of addressing fuel poverty. It is our target that we are striving to meet. It is Help the Aged who are taking us to court to implement our own policy. That was a deliberate decision. We wanted to put that pressure upon ourselves and future governments to ensure exactly that our elderly people who fear not being able to pay their fuel bills or cannot pay their fuel bills have to do so. I have to tell you that the target does not include the Winter Fuel Allowance, which of course is a universal benefit for pensioners, so the figure is not as bad as our opponents in Parliament and in the press make out, but it is clearly incumbent upon us to do what Terry says and to address this issue. God forbid that we have a particularly cold winter. The Warm Front Scheme is one of the proudest achievements of the Labour Government. We spend £800 million. We have put an obligation upon the fuel companies, the energy companies – this is not reported in the press – that not only do they have to spend £1.5 billion in this period on addressing energy efficiency, but 40% of that has to address fuel poverty for the vulnerable people. So Terry made a very good point.

Steve, I am sorry if my joke was a personal insult. I take it back. I have now met a Militant worker. Steve, in 1983 Tony Benn – whatever happened to his son?. He is my boss – said that eight million voted for socialism. What he did not say was that 20 million voted for capitalism. That is the problem. That is what the argument has to address. So when it comes to the arguments about the nature of the Government, our policy is to achieve economic prosperity with social justice. The two are necessary for each other. Attempts in the past to do otherwise have failed miserably. Now, of course, the Labour Party is in a very difficult situation at the moment. The enemies of Labour are attacking us by the hour. It is at such times that we come together and accept that there does need to be compromise on both sides.

Duncan, you asked about Hazel Blears. As an honorary member of the *Little Labour Group* for those of us 5' 8", Hazel is actually our President. So I am not sure that there is some sizism in here. I take your point about the website. It needs to address the serious issues of GMB members and not, perhaps, the issues which sometimes fascinate Labour Party aparachiks, if I can put it that way.

Dick asked about transport. The spending by the Government on railways since 2001 has gone up from £2.1 billion to £4.3 billion. The railways are undergoing a renaissance. There are more passengers than we have had since the Second World War. In 1964 the then Transport Minister called upon the Poet Laureate, John Betjeman, to help him promote the idea of railways, and Betjeman wrote at the time: "I look in vainglory for a government with the vision and the money to bring about a renaissance in the railways and open a link with Europe from our grandest station, St. Pancras". Forty-four years later, it took a Labour Government to do it. The railways and the buses are undergoing a renaissance. Please remember, Dick, Steve Byers did nationalise Railtrack. He brought it back into public ownership and he paid a very heavy price for that, because when he did it, he was attacked by the City, he was attacked by the newspapers and he was attacked by some on our own side, but nobody said to him, "Well done, Steve. You've nationalised it", but that is what we did. You see, it's easy to talk Left and act Right. It is much better to talk Right and act Left. That is the way to do it.

James and Jeff, you raised the very important issue of Remploy. I will report back on the strength of your feelings. I am not going to answer the points directly. Remploy was part of the full employment movement of the 1945 Labour Government and needs to remain so. The policy, of course, of ensuring that disabled people can have mainstream jobs, if I can use that word, is, of course, important. I think it is very important indeed that we get the balance right.

Mary made a point about the role of the private services in the Health Service. It is the ethos, of course, of public service which maintains our public services. In the debate that you have with the Government, the Ministers and the Party, it is the public ethos that we must hold precious dear. So you made a very strong point indeed.

Mary, I do not know if you need me to try and answer any more questions. If I have not answered to your satisfaction, please get in touch. I have got to get back to the debate on climate change. Unfortunately, my Secretary of State, Hilary Benn, as it appears, is not very well, so I have got to dash back and get to the House for 3.30. If I don't, then the Chief Whip will have something to say. I will finish on this point. There is a notice on the board of the Chip Whip's office, which says: "Labour MPs are allowed absence from a Three Line Whip only on production of a doctor's certificate...showing that you are dead".

THE PRESIDENT: We can vouch for that. (*Laughter*)

BRO. WOOLAS: Apologies for leaving early. Thank you very much for listening to me. (*Applause*)

THE PRESIDENT: Phil, let me say from myself, the team on the stage and from Congress, we do sincerely thank you for coming. I have always enjoyed your sense of humour both on the stage and off. Let me say to you that you are one of our MPs who does support our issues. You supported us in local government on the pensions, although most of the Congress will not know to what extent. I can assure Congress that Phil and

Brian Strutton work relentlessly on it, and I thank you for that. You have never turned us down. We are critical and we are critical of people and we will name them on issues where they do turn their back on us and they do park round the corner so they are not seen, but you will always be welcome in the GMB. You are the GMB, you have been brought up with the GMB so now you can GMB home on that ticket.

On our behalf, Phil, you have watched me do this on many occasions, but this time we are going to give it to you. *(Presentation made amidst applause)*

BRO. WOOLAS: Congress, in 1997 the National Officers gave me a bottle of GMB whisky and told me that I could not drink until we had passed a recognition law. I drank it in 1999. Here is another one. *(Applause)*

INDUSTRIAL & ECONOMIC POLICY – Private Equity

THE PRESIDENT: Colleagues, can we now move on to Industrial & Economic Policy and private equity. Motion 119 to be moved by Southern; 120 by Southern, and I will be calling Gary Doolan. Then we will move on to Item 9: Social Policy: General. Composite 9: Northern Rock, Farepak and Financial Services Institutions. Southern Region to move, Northern Region to second. That will be followed by Motion 176, Telesales, to be moved by the London Region.

MOTION 119 AA/SAGA

119. AA/SAGA

This Congress commits the pensioners movement to closely monitor prices charged to customers at AA/SAGA following the private equity sponsored merger of the two organisations. This Congress also commits the pensioners movement to campaign for the new boss of AA/SAGA to honour the agreement made by the former boss of AA, Damon Buffini, to re-recognise GMB union to represent GMB members working at AA.

AA SECTION MEMBERS X31 BRANCH
Southern Region

(Carried)

BRO. P. GOODACRE (Southern): I move Motion 119 on AA/SAGA. Congress, as you are aware, SAGA proclaims to be the champion of the over 50s in the UK as far as pensions, insurance and holidays are concerned. You will also be aware that SAGA merged with the Automobile Association last year in order to broaden their customer and database. However, in bringing the two companies together under one private equity owner the new company, AA/SAGA, was plunged into a £6.4 billion debt with no less than £300 million being pocketed by the bosses, of which £40 million went to the ex-chief executive, Tim Parker, now the unelected Deputy Mayor of London.

Congress should be aware of the charges for AA membership and services which rose drastically in the period from 2005 to 2007 whilst under the ownership of private equity

firms, CVC and Primera. It is a known fact that a £20 battery on the High Street would cost you if supplied by the AA and, on top of this, the waiting time for roadside assistance breakdowns has almost doubled. The patrol force was reduced from over 3,000 to 2,000 in order to cream off profits for private equity.

Since many of the SAGA customers will be GMB and trade union members generally, this motion is calling on Congress to ensure that the GMB pensioners movement and pensioners in the wider trade union and labour Movement are made fully aware of any rip-off charges or excess costs and that action is taken accordingly, and that all aspects of charging and the finances of SAGA are closely monitored. As we are aware, a debt level of £6.4 billion can only be paid for through a lack of services or from the customer.

This motion also calls on the boss of AA/SAGA to honour the agreement made by the previous private equity boss of the AA, Damon Buffini, to re-recognise the GMB and allow our members to be represented by a proper independent trade union, the GMB. This agreement was reached in good faith and GMB members working within the AA are still waiting for its implementation.

Should Mr. Goodsell, the new boss of AA/SAGA, fail to honour the agreement, then it is the responsibility of this union to ensure that we embark upon a campaign to ensure that our members' rights are represented and that the private equity rip-off merchants are not allowed to ride roughshod over employees and trade union agreements. I move.

THE VICE PRESIDENT: Thank you, colleague. Can I have a seconder to Motion 119?
(The motion was formally seconded)

PRIVATE EQUITY MOTION 120

120. PRIVATE EQUITY

Conference notes with reservation the stance by the British Venture Capitalists' Association regarding their self regulation. This Motion calls upon Congress to ensure that the GMB Union continues to lobby for statutory regulation for private equity groups.

AA SECTION MEMBERS X31 BRANCH
Southern Region

(Carried)

BRO. C. POLES (Southern, GMB Brussels): I move Motion 120 on Private Equity. Congress, it is with regret that private equity has, in recent years, adopted a policy of speculation against one of investment. It has been notable that when a private equity company buys another company the assets of that company are stripped, the staff numbers depleted and terms and conditions for staff undermined. The company is then sold on for a quick profit. This situation has been most notable in companies like National Car Parks, the Automobile Association and Bird's Eye. In fact the best known of these to the GMB is the Automobile Association, where the company employed nearly

10,000 people providing services to the British motoring public whilst making profits of £100 million per year which, in turn, it invested back into the organisation.

Prior to the merger with SAGA, the AA had reduced its staff by some 3,500 and more than doubled its profits through higher profits, but was in debt to the tune of £1.8 billion. When the AA merged with SAGA the new company borrowed to the tune of a massive £6.4 billion, effectively plunging the company into massive debt, whilst the boss, Tim Parker, walked away with a £40 million handout, and the total amount paid to the new bosses by way of reward was some £300 million. If actions of this nature are to be curtailed, they can only be curtailed through statutory regulations.

Last year the British Venture Capital Association, the BVCA, commissioned a report called the Walker Report. It resulted in a proposed self-regulation scheme for private equity which, in effect, meant that the BVCA was doing all in its power to avoid any form of regulation.

The Walker Report was trumpeted by the BVCA as heralding the start of a new era of greater transparency for private equity. However, the truth is different. Barely 10% of private equity firms will have to comply, and even John Moulton, who actually runs a private equity groups, blasted the Walker Report as, and I quote, “insignificant nonsense”. The Walker Report is clearly inadequate.

Congress, this motion is calling for statutory regulations, and statutory regulations should be from the Government, not from the BVCA, who are supported by the likes of Primera and the CVC in their onslaught against disabled people in the Automobile Association and staff generally. You would not trust Tom to stop chasing Jerry. We have seen what happens when the financial markets are left to regulate themselves. I am afraid that we cannot trust private equity to regulate itself. I move.

BRO. P. GOODACRE (Southern): I second Motion 120. A few lessons should be learned from the recent crisis in the financial markets. Greed inspired incompetence takes over in the absence of statutory regulation, the result of which is unmitigated misery for hundreds of thousands of working people. Please support this motion. I second.

THE VICE PRESIDENT: I will now call on Gary Doolan to speak on Motion 119, please.

BRO. G. DOOLAN (CEC, Public Services): I am speaking on Motion 119 on behalf of the CEC. The CEC is supporting Motion 119 but with a qualification. The GMB has been a leading union in a campaign to highlight the problems caused to ordinary workers when private equity takes over a company. The strong activism of our colleagues in the Southern Region has highlighted the abuses to our members after the takeover of the AA. The CEC salutes the AA campaign which engendered the GMB’s national campaign and put the shadowy private equity industry into the spotlight and opened it up to scrutiny.

The GMB's campaign led to the Treasury Select Committee taking evidence about widespread problems associated with private equity, problems in relation to workers' rights, job security, trade union recognition, company debt, company taxation (or lack of it), the management and funding of company pension funds and attacking disabled workers. The CEC supports the continued monitoring of the treatment of workers and customers by the AA for as long as is necessary. The CEC is aware that the enormous cost of debt used to acquire the AA/SAGA group has been passed on to both customers and workers. It is a disgrace.

The CEC is also aware that the new Chief Executive of the AA/SAGA group is refusing to honour the commitments made by the former investors to set out a framework for recognising the GMB. The GMB will be relentless in gaining this recognition. The CEC supports the motion but with a qualification that whilst we have close links with the National Pensioners Convention through our Retired Members' Association, we cannot compel them to take action but we can certainly make representations to them. Of course, we will do all we can to explain the facts and urge their support of our campaign. Please support Motion 119 with this qualification.

THE VICE PRESIDENT: Thank you, Gary. Does the Southern Region accept that qualification to Motion 119? (*Agreed*) Colleagues, the CEC is supporting Motion 119 with that qualification. All those in favour, please show? Against?

(*Carried*)

The CEC is also supporting Motion 120. All those in favour, please show? Anyone against?

(*Carried*)

NORTHERN ROCK, FAREPAK AND FINANCIAL SERVICES INSTITUTIONS COMPOSITE MOTION 9

169 – Financial Services Institutions (*Northern Region*)

170 – Northern Rock and Farepak (*Southern Region*)

NORTHERN ROCK, FAREPAK AND FINANCIAL SERVICES INSTITUTIONS

This Congress notes that the Government for the right reasons decided to bail out Northern Rock Bank with loans of £25 billion in order to protect savers and mortgagees. However, this is in marked contrast to the way the Government treated the savers of Farepak Savings Club, where over 3000,000 low paid working class people lost their savings in 2006 and have still not received any compensation. The most that can be hoped for is 20p in the pound. The average loss was £1500. The cost of compensating these investors would have been only £120 million.

Congress calls on the Government to have better safeguards in financial services institutions – in light of the situation at Northern Rock. This is

- for the protection of workers employed in financial services

- for the protection of our members money in these institutions and
- for the protection of the economy in light of the devastating effect the Northern Rock situation has had on the economy.

This Congress believes that if it was right to protect investors in Northern Rock, it was right to protect Farepak investors.

Therefore we call on the CEC to lobby the Government to compensate the investors of Farepak as well as Northern Rock

(Carried)

SIS. E. THEAKER (Southern): I move Composite Motion 9. Firstly, I must point out a mistake in the motion. Somewhere between the branch and the Final Agenda an extra zero has been added to the numbers. The Composite should read “300,000” not three million affected by the failure of Farepak. However, 300,000 people on low incomes is still a large number of people who could not afford to lose their money, which on average was £1,500. Yet here we are in 2008 and no saver has received any compensation, some two years on from the failure. The administrator estimates that savers will only receive 20 pence in the pound back.

In contrast, take Northern Rock. The Government stepped in to save the innocent savers and workers. The directors may have lost their jobs but they did not lose their bonus payments. Northern Rock savers lost nothing other than the time spent queuing outside the bank before the Government stepped in. We believe the same attitude should be levied to the poor low paid investors in Farepak. Why have they not received the same treatment? The cost of reimbursing the savers in Farepak would have been £120 million, a relatively small amount in comparison to the £25 billion for Northern Rock. This motion is asking that the Government treat the savers and investors in Farepak the same as it treated the savers and investors in Northern Rock, not to look for private sector solutions but to nationalise and move into the public sector other financial institutions that do not treat their investors or workers fairly. I move. Please support.

SIS. V. DAVISON (Northern): I am seconding Composite 9 on Northern Rock, Farepak and Financial Services Institutions. The Northern Rock crisis has had a massive effect on the whole of the country but its impact has been acute in the North-East. Northern Rock’s headquarters are in Newcastle. Seven thousand people work for them and many are now under the threat of redundancy. So apart from the effect on the financial services industry, the banking system and fiscal confidence, it has also had an impact on our region with Northern Rock making massive redundancies. It is very clear, in hindsight, that Northern Rock was being badly managed, and it was for some time a disaster waiting to happen. The Government needs to take action to protect people who work in financial services. The employees of Northern Rock are not only at high risk of being made redundant but also the shares they have been given over the years by their employer are now worthless.

The Government must take action to ensure this situation is not repeated. They must also act to secure the money invested by our members and also to protect the economy from the effect that the Northern Rock situation has had.

Congress, we urge the Government to take action to ensure the situation does not happen again by introducing better safeguards in the financial services institutions. I second.

THE PRESIDENT: Thank you. I ask the mover of Motion 176 to come to the rostrum.

**TELESALES
MOTION 176**

176. TELESALES

Congress calls on the CEC to lobby the Government to ban unsolicited telesales calls. These unwanted calls are a nuisance of the highest order.

ESSEX PUBLIC SERVICES BRANCH
London Region

(Referred)

SIS. C. HOLLAND (London): Congress, telesales. These phone calls are becoming a nuisance to most UK households who, first and foremost, for those who live in the UK and have a land line. But these companies are becoming increasingly creative. They will promise that you have won a competition or that you have been selected to take advantage of a special offer. They prey on the vulnerable because they have trouble taking no for an answer. If a householder lacks the strength to say "No", who knows what they are agreeing to. I am sure I do not have to paint a picture for you. These people need to be stopped. We need legislation as soon as possible to outlaw this practice. I move.

BRO. K. BARKER (London): President, I second Motion 176. It is a fundamental right of every man, woman and family to have a peaceful existence in their home but, colleagues, that right is being broken on a weekly, daily or sometimes even on an hourly basis. It is broken by unsolicited phone calls from telesales agents trying to sell me things I do not need nor want. And it always seems to be at a time when there is something good on television. They never seem to call when there is crap on the tele, like Fulham Football Team. *(Jeers)* Colleagues, if I need something, I will go out and buy it. I do not need to be harassed by cowboy salesmen. In fact, I will go out of my way not to buy from these companies because they phone me. I ask you to do the same. I support this motion.

THE PRESIDENT: Does anyone wish to come in on the debates? *(No response)*
David.

BRO. D. HOPE (CEC, Public Services): Colleagues, I am speaking on behalf of the CEC but proud to be in the North West & Irish Region; not the Lancashire Region nor Liverpool but North West & Irish.

The CEC is requesting that Motion 176 be referred for further research. It is not that the CEC disagrees with this statement, because there is nothing wrong when you are watching *Coronation Street* or *Eastenders*, or even the greatest football team in the world, Manchester United win the Premiership, by somebody phoning you up and trying to sell you cavity wall insulation, double glazing, new electrics or you name it. We also recognise the intrusion that is often felt as well as the hard sell techniques being used by many firms. This situation, coupled with the large increase in calls being made, can be unbearable for some people. The GMB has no existing policy on telesales, and this motion calls on a total ban of unsolicited calls. We need to carry out research to understand the impact this would have. We would also wish to have this opportunity to consider how the new laws on rogue traders, which puts a duty on business not to conduct aggressive sales practices, could affect telesales procedures.

In addition, a number of regions have recruited members in telesales and the impact on this ban needs to be investigated and see how it would affect the GMB and members. More needs to be done on this important issue and we will report back. The CEC is asking the branch to refer Motion 176.

THE PRESIDENT: Congress, the CEC is supporting Composite 9.

Composite Motion 9 was carried.

Motion 176 was referred.

FENLAND FOODS CLOSURE

EMERGENCY MOTION 2

Congress condemns the announcement by Northern Foods on the 13th May to close Fenland Foods Factory in Grantham with a loss of 738 jobs. The decision to close the site comes at a time when Northern Foods announced a 25 per cent increase in a full-year pre-tax profits.

Marks & Spencer, who reported a profit of £1 billion, pulled the plug on its orders for the site allegedly because Northern Foods refused to yield to M&S's demands for discounts. Congress this is a clear cut case of corporate greed. M&S are making money, Northern Foods are making money. The site can make money for these two greedy corporate giants.

Congress calls on all regions to support the Midland & East Coast Region's fight to save these GMB members' jobs. The Region is planning a demonstration at the Marks & Spencer's Annual General Meeting on the 9th July and Congress asks all regions to invite their members to attend and send a clear loud message to the shareholders and directors of Marks and Sparks.

(Carried)

THE PRESIDENT: Before we discuss the motion, we will have a short DVD.

(DVD was shown)

THE PRESIDENT: I think a message should go out from this Congress that we support our members in Fenland Foods. *(Applause)*

BRO. C. GUNTER (Midland & East Coast): I move Emergency Motion No. 2 – Fenland Foods Closure.

President and Congress, on Tuesday 13th May at 7 a.m. the morning shift was told that there was a proposal to close the site and that there would be a 90 day consultation period. The devastating loss of 738 jobs will, effectively, rip the heart out of our loyal and committed members and their families in Grantham. The ramifications of a factory closure of this magnitude in a town the size of Grantham can only be compared to the devastating impact on communities of the pit closures of the 1980s. The workforce at Fenland Foods is both rich and diverse; English, Polish, Portuguese, Lithuanian and Russian, all working together, all GMB members.

Our members do not accept Northern Foods proposal for closure. We strongly believe that the Grantham factory is a viable site for the continuation of production. Congress, our members do not deserve this despicable and cowardly treatment. Marks & Spencer made pre-tax profits of £1 billion. At the end of the current fiscal year, Fenland Foods broke even. In the words of our own General Secretary, this is a classic corporate squeeze. M&S and Northern Foods are squirming round like two rats in a sack, each desperately trying to avoid telling the truth.

Northern Foods reported a 25% increase in pre-tax profits to £50 million for the year and sales grew 5% to £952 million. Stefan Barden, Northern Foods chief executive, reported that it was a fantastic time to be in the food industry. Well, it bloody well isn't for our members at Fenland, Stefan.

Congress, we call upon the Minister for Business, Enterprise and Regulatory Reform to intervene into this debacle that M&S and Northern Foods have created to uncover the real truth of what is behind this unnecessary closure and save our jobs. Thank you, Congress.

BRO. J. NEEDHAM (Midland & East Coast): I second Emergency Motion 2, the Fenland Foods Closure. The proposed closure and decision to mothball the Fenland Foods site is another example of corporate greed and a total disregard of the human and social impact on ordinary working people. Employers want a committed and loyal employees, to have good time-keeping records and cause no trouble, because they all say that the needs of the business demand this. Basically, it is to keep the gaffers and the shareholders happy.

How many times have I been told that the employer cannot pass on any extra cost because the retailer will not accept any extra cost? How many times have I been told that they would do if they could find a way, but there is a way. They could reduce some of their profits. They still want their amount of money in their pockets, but they could reduce some of that. How often have I seen workers' benefits taken away from them in order to keep the contract and safeguard their jobs? Too many times I have seen our members who have given their all only to be dismissed because the retailer has changed supplier. The retailer and the employers are safeguarding their high profits. The reward for the loyalty and commitment from our members is the sack. Too many times have employers ridden roughshod over our members. It has to stop and it has to stop now!

THE PRESIDENT: Congress, before I take the vote on the emergency motion, let me announce to Congress that the Fenland Foods' activists and shop stewards at in the gallery of the Conference hall. I ask them to stand up.

(The activists and shop stewards of Fenland Foods stood and waved their banner amidst applause)

I hope with that applause you will know that we are supporting you through and through. Good luck. I will now put Emergency Motion 2 to the vote.

Emergency Motion 2 was carried.

THE PRESIDENT: I now move on to Union Organisation – Recruitment & Organisation. Motion 12 is to be moved by London, Motion 13 is to be moved by London and then I will be calling Jean Foster.

UNION ORGANISATION RECRUITMENT & ORGANISATION MOTION 12

12. GMB @ WORK ORGANISING STRATEDGY

This GMB Congress welcomes the GMB@Work Organising Strategy, and the ongoing attempts by members and staff to transform GMB into an organising union. Congress recognises that we are being increasingly successful in growing the union, in building effective, active and strong workplace organisation, and in mobilising members to organise themselves.

Congress believes, however, that if we are to fulfill our potential to become a genuinely powerful, campaigning and democratic union we must ensure that the diversity of our membership is fully represented at each level of the decision-making process – in workplaces, in regions, in the sections and in the governing body of our union, the Central Executive Council (CEC).

Whilst the GMB, like our sister unions in the UK, is at the forefront of campaigns for equality and against discrimination for British workers, we must recognise that GMB activists are not yet representative of our membership as a whole.

Congress therefore welcomes the recent appointment of the National Equality & Inclusion Officer, and the fact that one of his priorities is to establish a new and comprehensive monitoring system governing our employees, members and all the equality strands, as a first step in ensuring that our organisation becomes representative of our members and potential members.

Congress instructs the CEC to:

1. Ensure that this monitoring system continues to be treated as a priority
2. To report back to Congress 2009 on its' successful completion and implementation
3. To present a paper to Congress 2009 with a comprehensive plan of action to address the under-representations identified by the new monitoring system, which should include specific timescales.

GMB@PCS BRANCH
London Region

(Carried)

BRO. B. SHAW (London): I move Motion 12. We have seen the success of transforming this union into an organising union with a National Organising Team. This has led to membership increases, reversing the trend for over a decade of decreasing membership. This situation has not been achieved at the whim of the General Secretary or, indeed, the Central Executive Committee but because we have allocated resources, produced materials but, more importantly, explained and developed the strategy involving all branches and regions. So we should see in the next 12 months membership levels exceed 600,000, for the first time since 2003, making this union more powerful in being able to deliver for members.

Key to this strategy is campaigning work. The DVD that we have just seen showed our campaigning work by this union at Fenland Foods at its best. We must also remember the work which this union has done in campaigning against the Fascist BNP, which is an excellent example of the GMB at the forefront of fighting for equality. Let us be in no doubt that we need to redouble our efforts on this campaign to rid the BNP from some of our towns and cities. This union, however, through its democracy, needs to reflect the make-up of the membership we represent, and that means we need effectively to monitor our membership across all the strands; gender, sexuality, BME, disabled and age. Again, to deliver accurate figures we need to devote resources and time; resources to produce posters and leaflets for branches; time by full-time officers and branch reps to go out and explain to the membership and encourage participation in the exercise. Members are used to being asked questions on their life, the Census being an example, but many employers monitor as well. Members will participate if we get the message right. We have to explain that the information is voluntary and, if provided, confidential, especially as we are asking questions on sexual orientation. Not all members will be out, and they need to know that the information provided will not be accessible to local representatives.

We also need to redesign the membership form and create a special part for new members to provide monitoring information so this can be sealed before it is returned to

the rep. We need to analyse what all this information tells us about the union and how accessible it is for all parts of the membership to become involved in the union. We then need to come back to Congress to look at what the outcome tells us, with practical measures to tackle issues which arise from the monitoring process. The process needs to be continued to monitor and track how the changes have been implemented and amend and revise our strategies as necessary.

The new National Equality Forum needs to take the lead on this issue in conjunction with the National Organising Team and the TUC. It will take all of us to support the process and do the work in our branches to deliver the strategy. A campaigning and organising union is a union that people want to join to improve their lives, one which is truly representative of its members to ensure that no minority group feels isolated, excluded or discriminated against in the workplace, as our policy is an action towards truly continuing the process of eradicating discrimination in the workplace and society. We will then deliver equality through the inclusion strategy.

Congress, equality, organising and campaigning has to be at the heart of this great union and everything we do. I move.

SIS. G. BIGWOOD (London): I second Motion 12. President and Congress, as union reps we represent people of all colours and creeds, all religions and ethnicities. Can we, as a forward moving union, truly represent these members or understand their needs if we are not fully representational of them. We must put into practice ourselves the very policies that we base our beliefs on, that we are all equal and equally capable of holding various positions at all levels within the union. Let us make this a union of true inclusion and prove that we practise what we preach to others. We need to show that we are opening the door of opportunity for all. Please support.

OLYMPIC GAMES MOTION 13

13. OLYMPIC GAMES

This Congress notes the sterling work of our Branch, Regional and National Officials in relation to the Olympic Games.

The enormous amount of work and job creation creates an opportunity for genuine unionism to gain a foothold, basing itself on national rates for the job, directly employed labour, and stringent health & Safety standards.

Congress calls upon the Union to maintain its effort and to raise our profile at every given opportunity in relation to this prestigious event.

SOLO BRANCH
London Region

(Carried)

BRO. S. McKENZIE (London): Congress, that Phil Woolas had no sense of humour, did he?

Comrades, the Olympic Games is clearly the most prestigious event to take place in this country for a generation. At its height the number of construction workers employed on the site will be nine thousand. The Olympic Development Agency reckons that there will be 25,000 construction workers who will have worked on the sites by the time project is completed. But, of course, it is not just the construction around the Olympics, but security, hotel, catering and drivers. As a general union, I believe we are well positioned to build a very strong union if we lay solid foundations in that area.

I am therefore delighted to say that we will be taking up residence three days a week in the West Ham Labour Rooms, just next to where some of the sites are in the East End, to run our industrial surgeries. The full-time brothers and sisters are helping us by producing a leaflet at this moment in time entitled *Don't Wait To Have An Accident Before You Join The Union* with an application form on the back with a notice on the front. There are a group of lads who are willing to help us to punt these out at the two sites in Stratford, East London, where the construction workers are picked up by buses.

If we can service effectively the people who we recruit, if we can get stewards elected and trained up, if the monthly branch meetings take place and are well attended, we will build a strong and effective built, and we will help to build other branches as well. We will put ourselves in prime position for an even bigger project called Crossrail.

Brothers and sisters, the crisis in the capitalist system known as 'credit crunch' means that half-finished building sites will abound throughout London and the entire country. The building industry along with many others will see ordinary working people thrown out of work to pay for the greed of the selfish minority who really run the show. That will not apply to prestigious projects like the Olympics. At the risk of being called a "lick spittling groveller" by Lord Terence of Kilburn, many thanks to the officers who had the foresight to see this and for the first class assistance that they have given us.

THE PRESIDENT: Steve, who is Lord Terence of Kilburn?

BRO. McKENZIE: Terry Flanagan.

THE PRESIDENT: Oh, well.

THE GENERAL SECRETARY: Oh, him.

THE PRESIDENT: And you think Phil Woolas did not have a sense of humour?
(Laughter)

BRO. T. FLANAGAN (London): I second the motion. This is an excellent motion. There is a fine opportunity here which we must not let go amiss. We have got the West Ham Labour Rooms. There were a few machinations around that but we managed to get

the finance for that. It looks very good. The transport, obviously, is what I am interested in. I think there are tremendous opportunities. I am sure with Steve's dedicated energies into this project it will go very well. Of course, one thing which is occurring, which is not unusual in the building industry – this involves various organisations which I will not name – are signing sweetheart deals and it appears that some of the workforce are in the union but they do not know it. Perhaps we need to deal with them at some other time. Please support.

THE PRESIDENT: Thank you, Terry. I thought you had abolished the House of Lords yesterday. (*Laughter*) Does anyone wish to come in on the debate? (*No response*) In that case, I call Jean Foster.

SIS. J. FOSTER (CEC, Commercial Services): I am speaking on behalf of the CEC. The CEC is supporting Motion 12 but with the following qualification. The CEC agrees that it is important to establish a comprehensive monitoring system for equality strands within the GMB. The intent is to deliver an enduring, accessible and accurate monitoring system.

The qualification is that – this is in the project plan – we have to allow time for data analysis and delivery mechanisms for evidence-based policy assessment. We cannot at this stage give a firm commitment that the project will be finalised at the stages where we can deliver the commitments of the completion and implementation called for by Motion 12. Every effort will be made to do so but, in the event that it is still underway, a progress report will be submitted to the Congress 2009.

Just to recap, the CEC is supporting Motion 12 with the qualification I have outlined. Thank you.

THE PRESIDENT: Does London Region accept the qualification? (*Agreed*) I will put both Motions 12 and 13, which are supported by the CEC to the vote.

Motion 12 was carried.

Motion 13 was carried.

I remind delegates to collect their Organisers' Toolkit from the GMB shop and remember to show your GMB credential badge. Do not go home without one.

NATIONAL ORGANISING DEPARTMENT REPORT

Two years of sustained membership growth

As the GMB@Work plan has been rolled out, the union has enjoyed a period of growth in the number of workers joining us and a reduction in the numbers leaving us, producing two full years of sustained overall membership growth.

In January 2008 the union's membership broke through the 600,000 member barrier for the first time in many years.

National Organising Team

The National Organising Department continues to be steered by the National Organising Team, made up of a senior representative from each region. The NOT exists to make sure the GMB@Work strategy is steered by the Regions acting collectively and is based on what works.

The NOT:

- Provides full membership and recruitment information to regional officials
- Consults regional officials on matters of strategy and best practice
- Agrees detailed strategy on the National Projects in the Education, Retail and Care Sectors
- Oversees organising within the Security Sector
- Agrees and promotes Best Practice on organising and recruitment and training
- Oversees the implementation of new Stewards Training Programmes
- Makes policy recommendations to the Senior Management Team.

On the recommendation of the NOT, Congress 2006 adopted 38 new policies on recruitment, retention, representation, organising and training. These are contained in the GMB@Work Special Reports 2006 and 2007 available on the GMB website. All but 3 of these policies have been successfully implemented and these will be the priority for 2008/9.

Policy 14. Regional Consolidation targets to be identified using GMB Organisers own workplace maps and centrally produced information on membership levels, existence of check off, and numbers of postholders.

Policy 21. Regional Training programmes to be reviewed and standardised, shifting the focus from dependency on officers to workplace organisation

Policy 22. Regional Training programmes to be open for entry at every level to allow retraining of Reps in targeted workplaces.

New Training for Stewards and the Workplace Organisers Toolkit

The last year has seen a major change in how we train our new representatives. Each newly elected GMB Rep now attends a 2 day course on workplace organisation within a few weeks of receiving formal Initial Support Training from their GMB official. These courses are run by GMB Organisers who teach Reps about workplace mapping, finding collective issues in the workplace and producing workplace newsletters.

At the end of the course each GMB Representative produces their own Workplace Organising Plan which goes to their GMB officer for joint action and follow up.

Similar courses will be rolled out in every region during 2008 for existing GMB Representatives and Branch Secretaries.

Everyone attending such a course will be issued with a copy of the new GMB Workplace Organisers Toolkit. The Toolkit sets out the GMB approach and policy on recruiting, representing, retaining, advising and organising our members in the workplace.

Consolidating our membership – the next challenge

Much has been achieved since congress 2006 and many things have changed in how the GMB approaches the recruitment, retention and representation of our members. We have ended pointless competition between GMB offices, regions and branches. We have discarded the sales culture and removed the Recruitment Officer function, moving from Recruitment Teams to Organising Teams

We have made direct communications between regional officials to share best practice central to our work. We have organised ourselves better to have a more effective, focussed and disciplined recruitment strategy in each part of the country. We have changed our approach to training our Stewards – putting increasing the membership and strong workplace organisation first and making sure training is delivered by GMB officials with real experience of organising workplaces.

But hundreds of thousands of workers who are not GMB members are in contact with the GMB every day and enjoy the benefits of working in a GMB recognised workplace. Industrial opportunities arise in every workplace every week for us to recruit and organise these workers.

Adopting detailed Organising Plans to assist Officers and Reps increase our membership in semi organised workplaces will be the next big challenge for the GMB@Work strategy.

Branch Organising Plans

In many industries our Branches have a central role to play in supporting GMB Reps develop and implement their Workplace Organising Plans.

A new model Branch Organising Plan is in development and will be launched in 2008/9. The Branch Organising Plan will clarify for Branches the information needed by Regional Committees to assess the support they provide.

(Adopted)

THE PRESIDENT: I now ask Martin Smith to move his Report on pages 8 and 9 of the GS's Report.

BRO. M. SMITH (National Officer) formally moved the report.

(The report was formally seconded)

There were no questions raised on this section of the report.

The report was adopted.

UNION ORGANISATION EDUCATION & TRAINING RESIDENTIAL EDUCATION MOTION 46

46. RESIDENTIAL EDUCATION

Congress calls on the CEC to facilitate the reintroduction of a residential educational facility, bespoke to the GMB.

(Referred)

BRO. G. RICHARDSON (Birmingham & West Midlands): I move Motion 46, Residential Education.

President and Congress, when the National College of the GMB in Manchester was closed and later sold for all the right reasons, a large chunk of our hearts was torn out, especially for those who were lucky enough to have graced the fine Victorian edifice. I once heard it described as “the flagship of our union”, whose walls could tell boundless stories, which you can all reminisce on about later. This is a bit of a walk down memory lane of Manchester College. I have never attempted this type of motion before so here goes. It is alphabetical.

‘A’ is for adult learning, academia and the first chance many of us got to return back to education. ‘B’ is for *big Arthur*. For everyone who met the jovial Man. City giant with a terribly scared face, he was loved by all and with the voice of an angel. The bar. It never ceased to amaze me how much those guys from Cumbria can drink. I think it must be the Sellafield connection. ‘C’ is for the College, Canal Street and that ABC course, the Advanced Bargaining Communications. What a “B” for bastard that was. ‘D’ for disabled disability awareness. That was the first time I had first hand experience of the endeavours shown by our disabled brothers and sisters. They are a credit to us all. ‘E’ is for Education, Education, Education, and ethnicity. ‘F’: the famous Fire Drill of the induction; a foundation service of our membership heart and, above all, the friendship created in that forum and the food. The GMB in the heart of Greater Manchester. Harry the tutor! How many tales can one man have. The health and safety awareness and the hangovers. The introduction to lifelong adult learning. Little Judy, one of the most bubbly people you will ever meet, sharp as a razor and compassionate for them who were struggling. ‘K’: the legendary Thursday karaoke night, and another version of *We are the Champions*. ‘L’, like I have said before: lifelong learning, to pass on for the good of our membership. ‘M’ is for Manchester; Mike Smith and the hundreds of bloody magpies everywhere. Networking – the most important aspect of the College. Making friends, hearing their problems and sometimes finding out that your place isn’t as bad as you thought it was. Pensions. Whoever understands them, but Ida and Hilary did their best to try. The infamous Quiz night to make sure the smart arses didn’t always win. I have seen John Edmonds there who didn’t even know the theme tune to Coronation Street. ‘R’: risk assessments, and that man run over by the lawn mower time and time again. Sheila and all the fantastic staff, the whole symbolism of the place and that great big badge collection. The taxis back to the College, and the whole trade union Movement where everything seemed to fall into place. The Union Bar in Manchester. Say no more. I am struggling a bit now for letters. ‘VW’, the old car that broke down every single time I went there, but I was always fixed up by an AA bloke who was a member also. Wally Range, the Wally Pub and the great Manc wit. I once asked one of the locals which was the quickest way into town. He said, “Are you by car or walking?”

I said, “By car”. He said, “Yeah, that’s the quickest”. (*Laughter*) ‘Y’ and ‘Z’ is where it become a bit difficult, but you get my drift anyway.

Congress, we need a bespoke, residential, educational learning centre for all our reps to learn from; find best practice, network, become friends and, above all, have the ability to pass on to our members all the information they have learned. Since the College closed - I know there have been numerous good courses throughout the country – I do not think they have matched the standards of our own facilities. We have been used to better things and, quite frankly, we deserve it. It is a means to an end, not an end in itself. It is as simple as ABC. I urge your support. (*Applause*)

SIS. J. LAWSON (Birmingham & West Midlands): Chair and Congress, most of the old activists of the GMB gained their knowledge and confidence from attending the College in Manchester. This really was the jewel in our crown. Most of us mourned its passing very deeply. In spite of the fact that we had to accept its closing as a financial necessity, it was one place where we were also comfortable and less isolated. So we were less distracted and learned quicker and easier. Although measures were put into place almost immediately, they do not seem to have been as successful as we had hoped. A fair few stewards have gone back to becoming isolated once again and an isolated steward is easily intimidated by a bullying management. We still have the situation where the steward will be elected because he or she is the only one who will do the job. Very often these kinds of stewards have their own agendas. The same could be said of safety reps. This makes it very difficult to uphold the integrity of the union and to serve members’ interests. This is why ongoing education is so important.

All too often now we are finding that policies which were fought so hard for are being changed or dropped by management with no negotiations with the branch or the union officers, even though they were signed up originally by both the company and the union. We fear for the trade union Movement as a whole if this trend is not quickly reversed. I second.

THE PRESIDENT: Before I call Tim, does anyone wish to come in on the debate?

BRO. D. BARR (Southern): One of the things that did not come across from the two previous speakers is that, yes, we have got a new Education Department and they are doing their job, but I know people from Scotland. I have never been on a course with them. I know people from the London Region but I have never been on courses with them. Why? Because I went to a National College where there were other courses going on. That is where I met my network. We do not do that now and this is where we are missing out. We are not being able to network because the network is not in place. We are being isolated. Please support.

THE PRESIDENT: I call Tim Roache on behalf of the CEC.

BRO. T. ROACHE (Regional Secretary, Yorkshire & North Derbyshire): Thank you very much, President. I am speaking on behalf of the CEC. Congress, this is a motion

which is very dear and important to the hearts of the CEC and its members. I listened very carefully to the mover of the motion – what an excellent speech – and we do take on board all of the points raised. We also take on board the benefits that the National College provided in terms of networking and being able to share experiences.

On behalf of the CEC, I have been asked to look at an establishment which is run by the NUM in a place called Scalby. The difficulty in working with the NUM is that they keep their members in the dark. I have been working with them for some time and I am delighted to be able to report that at a meeting last week I talked to the Yorkshire Area President and we have a broad agreement on the use of their facilities. This residential establishment has first-class facilities. For example, in the grounds they have a bowling green, a putting green and a pitch and put. Inside they have a number of lounges. They have wonderful staff. I spoke to a few of the people who were there whilst I was visit for a day and they could speak no higher for the staff. Residentially, they can cater for up to 50 people. Yes, Comrades, under the letter B they do have a bar as well. That sealed the deal for me.

What I have managed to achieve so far is that the NUM use it for convalescence throughout the summer months. That starts at the first week in April and runs until the end of September. So I have asked if we can use it for two weeks before that summer period starts and for two weeks at the end of that summer period. The benefits of that are that it keeps the staff employed, who are seasonally employed, of course, and therefore out of work as soon as the place closes, for four weeks longer. I am delighted to report to you that, on behalf of the CEC, we have broad agreement on that. We are asking for Congress to refer Motion 46 which will allow us to complete the finishing touches, which will then be reported back to you via the CEC process. Thank you.

THE PRESIDENT: Thank you, Tim. Is Birmingham & West Midlands prepared to remit? (*Agreed*)

The motion was remitted.

GENERAL SECRETARY'S REPORT

GENERAL SECRETARY'S INTRODUCTION

Dear Colleagues

WELCOME TO PLYMOUTH

Whilst I cannot guarantee sunshine this week, I can promise you a warm welcome from the Branches and members of GMB in the South West.

The area boasts not only the historic Devonport Dockyards with its fantastic skill base, but also the largest health service membership in the Union and, having met the Branch Officials of both establishments, I can tell you they are good, very good indeed.

So, we arrive here at Plymouth - my fourth Congress in the office of General Secretary and Treasurer.

The Union wanted change and we have worked to make the Union fitter, stronger and more relevant to our members.

In a few short years we have turned membership and financial losses and mismanagement into stability and growth.

The changes in our membership means I can come here and announce three years of membership growth, and four years of financial growth, as well as the modernisation of our internal democratic structures with an all lay member Executive built on a professional approach to manage the Union's business and deliver the policies we stand for.

The Senior Management Team approach has seen, probably for the first time in the modern era, a joined up, shared approach to problem solving.

That demand for change has driven what we have achieved in the last four years.

Alongside that has been the clear and unshakeable rule; never to let ourselves spend more than we can afford; never to pay ourselves in any form what we just cannot afford, or cut services to members in order to prop up bureaucracy or expense claims that bring us nothing.

The balance of delivering the policies with the resources available will sometimes make it tough to prioritise.

GMB in the past has been littered with General Secretaries caving in to spending demands because to urge caution or to oppose them would have made them very unpopular. I have no such qualms.

The legacy of this greed and weakness is something we are still freeing ourselves from in certain isolated areas.

The single interest of any group must be weighted against the good of many.

GMB stands today as a campaigning, growing Union with vision and courage. We have a new approach with our equality and inclusion strategy, our GMB@Work programme is turning the Union's workplace organisation and recruitment targets into reality.

As I write this the Union has climbed back over the 600,000 member level; the decline we inherited four years ago is not inevitable, nor will it be allowed.

The future looks positive and bright despite our deep disappointment over the Government's handling of Remploy and rights for agency workers. I don't kid myself into believing that somehow the Tories would behave in anything other than in the employers' interests.

GMB fought a long and hard charge against the closure of any Remploy factory, not just because they were Remploy but because they were GMB members, in a struggle for justice and their jobs.

The bitterness at the outcome the Government arrived at for the Remploy factories will resonate for years to come.

This Congress is also a new approach, combining the policy making and industrial conferences within the same week. Frankly, we don't know if this will be the perfect answer, no doubt hiccups will occur, nonetheless, enjoy the week.

You are part of a growing, fighting Union which does not cave into pressure from Government or individual interests, from whatever quarters they come!

Enjoy your week and thank you for being here!!

Yours fraternally



PAUL KENNY
General Secretary

A FRAMEWORK FOR THE FUTURE OF THE GMB: UPDATE

This report audits the progress that has been made towards implementation of the 23 recommendations set out in the CEC Special Report *A Framework for the Future of the GMB*, and carried by Congress 2005. Where it has been previously reported to Congress that the recommendation has been implemented, the recommendation itself is no longer shown.

1. *Implemented*
2. *Implemented*
3. **The CEC will establish a special working group on young people, whose terms of reference will be to examine how to raise trade union awareness amongst young people, how to attract more young people into membership of the GMB and how to increase the participation of young people in the Union.**

It was reported to Congress that progress was being made and a successful conference had been organised attracting 60 young members.

A young activist database has been established and we continue to attract interest for and send full delegations to TUC Young Members Conference. However, the problem we have encountered – as has historically been the case – is that we lose a handful of young activists who pass the age threshold of 27 and consequently lose the impetus of the campaign.

The establishment of the National Equalities Forum will for the first time have seats reserved for young members and the Forum will be ideally placed to examine how best to engage with, attract and encourage young members.

4. **The CEC Training Committee will progress the development of education and training for workplace activists on the basis of the proposal outlined**

The sub committee has adopted the GMB@WORK training programme for new stewards

recommended by Regions and has implemented it in every Region. During 2008 the committee will consider and adopt a strategy to roll out similar training on workplace organisation for existing stewards in targeted workplaces. The committee will ensure that GMB@WORK Congress policy 21 on reviewing all Regional training also commences in 2008. This policy adopted by Congress 2006 aims to ensure our whole training programme becomes more industrially focussed and standardised and that we use our training to effect a shift in focus among GMB reps from dependency on officers to self sustaining workplace organisation.

The committee will also receive formal reports into the full audit currently being completed into the effectiveness and impact of ULF funded projects within GMB, following Congress 2006 motion 35.

5. *Implemented*

6. *Implemented*

7. *Implemented*

8. The CEC recommends that the GMB should adopt and implement this increased workplace focus as *policy*, and will refer this matter in the first instance to the Recruitment & Organisation Committee for the Committee to identify how to progress this.

The CEC Organisation Committee is progressing this.

9. *Implemented*

10. *Implemented*

11. There will be a full examination of all nationally serviced branches by the Recruitment & Organisation Committee. This examination will be conducted with full consultation with the members of the nationally serviced branches and the Regions.

Commencing in 2008 the full investigation and examination of these Branches will involve the members of each Branch and the Regions.

12. The CEC will examine the issue of "tidying up" some regional boundaries where any alterations to these could enhance and improve the service to GMB members.

Work in Progress

13. *Implemented*

14. *Implemented*

15. The CEC recommends that:

(i) an examination should take place of the size and effectiveness of the CEC and Regional Councils and;

(ii) the current system whereby only members of Regional Councils are eligible to stand for election to the CEC should be maintained.

Central Executive Council

Implemented. A smaller, lay member only Executive took up office in December 2007.

Regional Councils

The CEC Task Group proposes that with effect from the 2009 Regional Council elections, Regional Councils shall comprise elected members, calculated as follows:

1 Section member for each 1,000 financial members of each Section of which: 10% of members (rounded up) of each Section shall be Women's Reserved Seats, but with a guaranteed minimum of 1 Women's Reserved Seat per Section

and

5% of members (rounded up) shall be Race Reserved Seats, but with a guaranteed minimum of 1 Race Reserved Seat per Section, elected from members of racial groups defined by the CEC.

These proposals to go out to Regional Councils for consultation with final recommendations to Congress 2008.

Regional Council Elections

Branch block vote to elect Regional Council will remain, but Regions will be consulted about adopting a common system of election without the present Regional variations.

Regional Committees

The CEC Task Group proposes that the existing Rule 20.8 on election of Regional Committees remains unchanged, but that this should be reviewed once it has been operated following the 2009 Elections

Following consultation with Regions this matter is still under review. There are a number of considerations to take into account and there is no consensus at present on the best way forward. Consultation will continue up until Congress 2008 where the outcome will be reported.

16. The CEC will establish a working party to review the rulebook (at an appropriate time) following Congress 2005.

Implemented. Rulebook Working Party Report going to Congress 2008.

17. *Implemented*

18. The CEC recommends that the Finance Committee and Senior Managers review all the financial restructuring issues identified by the Task Group with the aim of identifying appropriate reforms that can be implemented immediately and, in the case of reforms requiring changes to Union Rules, recommending detailed Rule Amendments for the CEC to propose to the next GMB Congress. Senior Managers have already taken preliminary steps so that the financial restructuring review can proceed quickly should Congress 2005 accept this recommendation.

Work is ongoing

19. The CEC will look at all areas of expenditure to identify those that are unproductive and to make recommendations that these practices are stopped, to free up resources for direct servicing of members and ensuring the growth of the Union.

Work is ongoing to identify further areas for cost savings. We have embarked on a programme of reviewing all supplier contracts and re-tendering and consolidating them to achieve savings

20. *Implemented*

21. The CEC Finance Committee will conduct a review of branch commission payments.

Implemented. CEC Rule amendment adopted by Congress 2007

22. The CEC Finance Committee will conduct a full review of members' benefits to consider upgrading them. The review will be based upon all the relevant data and information available

on current benefits.

The Finance Committee is reviewing the qualification for benefits and level of benefits and the Finance Report to Congress 2008 will include a report on Benefits.

23. **Regions should examine how to increase the number of members paying by direct debit, and whether incentives to convert to direct debit should be offered in the Region.**

Work is ongoing. Paperless direct debit has allowed us to introduce web-site recruitment and joining by telephone.

Congress 2007 referred the following Motion to the CEC

Motion 17. CEC / REGIONAL COUNCIL ELECTIONS

Congress, CEC elections are due in 2007 and Regional Council elections are due in 2009, both for a four-year period. With this difference, continuity is difficult.

As the CEC and the Task Group have proposed changes to both, Congress should therefore bring these elections in line with each other.

MANSFIELD CENTRAL BRANCH
Midland & East Coast Region

The Deputy General Secretary wrote to Regions in September 2007 suggesting two options for Regional Councils to consider to bring these election cycles into line:

Option 1 – *The Regional Council elected in 2009 only holds office for two years; the Regional Council elected in 2011 holds office for four years as will Regional Councils elected thereafter. This brings the elections into line in 2011.*

Option 2 – *The Regional Council elected in 2009 holds office for three years; the Regional Council elected in 2012 holds office for three years; the Regional Council elected in 2015 holds office for four years as will Regional Councils elected thereafter. This option gives the interim Regional Councils a longer term of office than in option 1 and brings the elections into line in 2015.*

Following consultation with Regions the CEC at its 11 March 2008 meeting received feedback from the Regions that no consensus could be reached. The CEC therefore AGREED to maintain the status quo and make no change to the rules covering the timing of CEC or Regional Council elections.

COMMUNICATIONS DEPARTMENT

The first and main task of the GMB National Communications Department is to generate as much positive press, broadcast and media column inches for the work of GMB as is possible. This is done via press releases and campaigns to the UK's 1,300 geographically based media outlets that report the daily and weekly news. The Department also targets over 3,000 specialist media outlets that deal with industrial sectors and consumer interest. Our press coverage is assisted by the fact that GMB has two methods of carrying out its day to day business with employers. The first is for the Union to deal in private through correspondence, and at meetings with members and employers where the employer is in good standing with the Union. If this system breaks down or if the employer is not in good standing with GMB and where GMB cannot reach a position of regular access and contact can be established the Union's governing bodies may make the decision to do the business in public. At that point the department will issue regular press releases which deal with all aspects of that employers business. For the most part these releases are

news worthy and generate coverage for the Union. It is GMB's experience that after a period many employers prefer to revert to doing business with the Union in private and settle with GMB.

The Department is tasked with providing support to regions and other departments in producing publications, membership mailings, on-line surveys and newsletters. The vast majority of this work is now carried out on behalf of the National Organising Team to support their work with the national targets.

The Department has also responded to the Regions needs for an increasing number of publications and web pages translated into many languages.

CAMPAIGNS

The Department supported GMB campaigns against the AA, Remploy, Bakkavor and other employers with advice on campaign strategy and organised events and press releases and set up campaign specific websites through Union Web.

Remploy

GMB members employed by Remploy have been badly let down by the Labour government. It is true to say that the members who lost their jobs in April 2008 felt betrayed by that government. GMB succeeded at the Labour Party conference 2007 in getting GMB's motion adopted as government policy. There were two aspects to this policy. The first reversed the policy of ending supported employment and endorsed the question of choice for disabled workers. The second established that public procurement would be used to keep all 83 factories open. Six weeks later the then Secretary of State Peter Hain went back on that deal and announced the closure/merger of 28 factories with the loss of 2,000 disabled workers jobs. This followed a long campaign supported by the department including the month long Remploy Crusade to drum up work for the factories. The campaign slogan was that 5 pence in every £100 of public procurement money already being spent would secure the future of all 83 factories. Although the trade unions were not successful in maintaining all 83 factories it is very important that the campaign continues to get public procurement work to support the remaining 53 factories. The change in the EU procurement directive which allows public work to be given to supported workshops has yet to make a major change. As we go to press the department has yet to discuss the strategy that needs to be followed on this on-going campaign.

Bakkavor

This employer has 13,000 workers in the UK providing ready meals and prepared vegetables and salads for the main supermarket groups. It has a major production facility in North West London employing 2,500 mainly migrant workers. GMB had recruited members in the workplace but the employer refused to deal with the Union and in particular GMB London Region's concerns about health and safety. It was decided to do the business in public. In press releases GMB predicted that the poor health and safety record at the three Wembley sites would convert into public hygiene issues. This came true with an outbreak of salmonella in February 2007. The department helped to stage demonstrations outside the head offices of M&S and Tesco which received wide publicity. At GMB Congress 2007 the General Secretary announced that the then Managing Director had lost his job. The incoming management had experience of working with GMB and brought about a change of heart. GMB London Region were offered access to the three sites from 19th November 2007, for 3 weeks, following which the recognition agreement would be signed with the management if GMB was successful in recruiting the members. Following this agreement GMB went back to doing the business in private and an up date is to be found in GMB London Region's report.

AA

The AA campaign arose from de-recognition of GMB and the sacking of GMB disabled members by the new private equity owners in 2005. The campaign was launched by GMB Congress 2005 adjourning the

Congress to protest outside the AA office on the banks of the Tyne in Newcastle upon Tyne. The campaign did not attract major media coverage until private equity buyers moved in spring 2007 to take over Boots and Sainsbury. At the point the hidden tax breaks given to the multi millionaire elite who run the private equity industry exposed by GMB using the AA as an example became front page news. During the first half of 2007 this campaign generated over 200 million mentions of GMB in print media and an equal number in broadcast media and internet fronted by Paul Maloney. One of the by products of this campaign was the decision by the government to increase the tax rates on Capital Gains from 10% to 18% for private equity. There was also an inquiry by the Treasury Select Committee to which GMB gave evidence. To date the recommendations of the Treasury Select Committee report which calls for more scrutiny and the ending of tax breaks for private equity has not been actioned. Another by product is that overseas people who are resident in the UK but are exempt from paying tax on their overseas wealth, the so called 'non-domiciled' face the prospect of a levy of £30,000 per annum to maintain this status after they have lived here for seven years. This has generated howls of protest from this well heeled elite who feel that paying taxes is for little people.

The media campaign forced the then private equity owner Damon Buffini of Permira to the negotiating table with the General Secretary Paul Kenny. At that meeting Damon Buffini agreed to re-recognise GMB when the TUC had verified that we had the number of members that we claimed. During this period of verification the private equity owners merged the AA and SAGA together saddling the combined organization with £4.8 billions of debt. On Monday 25th June 2007 Paul Maloney, GMB National Secretary commented on the news that the AA had been merged at a value of £3.4 billion said "By our reckoning, the managing partners in Permira and CVC stand to make £300 million having owned the AA for less than 3 years. The Chief executive, Tim Parker, we reckon will get £40 million out of this deal. This shows the extent to which we have entered into a Casino economy. This money was made on the back of 3,500 sacked workers, cuts in the pay of the call centre staff, the elongation of the working day for the patrols and a decline in the service to the customers. GMB will want to talk to the new owners, SAGA, about reversing these cuts and getting back to reasonable working hours and improving services for the customers."

In July 2007 the new owners SAGA replied to a letter from Paul Kenny reminding them of the Buffini agreement to announce that they were going back on the deal. GMB's response has been to set up a 'chicken farm' in the village in Kent where the new managing director Andrew Goodsell lives. During 2008 a series of bird related events are planned at the 'chicken farm' to demonstrate the chickens coming home to roost. GMB also circulated a model motion to pensioner organisations calling for action against SAGA for their refusal to do business with GMB. This campaign is still on-going and there is a long term plan to get the pensioners movement not to do business with SAGA unless the company changes its stance on recognising GMB.

PRESS

The Department aims to issues at least fifteen press releases a week. The variety and scope of the work of the Union mean that this target is often exceeded. The Department has issued hundreds of press releases on the work of the Union and its campaigns. All GMB press releases are available at www.gmb.org.uk. GMB activists and post holders can sign up to have all press releases emailed to them as they are released which can be a source of information for Branch and workplace newsletters and websites. The Department continues to help to raise the Union's profile in all three GMB Sections and has assisted with specific campaigns in specific regions of the UK. The department issues regular press releases of GMB studies of detailed analysis of official figures for employment, disabilities and the performance of the public services and a range of other issues. Each study generates a national press release and thirteen regional variations which generate widespread media coverage.

The Department continues to assist all GMB Regional Organisers in issuing press releases on disputes and ensuring that they get to the relevant media outlets.

The department is assisting the Professional Drivers National Committee in drawing attention to attacks by passengers on licensed private hire drivers (mini cabs drivers). The department is also assisting GMB members working in the Cash and Valuables in Transit (CVIT) security sector with their fight for measures to increase their safety at work following the increasing number of violent attacks by robbers.

The department continues to supply reaction from GMB to major political and industrial developments. The department continues to co-operates with media outlets doing in-depth features and documentaries on subject of interest to GMB members.

GMB PUBLICATIONS

The department to produce increasing amounts of material for the National Organising Team (NOT) as the Union's new organising agenda progresses. The move to the Workplace Organisers Tool Kit and has removed the need to produce many separate publications which can become various section of the Tool kit.

The GMB Notice Board Tool kit has also been designed to provide activist with the basic tools for workplace organisation and profiling.

The following is a list of the GMB publications produced by the Department since last years General Secretary's Report: June 2007 - February 2008.

NOT

ASDA Newsletters x 6 - December 2007 version translated in to 15 Different languages.

ASDA Equal Pay Questionnaire & covering letter

ASDA Skelmersdale A5 leaflet

Reprints: ASDA Newsletters x2

GMB Official 2x Newsletter

Southern Cross 2x Newsletters

Reprints: Southern Cross Newsletter x1

Professional Drivers leaflet

GMB Workplace Organisers Toolkit – A4 Ring Binder and leaves

GMB@School 1x Newsletter - 9 Regional variations

GMB@WORK

GMB Workplace Notice Board Toolkits

Initial kits were completed before Congress 2007, we also had 3 retail posters produced for Congress 2007.

5x Health & Safety posters Re-vamp of headers and footers

Other

GMB Shop Stewards Credential Cards

Local Government Pensions Guide

GMB Pensions Handbook – Printed and on CD ROM

Reprints: Health & Safety Leaflets x7

CAMPAIGN MATERIAL

Remploy Crusade – Posters, postcards & stickers flyers

Excelcare Homes Essex – Three wise Monkey leaflet

AA Professor Sparrow leaflets

Say yes to Heathrow postcards

MERCHANDISE

We continue to produce campaign merchandise for rallies and demonstrations as well as having a various generic items that can be ordered via the website or the Communications Department. All GMB merchandise is produced in line with Congress policy, ethically sourced from Union friendly companies and where possible sourced in the UK.

COMMUNICATIONS

In the period since the report to GMB Congress 2007 the GMB National Communications Department's work has been in line and in response to the direction of the GMB Special Report: A Framework Way Forward. The Department has responded to the demands of the report by developing a new range of communications systems.

New GMB National Website

At the time of writing this report the updated GMB National website www.gmb.org.uk is due to go live in April 2008. With a 'Member Only' area and special facilities for post holders and activists it is designed to improve most areas of member/ union communication.

In line with Congress policy GMB Regions have supplied the Department with details companies and the goods and services that they supply. These are available on the national website and the information is kept up to date by the Regions themselves.

GMB All Member Magazines

The initial edition of the first ever GMB magazines to be mailed to all GMB members homes was published in March 2008. Its has an innovative format of nine separate versions, one for each GMB Region, with 16 pages of their own regional news and a common 16 page central section with national news. The £0.6 million funding for this major project was achieved by pulling together all the money that GMB Regions and National Office were already spending on member magazines. This, together with paid advertising raised with display adverts and inserts in the magazines enabled GMB to sign-up with a first class magazine provider, FuturePlus. There will be three editions each year. The Regional content for each edition is co-ordinated by Regional contacts in each GMB Region.

Texting

The national texting facility is used regularly by one GMB Region. It is also used as a campaigning tool where a steering committee is in place and needs to be kept informed of progress, events, meeting and talks.

Email

The national email facility is used mainly by GMB Communication Department and infrequently by some Regions. The lack of a complete record of member's emails limits the use of this system but as more members go on-line the usefulness of this facility will increase and keep members better informed and save the Union money.

On-line Surveys

This facility is increasingly used to canvass the views of members and to encourage them to inter act with the Union on various issues. It allowing members to give us their views on many issues and allowing the Communications Department to capture specific data helping to build a comprehensive data base of relevant details and information. One of the first uses was to widen the scope to enable GMB members to nominate GMB health and safe representatives for the GMB Daniel Dennis Award at GMB Congress 2008.

EXECUTIVE POLICY

As part of the restructuring exercise at National Office, the bargaining support roles and sectional policy previously provided by the Research Department are now delivered by Research and Policy Officers who have joined the new Section Teams. The national policy and governance duties are now carried out by the Executive Policy Section of the General Secretary's office.

The Executive Policy Section fulfils two roles:

1. Supporting the General Secretary in matters related to the Governance of the Union. The Executive Policy Section services a number of internal bodies and provides support for the General Secretary, Deputy General Secretary, CEC and National Officials at Congress and CEC meetings, TUC and Labour Party Conferences.
2. Developing union policy, raising the GMB profile and strengthening GMB influence by providing specialist advice, preparing proposals, drafting consultations and liaising with contacts in Government and other relevant industrial political bodies in the UK and the European Union.

The section is staffed by Dolores O'Donoghue and Ida Clemo, Executive Policy Officers who work closely with colleagues at National Office, and are involved in joint work with colleagues in the Pensions, Health and Safety and Legal Departments, and in the Brussels office. They also work directly with colleagues at regional level, and represent the union across the policy-making spectrum.

The Section is heavily involved in the annual Congress Programme; Ida and Dolores are members of the Congress Working Party and are involved in the planning stages for Congress which commence in July each year.

This year the planning has presented the new challenge of implementing the Task Group recommendations agreed at Congress 2007 and incorporating the Section Conferences into the Congress Programme.

Dolores and Ida work closely with members of the General Secretary's Department, particularly Steve Short, Executive Officer in assisting with developing the framework and infrastructure for Congress 2008 and providing advice and briefings for national officials and section staff.

The Section co-ordinates policy work for GMB Congress and prepares the preliminary and final agendas; advises the CEC on policy stances; co-ordinates compositing of motions; finalises the programme and President's running order; co-ordinates and drafts the President's address and provides support and advice to the President's platform at Congress.

At Congress 2007 the department processed 292 motions, supported 61 CEC speakers with speech drafts and policy advice, programmed the attendance of Guest speakers including the incoming Prime Minister, Gordon Brown, the European Commissioner, Peter Mandelson, and the candidates for the Labour Party Deputy Leadership election and had the honour of being on the platform to greet Mrs Desai, the heroine of the Grunwick dispute.

Dolores, in conjunction with Martin Smith, National Officer, provides the Secretariat to the newly formed CEC Organisation Sub-Committee; plans and organises the agenda and business for meetings, advises the Chair on policy matters and ensures that decisions are progressed.

1. Governance Matters

Dolores and Ida attend all CEC meetings and report to the CEC on policy matters, particularly in relation to Congress and on voluntary recognition agreements.

They produce the CEC Action on Decisions document for the September CEC meeting which recommends action to implement the will of Congress, and refer all decisions of Congress to the relevant officials and senior staff, and are responsible for ensuring that these are reported upon in the General Secretary's Report in line with motion 52 passed at Congress 2005:

Congress, we request that at sector conferences and Congress, delegates and regions are given an update on previous motions adopted and what action has been taken in agreement with the resolution adopted. We feel this will enable regions and branches to track how specific motions are progressing through the process – giving us more accountability.

The Section has been responsible for ensuring that Congress 2007 decisions are carried forward for action as listed in the Report on Motions Section of the General Secretary's Report from:

Special Reports

- Progress Update A Framework for the Future of the GMB: Moving Forward
- GMB@Work Workplace Organisation
- Corporate Manslaughter and Homicide Bill
- The Green Agenda and GMB

CEC Statements

- Private Equity and Venture Capitalists
- Progressing Equality Issues in the GMB

Referred Motions and Carried Motions

Dolores also provides the Secretariat for the regular meetings of the Senior Management Team, and works closely with the General Secretary on progressing SMT recommendations through the union's decision-making processes.

2. Policy Matters

The Executive Policy Officers work with the General Secretary to ensure that GMB policies are developed, monitored and implemented in accordance with the policies and values of the union as determined by the Central Executive Council and annual Congress.

They are responsible for cross-union policy matters; particular areas of work in the past year have focused on the removal of the UK opt out, the extension of the statutory minimum holiday entitlement and supporting the TUC's campaign for extra Bank Holidays.

Ida Clemo has policy responsibility for the National Minimum Wage, and co-ordinated the GMB's evidence to the Low Pay Commission. Ida represented GMB on the TUC delegation to give oral Evidence in support of our submission. She answered questions on the accommodation offset, young workers, migrant workers and enforcement

The Executive Policy Officers co-ordinate GMB's response to consultations and liaise with government departments, union colleagues, specialist advisors and interested parties to ensure that GMB's voice is

heard in the implementation of regulatory change. For example in 2007/8 Dolores worked closely with the TUC, Kathleen Walker-Shaw in the Brussels office and Mick Balfour in the Commercial Services Section who led on the GMB's response to the implementation of the EU Services Directive.

Their former Research colleague Charles King, now in the Manufacturing Section team, continues to lead on specific policy issues and represents the GMB on the joint Defra and TUC Trade Unions Sustainable Action Committee (TUSDAC) and is a member of the European Funded CAWA research group looking at the problems and needs of older workers post retirement age.

Dolores and Ida support the GMB delegation to the TUC Conference: provide advice to the General Secretary on the Preliminary Agenda, produce briefings and reports and draft GMB motions and speeches. They ensure that the GMB Motions to TUC are taken through the CEC and Organisation sub committee, and on to the TUC. At TUC 2007 they supported GMB's delegation, collaborated with other unions on seconding motions, identified and negotiated to ensure GMB's delegates were able to make interventions and speak.

The Section also provides advice and assistance to the delegation at Labour Party Conference together with their former Research colleague Charles King who provides excellent advice and support gained by a lifetime of experience and knowledge.

The GMB had a particularly successful profile at TUC Congress 2007, where the GMB was at the forefront of debate. The GMB motions on Remploy and the EU Reform Treaty were carried, as were the GMB's amendment which formed part of Composite 6 on the Single Equality Act.

The GMB had 24 speakers at TUC, seconded 9 motions, raised a question on the General Council Report and put questions to the Minister John Hutton and Richard Lambert of the CBI.

Paul Kenny	M71 - EU Reform Treaty	Move
Phil Davies	M31 - Remploy	Move
Stephanie McCaig	Question to Richard Lambert, CBI	Question
George Emmerson	GC Para 6.3 National Skills Strategy	Question
Cath Murphy	Question for John Hutton	Question
Georgia Cruikshank	M54 - Fires in High Rise Dwellings	Second
Keith Hazlewood	M33 - Manufacturing and Globalisation	Second
Maria Ludkin	C8 - Private Equity	Second
Mary Turner	M50 - Health of Public Sector Workforce	Second
Debbie Coulter	M51 - Civil Service/NDPB Dispute & Welfare Reform	Second
Sharon Holder	M56 - 2006 NHS Survey	Second
John McDonnell	M20 - Shrewsbury Pickets	Second
Lorraine Parker	M 21 - Organising and Independent Trade Unionism	Second
Andy Worth	EM1 - Defence of Public Services	Second
Gary Doolan	Composite 11	Speak in support
John Toomey	M45 - Child Poverty	Speak in support

Roy Dunnett	C3 - Employment and Trade Union Rights	Speak in support
Rowena Hayward	C6 - Single Equality Act	Speak in support
Malcolm Sage	M36 - Climate Change	Speak in support
Mick Rix	M41 -Transport	Speak in support
Rachelle Wilkins	M1 - Migrant Workers	Speak in support
Lena Sharp	C17 - Colombia	Speak in support
Jude Brimble	M79 - Abuse of Technology	Speak in support
Richard Robinson	M63 - Criminal Justice Policy	Speak in support

Of the 69 GMB delegates, 33 were women.

3. Special Projects

The department assists the General Secretary by undertaking special projects and duties as directed. In 2007 this has primarily involved providing assistance to the Remploy task Group and producing presentations, briefings, statistics, profiles or research intelligence for the General Secretary to use in internal or external meetings.

4. Information Systems and Other Resources for Bargaining & Representation

Ida advises Regions and National Office on Information Systems and key resources to be used for bargaining support, recruitment initiatives and providing financial information. She produced the monthly & quarterly reports for the CEC on Membership and Recruitment until April 2007 when she handed this function over to the National Admin Unit.

In the last half of 2007, selected GMB Officers have been provided with laptops as part of an initial rollout phase. Ida has been training some of these officers on the key information resources used within the union for company research and bargaining support.

In addition to this, the Executive Policy Section has made improvements to shared access to internal GMB documents and are working with the National Organising Team to produce a Recognitions Agreement database to be accessible by all Regions.

The Executive Policy Officers would like to express their thanks to all the GMB colleagues at National Office who have assisted and advised them in establishing and progressing the work of this new section of the General Secretary's office.

REPORT ON MOTIONS AND CEC SPECIAL REPORTS AND STATEMENTS CARRIED BY THE 2007 CONGRESS

The CEC reviewed all motions and reports/statements carried by the 2007 Congress and decided what action to take to implement the will of Congress. In each case the appropriate action fell into one or more of the following categories:

- All Rule Amendments carried by Congress are being actioned by the General Secretary + Legal Dept.
- A † sign indicates that Congress supported a motion in the light of a CEC qualification.

CEC	To note and take into account in its deliberations (such as in deciding what issues to press and how to vote at TUC Congress and Labour Party Conference), and to pass issues for action to the relevant CEC committee.
GS / DGS	To be noted, actioned or taken into account by the General Secretary (GS) or Deputy General Secretary (DGS) and the appropriate department(s) of National Office or the National Administration Unit (NAU).
Region(s)	For appropriate action by the relevant Region(s)/ Regional Secretaries.
NOT	For appropriate action by the National Organising Team
SMT	For appropriate action by the Senior Management Team
SNS	For appropriate action by the relevant Section National Secretary/ National Officer.

REPORTS AND STATEMENTS CARRIED/APPROVED

General Secretary's Report	GS
Annual Accounts and Auditors Report	GS, National Office Finance Dept
CEC Special Report: Progress Update A Framework for the Future of the GMB: Moving Forward	CEC, CEC Task Group, Equalities Review Group, GS Dept and SMT, National Organising Team, Section National Secretaries, Regions, CEC Recruitment & Organisation, Finance, Communications and Training Committees, Legal Dept and HR Department.
CEC Special Report: GMB @ Work: Workplace Organisation	CEC, GS and SMT, National Organising Team, Section National Secretaries, Regions, CEC Recruitment & Organisation, Training Committee, NAU, Communications Dept, all GMB employees and branches.
CEC Special Report: Corporate Manslaughter and Homicide Bill	CEC, CEC Political Committee, Health & Environment Dept
CEC Special Report: The Green Agenda & GMB: Climate Change, Global Warming, Sustainable Development	CEC, GS and Senior Management Team, Health & Environment Dept, Section National Secretaries
CEC Statement: Private Equity and Venture Capitalists	CEC, GS and SMT, CEC Political Committee, National Off Communications & Pensions Depts
CEC Report on Progressing Equality Issues in the GMB	CEC, GS, DGS, CEC Recruitment & Organisation Committee, NERAC

MOTIONS CARRIED BY CONGRESS

UNION ORGANISATION	
CECRA293 Rule 17	RULE CHANGE

CECRA294	Rule 17A	Officials - Authority Over	RULE CHANGE
CECRA295	Rule 17B	Organisers	RULE CHANGE
CECRA296	Rule 17B	Organisers	RULE CHANGE
CECRA297	Rule 17E	National Officials	RULE CHANGE
CECRA298	Rule 17E	National Officials	RULE CHANGE
CECRA299	Rule 17F	Officials- Disciplinary Procedures	RULE CHANGE
CECRA300	Rule 17F	Officials- Disciplinary Procedures	RULE CHANGE
CECRA301	Rule 17F	Officials- Disciplinary Procedures	RULE CHANGE
CECRA302	Rule 17G	Organiser Election Procedure	RULE CHANGE
CECRA303	Rule 17G	Organiser Election Procedure	RULE CHANGE
UNION ORGANISATION: CONGRESS			
Motion 6	Motions Passed at Congress		CEC, GS
UNION ORGANISATION: GENERAL			
Motion 8	Communications		CEC, SMT, Communications Dept
†Motion 12	New Year's Honours List (Carried subject to CEC Qualification)		CEC, GS
UNION ORGANISATION: RECRUITMENT & ORGANISATION			
Motion 13	Migrant Workers		CEC, NOT
Motion 15	2012 London Olympics		CEC, NOT
UNION ORGANISATION: REPRESENTATION & ACCOUNTABILITY			
†Motion 19	Accountability (Carried subject to CEC Qualification)		Section National Secretaries (All), Regional Secretaries
UNION ORGANISATION: FINANCE & CONTRIBUTIONS			
†Motion 21	Branch Recruitment Plan (Carried subject to CEC Qualification)		CEC, Finance Committee, Regional Secretaries
Motion 22	Lay Member Expenses (Carried CEC Stance was OPPOSE)		CEC, SMT, Finance Committee
CECRA304	Rule 47	Contributions	RULE CHANGE
CECRA305	Rule 47	Contributions	RULE CHANGE
CECRA306	Rule 67	Political Fund	RULE CHANGE
CECRA307	Rule 67A	Political Fund (Northern Ireland)	RULE CHANGE
CECRA310	Rule 36	Branch Allocation	RULE CHANGE
CECRA311	Rule 28	Central Fund	RULE CHANGE
UNION ORGANISATION: UNION BENEFITS			

†Motion 30	Funeral Benefit (Carried subject to CEC Qualification)	RULE CHANGE
CECRA308	Rule 55 Disablement Grants	RULE CHANGE
CECRA309	Rule 59 Fatal Accident Benefit	RULE CHANGE
UNION ORGANISATION: EDUCATION & TRAINING		
Motion 33	Shop Steward Training – GMB@WORK - Organising for Growth	NOT
Motion 34	Branch Training	Finance Committee, NOT
Motion 35	Union Learning Project – Potential	Services & Training Committee
UNION ORGANISATION: EQUALITY & DIVERSITY		
†Motion 38	Equality and Diversity Issues (Carried subject to CEC Qualification)	CEC, DGS, Equalities Review Working Group, Section National Secretaries (All)
Comp 1	Equality Duties	DGS, Equalities Review Working Group
†Motion 41	LGBT (SHOUT) (Carried subject to CEC Qualification)	DGS, Equalities Review Working Group
Motion 45	Equal Rights & Race Relations Committee	DGS, Equalities Review Working Group
Comp 2	Young Members	DGS, Equalities Review Working Group
EMPLOYMENT POLICY: HEALTH & SAFETY AT WORK		
Comp 3	Asbestos Compensation	GS/ Health & Environment Dept
Motion 55	Asbestos Waste Disposal	GS/ Health & Environment Dept
Motion 56	Health and Safety	GS/ Health & Environment Dept
Motion 57	Occupational and Environmental Cancers	GS/ Health & Environment Dept
Motion 58	Corporate Manslaughter	GS/ Health & Environment Dept
Motion 59	Assaults on Airport Workers	GS/ Health & Environment Dept, SNS (Commercial Services)
Motion 60	Violence at Work	GS/ Health & Environment Dept, SNS (Public Services)
Motion 61	Health & Safety – Agency and Migrant Workers	GS/ Health & Environment Dept
Motion 62	Working Hours in Safety Critical Jobs	GS/ Health & Environment Dept
EMPLOYMENT POLICY: PENSIONS & RETIREMENT		
Motion 63	Pensionable Age	GS/ Pensions Dept
Motion 64	Pensions	GS/ Pensions Dept
Motion 66	A New and Fairer Pension Scheme	GS/ Pensions Dept
Motion 67	Pensions	GS/ Pensions Dept
Motion 68	Pensions	GS/ Pensions Dept
Motion 69	Pension Changes for Former FTA's	GS/ Pensions Dept
EMPLOYMENT POLICY: RIGHTS AT WORK		
Comp 4	Employment Rights	GS/ Political

Motion 72	Employment Statutory Rights from Day One to all Employees	GS/ Political
Motion 73	Employment	GS/ Political
Comp 5	Restoration of Trade Union Rights	GS/ Political / Legal
Motion 79	Trade Union Recognition	GS/ Political / Legal
Motion 81	Imposition of Contracts	GS/ Section National Secretaries
Motion 82	Job Security for Ex Pats	GS/ Political, SNS (Public Services, Commercial Services)
†Motion 83	Insolvency (Carried subject to CEC Qualification)	GS/ Political
Comp 6	Agency Workers	GS/ Political
Motion 86	Holidays	GS/ Executive Policy
†Motion 87	Holiday Entitlement (Carried subject to CEC Qualification)	GS/ Executive Policy
†Motion 88	Statutory Holidays (Carried subject to CEC Qualification)	GS/ Executive Policy
†Motion 89	Redundancy Act (Carried subject to CEC Qualification)	GS/ Executive Policy, Legal Dept
Motion 90	48 Hour Week	GS/ Executive Policy, Political
†Motion 91	Age Discrimination & Law of Unintended Consequences (Carried subject to CEC Qualification)	GS/ Executive Policy, Legal Dept
Motion 92	Age Discrimination	GS/ Executive Policy, Legal Dept
Motion 93	National Minimum Wage	GS/ Executive Policy
Motion 94	Employment Laws	GS/ Executive Policy
Comp 7	Minimum Wage- Age Discrimination	GS/ Executive Policy
Motion 97	London Living Wage/Minimum Wage	GS/ Political
†Motion 98	Two Tier Workforce (Carried subject to CEC Qualification)	GS/ Political, Legal Dept
Motion 99	TUPE Regulations	GS/ Legal Dept
Motion 100	Trade Union Legal Support	GS/ Legal Dept
EMPLOYMENT POLICY: MIGRANT WORKERS		
Comp 8	Migrant Labour	NOT, GS/Political
Motion 102	Migrant Workers	CEC, NOT, GS/ Political, GS/ Executive Policy
Motion 104	Foreign Labour	GS, Section National Secretaries (All)
Motion 105	Migrant Workers	GS/ Health & Environment Dept
INDUSTRIAL & ECONOMIC POLICY: COMMERCIAL SERVICES		
<i>EM1</i>	<i>Contract Changes in ASDA</i>	SNS (Commercial Services)
<i>EM5</i>	<i>Gas Distribution Pension</i>	SNS (Commercial Services)

Comp 9	Private Equity- Venture Capitalists	CEC, GS, CEC Political Committee, National Office Communications
Motion 108	Automobile Association	SNS (Commercial Services)
Motion 109	Women in Security	SNS (Commercial Services)
Motion 110	Compensation Scheme – Security Industry	SNS (Commercial Services)
Motion 111	‘O’ Licenses	SNS (Commercial Services)
Motion 112	Maritime & Ports Policy - The GMB	SNS (Commercial Services)
Comp 10	Balanced Energy Policy	SNS (Commercial Services)
Motion 115	Energy Policy	SNS (Commercial Services)
Motion 117	Domestic Fuel Prices	SNS (Commercial Services)
Motion 118	Water Charges Non-Payment	SNS (Commercial Services)
Motion 119	Coal and New Technology	SNS (Commercial Services)
Motion 120	Profits from Property Sales	SNS (Commercial Services)
†Motion 121	Recruitment in the Retail Sector (Carried subject to CEC Qualification)	NOT, SNS (Commercial Services)
Motion 122	Recruitment & Organisation in Asda Stores	NOT, SNS (Commercial Services)
Motion 123	ASDA : Health and Safety	SNS (Commercial Services)
Motion 124	Easter Sunday to be a Paid Holiday for Supermarket Employees	GS/ Executive Policy, SNS (Commercial Services)
Motion 125	Multi-National Takeovers	SNS (Manufacturing), GS/Political
INDUSTRIAL & ECONOMIC POLICY: MANUFACTURING		
<i>EM2</i>	<i>Reemploy</i>	GS, SNS (Manufacturing), GS/Political
Comp 11	Save Reemploy	GS, SNS (Manufacturing), GS/Political
Motion 129	Defence Investment	SNS (Manufacturing), GS/Political
†Motion 130	Royal Navy Downsizing (Carried subject to CEC Qualification)	SNS (Manufacturing), GS/Political
Motion 131	Shipbuilding	SNS (Manufacturing), GS/Political
Comp 12	Manufacturing and Public Procurement	SNS (Manufacturing), GS/Political
†Comp 13	Transfer of Manufacturing Jobs and the Impact on the Environment (Carried subject to CEC Qualification)	SNS (Manufacturing), GS/Political, Health & Environment Dept
Motion 137	Consultation	SNS (Manufacturing), GS/Political
INDUSTRIAL & ECONOMIC POLICY: PUBLIC SERVICES		
Motion 140	Terms and Conditions	SNS (Public Services)
†Motion 141	Equal Pay (Carried subject to CEC Qualification)	Section National Secretaries (All), GS/ Political
Motion 142	Equal Pay – Funding	GS, SNS (Public Services)
Motion 143	Equal Pay	SNS (Public Services)
Motion 145	Outsourced Contract Monitoring	SNS (Public Services)

Motion 146	Two Tier Workforce/Code of Practice on Workforce Matters	SNS (Public Services)
†Motion 147	Contractors Admitted Body Status (Carried subject to CEC Qualification)	SNS (Public Services)
Comp 14	Keep Public Services Public	SNS (Public Services)
†Motion 152	Contractors In Public Services (Carried subject to CEC Qualification)	SNS (Public Services)
Motion 153	PFI	SNS (Public Services)
Motion 154	PFI Profits	SNS (Public Services)
Motion 156	School Support Staff	SNS (Public Services)
Motion 159	School Support Staff & Term Time Working	SNS (Public Services)
†Motion 160	School Kitchen Staff (Carried subject to CEC Qualification)	SNS (Public Services)
Motion 161	Free School Meals for all Primary School children	SNS (Public Services)
Motion 162	Local Government	SNS(Public Services), GS/Political
Motion 164	Tied Accommodation	SNS (Public Services)
†Motion 165	Undermining the GMB Recognition Rights (Carried subject to CEC Qualification)	SNS (Public Services)
INDUSTRIAL & ECONOMIC POLICY: THE ECONOMY		
Comp 15	Economic Growth and Pay Inequality	GS/ Executive Policy & GS/ Political
Motion 173	Pay Freezes	Section National Secretaries (All)
INDUSTRIAL & ECONOMIC POLICY : THE ENVIRONMENT		
Comp 16	Global Warming and GMB Environmental Policy	CEC Environmental Task Group
Motion 176	Recycling	GS/ Political
POLITICAL: LABOUR PARTY		
Comp 17	Labour Party Leadership and Deputy Leadership	GS/ Political
Motion 180	Labour/GMB Relationship	GS/ Political
Motion 181	Relationship with the Labour Party	GS/ Political
Motion 183	Labour Party Trade Union Link	GS/ Political
Motion 184	Labour Funding	GS/ Political
Comp 18	Implementation of the Warwick Agreement	GS/ Political
Motion 189	Labour Party Conference	GS/ Political
†Motion 191	Make Labour MP's more Accountable (Carried subject to CEC Qualification)	GS/ Political
Comp 19	"New" Labour	GS/ Political
Motion 195	Abolishing of the Political Levy Ballot	GS/ Political

POLITICAL: DEMOCRACY & CONSTITUTIONAL REFORM		
Comp 20	Opposition to an Independent Scotland	GS/ Political
Motion 198	House of Lords	GS/ Political
Motion 199	Ministerial Salaries and Benefits	GS/ Political
POLITICAL : RACISM & FASCISM		
Motion 202	The BNP	GS/ Political
SOCIAL POLICY: CRIMINAL JUSTICE		
Motion 205	Prostitution	GS/ Executive Policy
SOCIAL POLICY: EDUCATION		
Motion 208	Education	GS/ Political
Motion 210	Personal Finance	GS/ Executive Policy, NOT
Motion 211	Academies	GS/ Political
†Motion 212	Adult Learning and Funding (Carried subject to CEC Qualification)	GS/ Executive Policy
†Motion 213	Skills and Lifelong Learning (Carried subject to CEC Qualification)	GS/ Executive Policy
†Comp 21	Apprenticeships and Skills Shortages (Carried subject to CEC Qualification)	GS/ Executive Policy
Motion 216	Open University	GS/ Executive Policy
Comp 22	ESOL (English for Speakers of Other Languages) Funding	GS/ Executive Policy
SOCIAL POLICY: GENERAL		
Motion 219	Animal Welfare Bill	GS/ Executive Policy
†Motion 221	Criminal Records Bureau (Carried subject to CEC Qualification)	GS/ Executive Policy
Motion 222	Child Support Agency	GS/ Executive Policy
Motion 223	Bank Charges	GS/ Executive Policy
Motion 224	Public Protection in Bankruptcy	GS/ Executive Policy
Motion 225	National Insurance Contributions	GS/ Executive Policy
†Motion 226	Disability Access (Carried subject to CEC Qualification)	DGS
SOCIAL POLICY: HOUSING		
Motion 227	Housing Market	GS/ Political
Motion 228	Council Housing	GS/ Political
Motion 229	Social Housing	GS/ Political
Motion 230	Key Worker Housing Status	GS/ Political
Motion 231	Affordable Housing	GS/ Political
Motion 232	Council Tax Banding	GS/ Political

Motion 233	Land Tax	GS/ Political
SOCIAL POLICY: NATIONAL HEALTH SERVICE		
<i>EMA</i>	<i>NHS</i>	SNS (Public Services)
Comp 23	NHS	SNS (Public Services)
Comp 24	National Health Service Finances	SNS (Public Services)
Comp 25	NHS Job Cuts	SNS (Public Services)
Comp 26	NHS Cleaning Contracts- MRSA	SNS (Public Services)
Motion 243	National Institute for Health & Clinical Excellence (NICE)	Health & Environment Dept
Comp 27	Prescription Medicines and Postcode Lottery	Health & Environment Dept
Motion 246	NHS Information Technology (IT)	SNS (Public Services)
SOCIAL POLICY: TRANSPORT		
†Motion 248	Stansted Expansion (Carried subject to CEC Qualification)	SNS (Commercial Services)
†Motion 249	Rail Closures and Fare Pricing (Carried subject to CEC Qualification)	CEC, GS/ Executive Policy
†Motion 251	DVLA Pay As You Go (Carried subject to CEC Qualification)	GS/ Executive Policy
†Motion 253	Speed Cameras (Carried subject to CEC Qualification)	GS/ Executive Policy
Motion 254	Road Survey	Health & Environment Dept
Motion 255	Road Survey	Health & Environment Dept
Motion 256	British Waterways	SNS (Public Services)
†Motion 257	2012 Olympics (Carried subject to CEC Qualification)	GS/ Executive Policy
SOCIAL POLICY : WELFARE RIGHTS & SERVICES		
†Comp 28	Care Home Standards and Inspections (Carried subject to CEC Qualification)	SNS (Public Services)
Motion 260	Nursing and Care Homes	SNS (Public Services)
Motion 262	Residential Care for the Elderly	SNS (Public Services)
Motion 263	Care for the Elderly	SNS (Public Services)
†Motion 264	Access to Social Care Services (Carried subject to CEC Qualification)	SNS (Public Services)
Motion 265	Life Line Services	SNS (Public Services)
Comp 29	Carer's Allowance	SNS (Public Services)
Motion 268	Industrial Deafness	SNS (Public Services)
Comp 30	Winter Fuel Allowance	SNS (Public Services)
Motion 272	Benefit Theft	SNS (Public Services)

Comp 31	Post Office Closures	SNS (Public Services)
Comp 32	Pensioners Charter- Free Bus Travel	SNS (Public Services)
†Motion 280	Free TV Licences (Carried subject to CEC Qualification)	SNS (Public Services)
†Comp 33	Legal Aid Reforms (Carried subject to CEC Qualification)	SNS (Public Services)
INTERNATIONAL		
<i>EM3</i>	<i>Hilton Hotels, Barclay's Bank – Extra-Territorial Legislation Discrimination Against Cuban Customers</i>	International Officer, SNS (Commercial Services)
†Motion 284	Foreign Policy (Carried subject to CEC Qualification)	International Officer
Motion 285	Guantanamo Bay Detainees	International Officer
Motion 286	Private Military Security Companies	International Officer
†Motion 287	Support of Venezuelan Workers (Carried subject to CEC Qualification)	International Officer
Motion 288	Fair Trade	International Officer
Motion 289	Corporate Accountability	International Officer
†Motion 290	World Wide Trade Union Rights of Membership (Carried subject to CEC Qualification)	International Officer
Motion 291	Trade Unionism in China	International Officer
Motion 292	Female Genital Mutilation	International Officer

REPORT ON MOTIONS REFERRED TO THE CEC BY THE 2007 CONGRESS

UNION ORGANISATION: GENERAL

Motion 9
Buying to Support GMB Members

The GMB Communications Department is progressing this proposal via a dedicated web page on the new GMB National Website in the restricted member area. Producing a printed information member pack would be costly and quickly become outdated.

Motion 10
Fair Trade and Sustainable Sourcing

Fair Trade and Sustainable Sourcing is on the agenda for the GMB Green Working Party which will report progress to Congress 2008 in the Special Report on the Green Agenda.

UNION ORGANISATION: REPRESENTATION & ACCOUNTABILITY

Motion 17
CEC / Regional Council Elections

The CEC Recruitment and Organisation Committee consulted regions on this proposal. No benefit was seen in changing the election cycle. Accordingly, the March 2008 CEC accepted the recommendation that the system should remain unchanged.

UNION ORGANISATION: UNION BENEFITS

Motion 28
Union Benefits

The CEC considered the position of members who refuse to cross picket lines, and noted that the general power to intervene sympathetically in such cases and help such members already exists. Regions will deal with any requests on a case-by-case basis.

Motion 32
Convalescent Homes – Age Discrimination

The union already has arrangements for admitting members for convalescence with less than 20 years membership. During 2007, 65 members used the convalescence benefit; of which 4 were retired members with less than 20 years' membership. The CEC recommends continuing to admit such members but will review this if a significant increase in numbers puts a strain on the benefit.

UNION ORGANISATION: EQUALITY & DIVERSITY

Motion 42
GMB Commitment to Equality

Motion 43
GMB SHOUT Forums

Congress 2007 agreed to accept the recommendations contained within the Equality Review including the appointment of a National Equality and Diversity Officer and the establishment of a National Equalities Forum.

Motion 49
National Race Conference

The National Equalities Forum will take the Equality Review recommendations forward.

EMPLOYMENT POLICY: PENSIONS & RETIREMENT

Motion 70
NHS Pensions Advice

GMB Pensions Department provides advice to members and publishes Pensions news, bulletins and briefings on the GMB National Website. Briefings were produced throughout the NHS pension negotiations and a detailed guide to the NHS pension scheme will be published. There are plans to provide presentations for members around the time of the choice so members. In addition some GMB Regions also offer the services of an Independent Financial Adviser.

INDUSTRIAL & ECONOMIC POLICY: COMMERCIAL SERVICES

Motion 116
Energy Policy

Thousands of GMB members are employed in the nuclear industry, and the National Secretary has continued to lobby Ministers in support of GMB's long-standing position of having a balanced energy policy, incorporating support for nuclear power as a low-carbon option within the UK energy mix. GMB has lobbied and campaigned for increased funding and new facilities to ensure that nuclear waste is reprocessed safely and efficiently to help reduce the nuclear legacy referred to in the motion

Motion 126
Unfair Treatment

The National Organising Team discussed this in July 2007. No Region reported that Ladbrokes was a current organising target. In December 2007 GMB membership within Ladbrokes stands at 40 of the 12000 employees. There are no current relations with the employer, and in the context of a national Betting Shop campaign by COMMUNITY, an approach to Ladbrokes seeking

recognition is highly unlikely to bear fruit.

INDUSTRIAL & ECONOMIC POLICY: ENGINEERING

Motion 132
Cammell Laird 1984

Our legal advice is that the course of action sought would be very difficult if not impossible to pursue. The General Secretary has been directly speaking to the Institute of Employment Rights about the possibility of pursuing this through the ILO or European Courts. The best way forward is for the screenplay, which the union has helped fund, to be finalised and shown to the British public so that the injustice heaped on our Cammell Laird members can be rectified by government through public demand.

INDUSTRIAL & ECONOMIC POLICY : TRIDENT

Motion 169
Trident Missile System

As the decision to renew Trident as been debated and agreed in Parliament between the time of publishing the final agenda and Congress taking place, we could not take any further action as the decision was already made. The contents of the Motion have been noted for future reference.

SOCIAL POLICY: TRANSPORT

Motion 250
Road Pricing

The Government announced in March 2008 that plans for the introduction of a National Road Price Scheme have been shelved as they raised questions of privacy and fairness.

Motion 258
Winter Maintenance

Investigation has revealed that Regulation 37 of the Road Vehicles (Construction and Use) Regulations 1986 (as amended) emergency vehicles are permitted to use sirens only to help speed their progress through traffic *to the site of an emergency*. The measures proposed in the motion, to allow sirens to be used by winter maintenance vehicles in snowy conditions, don't meet this definition under Regulation 37, and road safety organisations, such as RoSPA, would not support lobbying for a change in the Regulations to include gritters and snowploughs.

SOCIAL POLICY : WELFARE RIGHTS & SERVICES

Motion 277
Royal Mail Postage

Although consumers are becoming more familiar with the new postal system, it is still creating difficulties, and often mail has to be **TAKEN** to the Post Office for stamping to ensure the right postage is paid. Given the proposals to close thousands of local post offices underway; this is not a helpful introduction. The GMB has made representations on this issue

EUROPEAN OFFICE

1. INTRODUCTION

The GMB European Office continues to develop GMB's ability to influence EU and International policy and initiatives, and to support campaigning activities at European and International level to protect and promote

the rights and interests of GMB members and their families. We continue to work in solidarity with our trade union colleagues across Europe and the world to promote labour rights, decent work, conditions and pay, and to strengthen trade union recognition and organisation.

CEC European & International Committee – following CEC consideration and agreement, the CEC European & International Committee has been combined with the CEC Political Committee with effect of January 2008. This will provide positive opportunities to improve our ability to influence Government and Parliamentary scrutiny committee views on EU legislative proposals and policy development in parallel at national and European level.

2. PERSONNEL

European Officer, Kathleen Walker Shaw and European Research and Policy Officer, Sarah King, represent the GMB's interests in Europe. Both are based in the GMB Brussels Office located at the centre of the EU decision making institutions.

3. GMB MEP GROUP

GMB has a strong and committed group of MEP's in the European Parliament including Stephen Hughes (North East – Group convenor), Richard Corbett (Yorkshire and Humberside – Chair), Robert Evans (London), Neena Gill (West Midlands), Glenys Kinnock (Wales), David Martin (Scotland) and Glenis Willmott (East Midlands). Gary Titley (North West) resigned from the group at the end of 2007. Our group provides considerable support to GMB both at regional and European level. Our GMB MEP's have been particularly active in their support for the Remploy campaign, which has been much appreciated by our members and officers. Considerable support has also been forthcoming from a number of non-GMB Labour MEP's, and we are grateful for their commitment and solidarity. The selection process for the 2009 European elections commenced at the end of 2007, and we are committed to supporting our group members through this process. Glenys Kinnock and Gary Titley have announced that they will not be seeking re-election at the next election. We look forward to continuing to work with Glenys for the remainder of her term, and thank her for her wealth of support and commitment to the GMB over the years. We thank Gary for his past support and wish him well for the future.

4. SUPPORT FOR RECRUITMENT AND ORGANISATION

The GMB Brussels office supports the European and International aspects of National secretaries' and officers' organising work in liaison with the European and International trade union sector federations, ETUC, direct contacts with other European trade union colleagues, and with the EU institutions as required.

Migrant workers - Organising an increasing number of EU migrant workers moving to the UK is an important challenge for GMB, and the European Office has been working with GMB Regions and the National Organising Team in support of this work. Contacts have been developed with new Member State trade unions as well as continuing our links with Solidarność Śląsko-Dąbrowski Region established through an EU funded project involving GMB South Western Region. Funded by the European Socialist Group of the European Parliament, GMB officers and members from Poland and Lithuania were involved in two events held in the European Parliament in April and October 2007 to raise awareness of the unacceptable exploitation of too many migrant workers coming to the UK, and the need to ensure that they receive the same rights, pay and conditions as their equivalent colleagues. GMB provided positive examples of where it had been successful in organising migrant workers, and appealed to MEP's from new Member States to encourage workers planning to move to another country to join trade unions in the host country before they leave their home country as the most effective way of protecting their interests and avoiding social dumping. Failure to tackle exploitation of migrant workers will threaten collective agreements and pay and conditions for all, which will benefit no-one.

European Works Councils - The European Officer continues to provide support and advice to the development of European Works' Councils (EWCs). With the announcement at the end of 2007 of a pending Revision of the EWC Directive, it is hoped that there will be an opportunity to improve the provisions of the law to strengthen information and consultation rights and our ability to organise in multinational companies.

Comparing terms and conditions - The office continues to receive regular requests to compare rights, conditions and redundancy terms across multinational companies operating in other EU Member States, to support our bargaining agenda. Support and solidarity from trade union counterparts in other countries in providing information on their social plans and access to their works councils has proved very helpful, as was seen recently in the Burberry campaign with our French CFDT colleagues and in Staedtler, with colleagues from IG Metall.

Information on EU policy, employment and social rights - The European Office provides regular briefings and a monthly EU bulletin, updating members, officers and organisers on developments in EU legislation and rights such as Working Time and Health and Safety to assist them in their roles and support the bargaining agenda.

5. RECOGNITION

The GMB European Office continues to provide support in comparing recognition across key target multinational companies, which has proved valuable in supporting GMB bids for recognition. European trade union colleagues have shown solidarity in offering support to our members and raising the issue with management in their national works councils or committees.

6. EU POLICY DEVELOPMENT AND CAMPAIGNS

Europe has been a key focus for GMB in 2007, with GMB's motion on the EU Reform Treaty to TUC Congress being one of the major debates of the week and receiving much media attention. GMB has been active in raising our members' concerns and influencing a large number of other specific EU policy and legislative issues both within the EU institutions and at the highest level of UK Government:

EU Reform Treaty - EU Governments wrestled in 2007 with the aftermath of the failed EU Constitutional Treaty and sealed agreement on the EU Reform Treaty (now called the Lisbon Treaty). Shamefully, our UK Government negotiated a protocol opting British workers out of the full scope of the Charter of Fundamental Rights as part of the negotiations, showing a clear and worrying lack of commitment to balancing the social and economic dimensions of European development. GMB challenged this failure to represent the interests of British workers in Europe in a motion to TUC Congress, calling on the Government to honour its manifesto commitment at the last election to hold a referendum on the EU Constitutional Treaty and to support a strong social Europe, which was overwhelmingly carried. The Government has refused to hold a referendum and placed the European Union (Amendment) Bill before Parliament at the end of 2007, anticipating ratification by summer 2008.

EU Labour Law - In spring 2007, GMB submitted a comprehensive response to the EU Commission Green Paper consultation on Labour Law, raising concerns about the focus on individual rights, ignoring the major role of collective bargaining, the emphasis on the need for flexibility over security in employment, the failure to address the threat of the increasing levels of precarious work and vulnerable workers in Europe, with the risk of atypical work becoming the typical form of employment. GMB emphasised the importance of quality of jobs and secure employment. GMB submitted its views in the process towards the European Parliament opinion on the consultation, where most of our concerns were reflected.

Flexicurity – the combination of flexibility and security measures in employment - was the key focus of debate on Europe's employment strategy. The model originated in Scandinavia, where it is supported with high levels of security, social support, trade union involvement and social dialogue, and continuous training, including between jobs. Beyond Scandinavia, there is generally flexibility but without matching security. The Green Paper on Labour law included the model, and in the summer 2007 the EU Commission brought forward a Communication on flexicurity. Though this was not a consultative text, GMB wrote formally to the EU Commissioner for Employment and Social policy, raising our concerns about the model, and circulated this to colleagues in the European Parliament. The European Socialist Group of the European Parliament produced a response to the proposals for flexicurity highlighting the pre-conditions and principles required to provide necessary security and enable the system to work. A flexicurity strategy was adopted at the European Summit of Heads of State and Government in December 2007. GMB has concerns about the UK Government's commitment to delivering a balanced flexicurity model in the UK. We are already one of the most flexible labour markets in Europe, but doubt that the ingredients to ensure security, social support, training and protections will be delivered.

Viking and Laval European court cases – The European Court of Justice delivered its decisions on two very important trade union cases - Viking and Laval - relating to the rights of collective action and ability to enforce collective agreements in December 2007, which were disappointing from the trade union side, but with some positive aspects which need to be maximised. GMB has been in discussions with ETUC, TUC and other trade union and legal colleagues on the implications of these judgments. An initial briefing has been prepared, and further analysis of the judgments is ongoing.

Services in the Internal Market Directive –The UK Government launched its consultation on the implementation of the Services Directive in the UK in November 2007 with a deadline in February 2008. GMB has been involved in a series of meetings with the Government department for Business Enterprise and Regulatory Reform (BERR), responsible for implementing the provisions, as well as with TUC. GMB plans to submit a response in co-operation with TUC, raising concerns about the Government's "light touch" approach in areas, and ensuring that trade union rights and collective agreements are not undermined. The Laval and Viking judgments indicate we will have to be particularly vigilant in this area.

Working Time Directive Revision – remains unfinished business at EU level, despite attempts by the Portuguese Presidency of the EU to get agreement in December 2007, by grouping this Directive with the proposals for Temporary agency Workers Directive in an attempt to get a compromise agreement across the two texts. GMB and our European trade union colleagues remain concerned about the attempts of some Member State governments (our own proving to be the ringleader) to undermine key protections of the Directive. Major concerns remain: protections for on-call workers, with established European Court Judgments, which clearly confirm on-call time at the workplace as working time, being challenged, with attempts to introduce a new category of "inactive on-call time". Worryingly, a majority of Governments support this development as they claim to face staffing problems, particularly in their healthcare sectors. The opt-out continues to be a thorny issue. It is clear that some governments across Europe are intent on watering down our working time protections in the name of flexibility, and GMB continues to work with TUC and our European trade union colleagues in defence of workers rights in this area. The European Office provides regular updates on the position, and, supported by our GMB MEP's, we continue to urge the EU institutions and our Government to change their positions on this issue. A letter was sent from the GMB General Secretary to the Prime Minister prior to the December Council, urging the Government not to threaten workers' protections in a poor compromise on two such important areas of workplace rights.

Temporary Agency Workers Directive – now grouped together with the Working Time Directive revision in Council discussions as mentioned above, this issue also remains unresolved. However, it appears that the blocking minority of governments that the UK Government has worked so hard to maintain has now evaporated, though the Presidency and Commission did not want to isolate the UK and Germany by

pushing a vote in the December 2007 Council meeting. Despite assurances we were given by the Government at Warwick, our Government remains the least flexible in the EU Council on finding a positive solution to this issue, insisting that temporary agency workers should be subject to long qualifying periods before they are entitled to equal treatment rights. GMB continues to campaign at European and National level to seek progress on this issue. This issue was covered in the GMB General Secretary's letter to the Prime Minister mentioned above sent in advance of the EU Council meeting. There are indications that the UK Government may consider domestic legislation in the absence of agreement at EU level, but in view of the fact that they are the main sticking block at this level, we have little hope that this route will deliver the level of protections we have been seeking at EU level. Meanwhile, the vulnerability of such workers increases, with temporary agency workers who are migrant workers being particularly badly exploited.

Social Europe – the EU Commission launched a wide ranging year-long consultation on *“Europe's social reality – A stock take”* early in 2007. GMB submitted a detailed response focusing on key issues and areas of concern to our members. The consultation is intended to prepare for the publication of a new EU Social Agenda in the middle of 2008. A key starting point for the Agenda from the GMB's point of view would be to re-establish a balance between the social and economic/internal market dimensions of Europe, which we consider is weighted far too heavily towards the internal market to the detriment of social considerations and workers' rights.

EU Health and Safety strategy 2007-2012 – The EU Commission launched its strategy early in 2007, and GMB MEP Glenis Willmott was appointed author of the report for the European Parliament. GMB welcomed the opportunity of co-operating with her on this report. Glenis' final report was very positive, addressing all of GMB's concerns in terms of carcinogens, third party violence, vulnerability of disabled workers and of migrant workers.

Public Procurement – continued to be a major issue in the trade union consortium campaign to save the Remploy factories, following the devastating announcements in spring 2007. Already a central part of the consortium alternative plan for Remploy, the European Officer has been working in close co-operation with National Secretary Phil Davies and the Remploy stewards and consortium officers to ensure that the rights we secured at EU level to reserve contracts for supported employment workplaces for disabled people are implemented and used at all levels of public contracting. This has involved regular meetings with Government Ministers and departments and Members of the Welsh and Scottish Assemblies. Following the commitments given at Labour Party Conference to provide more public contract opportunities to Remploy, there was a clear step change in government departments focusing on providing contracts to Remploy. However, the Minister's announcement to proceed with the closure of 18 factories a month later was seen as a bitter betrayal. GMB and our trade union colleagues continue to work with the Government and local authorities to provide as much public procurement work as possible for Remploy factories as the best hope for sparing them all. The GMB Brussels office has been co-ordinating the support of MEP's for the campaign, which has been very positive with active commitment. A delegation of Remploy stewards, convenors and officers held a series of meetings in Brussels in June 2007 with EU Commissioner for Employment, Social Affairs and Equality, Vladimír Špidla, and with a large number of MEP's, to urge greater use of the reserved contract provisions, and to encourage a more balanced policy for employment for people with disabilities based on real choice. The European Officer and a delegation of GMB Remploy convenors attended a European conference on Social Procurement in Lille in December 2007 to raise awareness and support for contracting to supported employment workplaces for people with disabilities, and were encouraged by the positive response and interest, which has been followed up.

GMB continues to campaign to ensure that wider social, employment, ethical and environmental considerations are included in public contracting. Working in co-operation with our EU Public Sector federation (EPSU), and with the support of Stephen Hughes MEP in the European Parliament in putting forward formal questions, we have put pressure on the EU Commission to come forward with a guide to

Social Procurement. A study will be launched early in 2008 and a guide by the end of the year. Meetings have been arranged with the EU Commission to discuss and influence the specific content of the guide.

Decent Work for All – The European Office continues to support the work of our international trade union colleagues in Costa Rica in co-operation with Bananalink in following up on complaints made under the EU's Generalised System of Preferences Plus trade agreements regarding breaches of Labour Standards and freedom of association. The issue was raised again with Commissioner Mandelson at our GMB Congress 2007, and was followed up in further exchanges in the autumn. Specific cases of unfair dismissal and treatment of workers with a banana company supplying Asda were taken up by GMB and Bananalink with the company with a view to seeking their support in resolving the issue with their supplier.

7. SUPPORT FOR TRAINING, EU FUNDED PROJECTS, DELEGATIONS

The European Office continues to work in co-operation with GMB regions in developing training initiatives in the area of EU social and workplace rights and protections. GMB continues to be successful in receiving EU funding to support projects. The European Officer was pleased to support the work of GMB South Western Region in leading a highly successful project on improving information and consultation in the workplace throughout 2007. The project involved trade union partners from Sweden (SIF) and Poland (Solidarność Śląsko-Dąbrowski Region). Links developed with Solidarność through this project have proved valuable in assisting GMB with organisation and recruitment initiatives aimed at Polish migrant workers.

The European Officer was pleased to be involved again in the now well established and successful North West and Irish Regional Womens' Conference, providing a presentation comparing EU Member State rights and policies supporting caring responsibilities.

Cardiff University Business School extends a standing invitation to the European Officer to give an annual lecture on GMB/Trade Unions in Europe, as part of its graduate programme, which provides a valuable opportunity for GMB to raise its profile and an understanding of our campaigning work at EU level as Britain's most pro-active union in this area.

The European Office was pleased to welcome the GMB senior management team to Brussels at the time of the migrant workers event in the European Parliament in April 2007. We have also provided a number of presentations on GMB work and EU activities to large delegations of trade union colleagues from the Danish HK trade union, and other trade union colleagues, as well as to students and lecturers from schools and colleges in the UK.

Ongoing support has also been provided to officers and members in co-ordinating meetings in Brussels as well as meetings and delegations elsewhere in Europe with companies or trade union colleagues.

8. REPORTS ON MOTIONS TO CONGRESS 2006

Motion 82 – Job Security for Ex Pats – the GMB European Office has been supporting the work of colleagues in GMB Southern Region, the region to which the GMB Brussels Branch is attached, in promoting positive contractual conditions and secure legal status and entitlements for our members living and working in Brussels, as well as encouraging good employment practice among MEP's.

INTERNATIONAL SOLIDARITY REPORT

INTRODUCTION

In 2007 we built on the strong foundations of our solidarity work started in 2006. We continued to work in the priority areas of Colombia with Justice for Colombia and on the banana producing countries of Latin America with Banana. However, the main focus of our work in 2007 was developing a solidarity project with

the Mumbai Port Trust, Dock and General Employees' Union (MPTDGEU) and the International Metalworkers' Federation (IMF); additionally we strengthened our involvement in numerous human rights campaigns.

SHIPBREAKING

In March 2007 GMB made a successful application to the TUC/DFID International Development Learning Fund (IDLf) for resources to develop a proposal to be submitted to the Civil Society Challenge Fund. To date we have received £21,500 which has enabled us to start developing a project designed to organise the workers in port, dock and allied industries in ship breaking in India.

As part of this project development, we have organised an exchange of visits with our comrades from MPTDGEU. Mr VV Rane addressed GMB Congress 2007 and was the key speaker at a packed fringe; at both events he informed us of the human rights violations that are being carried out against workers, who work a twelve hour shift for 50 pence. He told us about the shocking working and living conditions where there is virtually no health and safety and a complete absence of welfare benefits and job security, adding "we know we are being exploited but that is better than starvation". He then went on to tell us what can be achieved by being in a strong union and working with a strong union, he said of the developing partnership with the GMB when "We do not stand alone and we have a powerful voice then we can make a difference".

In June 2007, a small GMB delegation attended an IMF Ship Breaking Forum and a fact finding mission to discuss the problems and possible solutions surrounding workers in the industry. We discovered that the 1948 Factories Act of India is very similar to Labour Law in Great Britain making it easier to develop a legal response to the situation - we have been aided by Thompsons Solicitors, who have provided us with free legal guidance. We also recognised the need for a research document to analyse the situation facing the workers in the Mumbai and Jawaharal Nehru Port who are largely from the informal economy and are at tremendous risk. We concluded that health and safety should be at the very core of the work.

In October, a return delegation from India visited GMB to advance the preliminary discussions and consult with various structures of our union. Additionally we met with DFID, GMB MP's, TUC, Thompsons, the International Transport Federation and the IMF. Throughout this period relevant personnel have undergone training activities organised by the TUC SFPa team including; project design, logical framework analysis and project monitoring and implementation. This will culminate in a project design workshop in Mumbai in early 2008 with the central stakeholders equipping us to submit the required concept note and on acceptance, a full proposal to DFID. Throughout this period we have come to love and admire our Indian brothers and sisters and with them are also working on a project called 'Making a Difference'. This will be launched in 2008, it will hopefully involve branches and develop solidarity and much needed financial support to those who do so much with so little.

LATIN AMERICA

GMB has initiated and participated in many events that have brought together the solidarity groups campaigning on Latin America including:

- Latin America themed fringe meeting at Congress which attracted 200 people, one of the most well attended fringes to date, evidencing not only the growing interest in Latin America, but the region as an inspiration and beacon of hope.
- Latin America 2007, which has become one of the most popular solidarity meetings in the calendar with over 600 participants.
- STUC Latin America Fringe

COLOMBIA

In 2006 all ten Regions affiliated to Justice for Colombia and the campaign for peace and social justice. Consequently the campaign was taken up at a Regional level. Since its formation in 2002 GMB has participated in the Delegations to Colombia and Richard Ascough, Regional Secretary of Southern Region was a delegate to Colombia in 2007 and on his return established a project for the relief of Victims of Torture Project. Similarly Joe Morgan, Regional Secretary of Birmingham Region initiated a fundraising project working with our friend Hernando Hernandez to raise funds for Political Prisoners, see regional reports for further information.

At a national level we continue to be involved in the campaign to end military aid to Colombia and to assist JFC in deputations to the Colombian Embassy and the British government to that end. The ISO also assisted JFC with the recording of the new DVD.

BANANA LINK

Banana Link is one of the international solidarity organisations working in close partnership with the GMB nationally. Their '*Union to Union*' programme builds solidarity between workers and their unions in Latin America, at one end of the international banana supply chain, and British trade unions, including the GMB and its members at the other.

The practical and political solidarity shown by GMB directly increases the capacity of eight unions in Peru, Guatemala, Nicaragua, Honduras, Costa Rica and Ecuador to educate and organise workers on the ground, whilst lobbying for changes to labour laws, company practices and trade rules at national and international level.

In 2007 achievements included:

- Increased capacity to organise workers: in 2007 trade union partners in Ecuador, Honduras and Costa Rica managed to increase their membership despite all the obstacles, with particular increases in the membership of women workers in Honduras.
- The signing of the first Collective Bargaining Agreement in the Costa Rican banana industry for over 20 years; this CBA governing labour relations on the Ecoturismo plantation constitutes a clear sign of progress in the face of Costa Rica's anti-union culture.
- The development of links with a new agricultural workers' union in Peru, SITAG: with support from UK trade unions, this new union is growing rapidly and organising workers on Dole supplier plantations for the first time in Peru. At the end of 2007, SITAG established the first-ever women workers' committee.
- Supporting political action: solidarity through the Union to Union programme has empowered Latin American banana workers trade unions to become more ambitious in the demands they make of governments and employers, with particular developments achieved in areas including; sub-contracting (Ecuador), minimum wage enforcement (Guatemala), respect for collective bargaining (Honduras) and fair compensation for health damage from chemical exposure (Nicaragua).

In the UK the GMB has:

- Supported Banana Link/GMB campaigns including:
- Dole campaign which is calling on the world's biggest fruit company to respect the freedom to organise independent trade unions on Dole owned and supplier plantations.

- The TescoPolity Alliance which is campaigning for the stricter controls of supermarket buyer power which currently has serious negative consequences for; small shops, local communities, the environment, farmers and workers worldwide.
- GMB has also directly lobbied both Tesco and Asda about labour rights violations on their banana and pineapple supplier plantations in Costa Rica.
 - GMB hosted a visit by Gilberth Bermúdez Umaña, Coordinator of COLSIBA, to the UK which included:
 - the opportunity to meet with government representatives to discuss the respect of core labour standards following an ILO mission to Costa Rica earlier in 2007 and the Decent Work Agenda. In 2006, GMB lodged a complaint submitted to the EC in response to the granting of GSP Plus status to Costa Rica despite ILO Convention abuses.
 - A workplace visit to Pratts banana importers where the GMB are trying to achieve recognition.
 - Addressing the Banana Link/GMB/Fairtrade Foundation coordinated fringe meeting, '*Fairtrade and the Trade Union Movement - Working Better Together*'. The well attended meeting aimed to engage trade union members and leadership in constructive debate about how the trade union movement can work with the Fairtrade movement to secure a better deal for workers in developing countries. This is part of GMB's commitment to work in close partnership with the Fairtrade Foundation and their newly appointed trade union officer to proactively address the challenges posed by the increased Fairtrade certification of plantations in partnership with both British and Latin American unions. This visit was funded through the TUC's Strategic Framework Partnership Agreement with DFID.

CUBA

At the heart of our work with the Cuba Solidarity Campaign is the defense of Cuba and the demand to see the end of the illegal blockade, to this end we have participated in:

- Continuing to campaign for the British Government to reject the proposals of the United States Administration as expressed through the "Commission for Transition to a Free Cuba".
- Continuing to campaign against the "common position" of the European Union.
- Actively participated in the Hilton Hotels Campaign in accordance with Emergency Motion 3 to Congress, resulting in a victory where the hotel group reversed their intention to ban Cuban nationals from hotels in the United Kingdom. We have similarly been involved in the campaign to pressurise Barclays Bank to restore services to Cuban customers.
- A high level delegation, led by President Mary Turner spent a week on a fact finding tour of Cuba in November 2007. They visited work places, schools, hospitals, environmental projects and a Committee for the Defence of the Revolution and the Cuban Women's Federation. It was a unique opportunity to forge stronger links with the Cuban Trade Union Confederation and the report of the delegation will contribute to the recommendations for work to mark the 50 years of achievement of the Cuban Revolution in 2008/9

VENEZUELA

GMB plays an active role in the work of the Venezuela Information Centre (VIC), including the participation in the following campaigns and events:

- Media work continued to be VIC's main priority in 2007. VIC continued to issue rebuttals of the intensified media disinformation campaign against Venezuela and to write briefings and articles for

the press. The large numbers of letters sent by the Media Action Network undoubtedly made a considerable impact.

- VIC's inaugural AGM, held on 30 June, was a great success with over 100 delegates from all over the country in attendance and with a high level of discussion and enthusiasm. A 30-member Executive Committee was elected and a constitution adopted, the ISO was elected as Vice Chair of VIC.
- The first ever European Solidarity Conference on Venezuela took place in London on 10 November, co-organised by VIC with Le Monde Diplomatique and Memoire des Luttes. This was a resounding success with over 200 delegates from 12 European countries in attendance. The conference endorsed a statement in support of the achievements of the government of President Hugo Chavez and defending Venezuela's right to self-determination. The conference also agreed to establish an interim committee to co-ordinate support for Venezuela throughout Europe and to organise a similar conference in 2008.
- VIC lobbied for support for the FBU's motion 73 on Venezuela to Congress, amended by the NUM, which was carried unanimously. A successful VIC fringe meeting at the TUC Congress was attended by over 80 people.

PALESTINE

A considerable amount of time was spent in meetings throughout the duration of the Enough! Campaign, where we achieved a broad coalition of groups to sign up to a common agenda. Enough! was a coalition of charities, trade unions, faith and other campaign groups that came together to mark the 40th anniversary of the Six Day War, in which the Israeli army took military control of the Gaza Strip and West Bank, including East Jerusalem. GMB was a founder group who came together and sought with other members of the coalition to advocate peace for Israelis and Palestinians alike. There were many meetings, public events, a mass demonstration in June to mark the military occupation of Palestine and a mass lobby of Parliament in November which called for an end to the occupation.

The ISO is a member of the Trade Union Advisory Committee of the Palestine Solidarity Campaign who throughout the year were involved in numerous other activities to highlight the plight of the Palestinian people including the creation of a new education pack for activists

EMERGENCY ACTIONS

Additionally, and in line with GMB policy we have responded to emergency actions wherever trade unionists face injustice and human rights abuses. We have also been active on a variety of additional campaigns including Burma, Chagos Island, Zimbabwe, Iran, and Iraq, where we have written letters of solidarity, letters of appeal and attended demonstrations and deputations. We have also written to MP's concerning the Guantanamo Bay Detainees, Private Military Security Companies, Fair Trade and Corporate Accountability. We work with fellow trade unionists in the UK and brothers and sisters all over the world, the TUC and the ITUC. We pursue matters through foreign embassies and at home with our own government – we do all that we can to assist in the struggle against injustice.

If you require any further information on any of these issues or how you can become involved please contact jeni.mcdougall@gmb.org.uk

HEALTH & ENVIRONMENT DEPARTMENT

INTRODUCTION

Probably the most important development for the department in 2007 was the appointment, at the end of the year, of Daniel Shears as the Health, Safety and Environmental Research and Policy Officer. With the doubling of the resources available to the Department there will be great expectations within GMB that there can now be a greater emphasis on a more proactive approach to health, safety and the environment. Daniel joined GMB from HSE and already he has shown a good understanding on the many issues which affect GMB members. It is envisaged that, initially at least, Daniel will concentrate on matters in the Commercial and Manufacturing sections of the newly restructured GMB. However as the department develops there should certainly be enough resources for GMB to play a much greater part in the ongoing development of health and safety campaigning across all sectors.

Where motions from Congress 2006 have been acted upon they are included in the following script.

Health & Safety Legislation

Two issues dominated health and safety legislation during 2006, namely the introduction of the smoking ban across the UK, and the possibility of a Corporate Manslaughter Bill on the statute books.

After the introduction in Scotland in 2005 and the phased introduction in Wales and Northern Ireland in April 2006 a full smoking ban in all workplaces across the UK came into effect on July 1st. Surprisingly to many there appears to have been less resistance than expected with few prosecutions for breaking the ban so far and there has been comprehensive guidance on such diverse areas as what constitutes a smoking shelter and what defines a company vehicle. Certainly for many GMB members working in the leisure industry this has literally been a breath of fresh air.

At Congress last year a very emotional debate on Corporate Manslaughter and Homicide concluded with a speech from the mother of Daniel Dennis, Althea, on the personal effect on how an un-necessary death blighted lives and how the lack of a prosecution prevented any sense of closure. At the time of the debate it was still uncertain as to the actual progress of the Bill through both Houses of Parliament.

Indeed this position remained right up until the last possible moment and was due to the possible inclusion, or otherwise, of deaths in custody within the Bill. When the Bill was passed GMB gave it limited welcome and this largely remains the case. However there are greater causes for optimism when the Bill becomes law in April 2008. Much of this is due to the guidance, from the Ministry of Justice, being issued to juries for them to take into account the "safety culture" of an organization and the demonstrable leadership within the company. Allied to this is some strong guidance issued jointly by the Health and Safety Commission and the Institute of Directors on what will be expected with regard to health and safety organization within companies and there may well be an improvement in health and safety performance and a timely fall in deaths at work.(Motion 58). Obviously only time will tell if the Bill will make a real difference or if there is a need to reinvigorate the campaign on this issue again.

Asbestos

Asbestos issues continue to evolve, particularly in the litigation and compensation areas. A decision during the year by the House of Lords to uphold the decision not to award any compensation for the development of Pleural Plaques was another demonstration of the vexatious nature of the Insurance industry. These injuries had been compensated for over twenty years, often as a full and final settlement, but not content in reducing the amount of compensation they have pushed the legislators to deny any future awards. GMB vigorously oppose this and have arranged two lobbies at the Houses of Parliament (June and January) on this. Some GMB members, particularly the Thermal Ladders, have a real interest in getting this overturned (Composite 3). At the lobby in January there was a real commitment to keep the campaign momentum ongoing.

On the positive side the government has tabled an amendment to the upcoming Children's Act to fast track compensation for sufferers of Mesothelioma (Based on the original Pneumoconiosis Act in 1969). This is good news for sufferers, their families and those who cannot find the original company insurers. Following

intense lobbying from GMB , other trade unions and victims support groups the final decision by NICE (National Institute of Clinical Health and Excellence) was to approve the use of Alimta, the palliative Mesothelioma drug, for all regardless of geographical location. There is a need to acknowledge that sometimes the government does get it right.

The HSE has been consulting on methods of reaching small builders and dealing with asbestos issues. GMB has had input into this guidance which is relevant in the context of last years changes to the exclusion of textured coatings from the licencing regime.

Richard Morgan , Midlands and East Coast, continues to represent GMB on the Asbestos Licencing Group(ALG) and in this past year have looked at occupational health provision for asbestos workers and the safe disposal of asbestos(Motion 55). Many thanks to him for his continuing involvement and commitment to this dangerous industry.

Government Consultation and Submissions

There have been a number of important consultations from various government departments, some not directly linked to health and safety issues but having an impact on reps ability to carry out their functions. The document from the DTI (as was) on facility time contained little of merit with regard to enhancements to the role of safety representatives, and indeed did not even acknowledge that there might be a valuable role that environmental reps could do. Needless to say the government response was predictably disappointing though there may be an opportunity to re- examine the environmental aspects when consultation on a new ACAS code is published later in the year.

Due, partly to the financial mess the Health and Safety Commission (HSC) found themselves in, there was a proposal to merge the HSC with the Health and Safety Executive (HSE). GMB were not opposed to this in principle, as long as proper governance of the new management was guaranteed. We also suggested that any expansion of the board should include representatives from victim support groups as another method of ensuring worker representation, as well as representation from the local authority sector.

The department also had input into the review of Occupational Health provision by Dame Carol Black. It was felt that the importance of prevention of injury and long term illness should be emphasised and that there should be a consistent approach to the level of services provided which would involve minimum standards. In addition the current tendency to associate Repetitive Strain Injuries with Musculo–Skeletal Disorders (MSDs) in general should be changed and specialist treatment sought in these cases.

The House of Commons Select Committee asked for evidence on the performance of the Health and Safety Executive (HSE) as the trade unions were expressing their concerns over the proposed year on year cuts of 5% for the next three years. The proposal to re-locate their head quarters away from London to Bootle is also seen as a retrograde step. GMB fears that a loss of expertise and experience will occur among both policy and field operators leading to an increasing diminution of the service on behalf of working people. Following our submissions the department was asked to provide oral evidence to the committee which happened at the time of preparation of this report. GMB concerns on this were also expressed to the, then, Secretary of State, Peter Hain, by a letter from the General Secretary. (Motion 56).

In September the Department of Work and Pensions called a Construction Summit to tackle the increase in deaths in this sector. Again the department was involved and discussed the need for trade union involvement on sites. This is obviously an ongoing, and serious, issue.

Publications

With the addition to the department work has finally started on updating the Safety Reps Kit, which will hopefully be completed by Congress. During the year there were a couple of revamps of existing leaflets, on the Security Industry and Feeling the Heat, which concerns working at high temperatures. Unfortunately the summer was among the wettest in recent history though the leaflet can be used in an ongoing situation.

There will be an attempt to update all those other leaflets as yet not updated during the coming year and any suggestions for new topics are always welcome.

The department continued to publish a monthly electronic bulletin, Health & Safety Matters and the subjects covered this year included:

- (1) Guidance on Shift Work
- (2) Control of asbestos at Work Regulations
- (3) Worker Involvement
- (4) The Construction, Design and Management Regulations
- (5) Occupational Cancer
- (6) Radio Frequency Identification
- (7) The truth about Health & Safety myths
- (8) Smoking in enclosed public spaces
- (9) Proposal to merge the HSE and HSC
- (10) HSE – The Inspectorate faces a crisis
- (11) Health & Safety at Work- National Statistics
- (12) Tackling HIV Discrimination at Work

Some of these areas of interest were prompted by motions to last years Congress, principally Motions 56, 57 and 62.

In addition other one off specific guidance were written at the request of regions or sectors covering such diverse topics as Administration of medicines in children's homes, local authority green book advice and body mapping in casinos.

Government and other representation bodies

GMB continues to be represented on a number of Industrial Advisory Committees and HSE Forums. These reflect the diverse range of industries covered by GMB membership and include the rubber industry, waste, food and drink manufacturing and aviation. Currently the Local Authority Forum is not meeting but objections have been lodged with the HSE over this failure. In preparation for the Olympics in 2012 we have representation on the Olympic Delivery Authority (H&S technical board) and have toured the site and seen some of the efforts at trying to stage a sustainable games through environmental and recycling actions. In addition provision will be made for those workers , both local and migratory, who will need special skills training to leave a lasting legacy for the area (Motion 61).

In the private sector the ergonomic initiative undertaken jointly with ASDA is at present stalled due to a lack of accident and absence information from the company. The department has also attended a series of meetings in Brussels to participate in a European Commission working party on Radio Frequency Identification (RFID). GMB have consistently pushed that the guidelines for workers using this technology should be the same as for citizens and consumers, in that full explanations on the use and full knowledge and permission on any consequences, should be freely available. However it would appear that the Commission is, currently, not minded to include workers within this scope for "political" reasons.

Conclusion

Historically health and safety issues have been of great benefit in helping with the recruitment and organising agenda and that position has not changed. GMB membership, where it is strong and well organised, will always mean improved health, safety and welfare conditions for our membership. And where we need to gain improvements the health and safety record of GMB will act as an organisational driver. It is acknowledged that the department has been crucial in the past at playing its' part in raising awareness, and

campaigning on issues to help deliver justice to working peoples lives. With the increased resources the department now has, it is planned that the membership will become even more aware on how health and safety can be a continuing, positive benefit by supplying advice, guidance and knowledge on the complete range of subjects covered by a general trade union.

LEGAL DEPARTMENT

PERSONNEL

The Department comprises Barry Smith, Legal Officer, and Maria Ludkin, Legal and Political Officer. Sarah King, Legal Research and Policy Officer, is currently on a two year secondment to the GMB European Office in Brussels.

ACTION ON CONGRESS MOTIONS

Composite 5 - Restoration of Trade Union Rights

We supported the Trade Union Freedom Bill. We supported the rally of Parliament on 18 October 2007. There was not sufficient Parliamentary time available for the Bill to be debated, but it had achieved widespread support across the trade union movement, and over 100 Labour MPs had pledged their support. We intend to play our part in articulating the continuing demand for the restoration of trade union rights.

Motion 79 – Trade Union Recognition

We have called on the Government to amend the existing statutory Recognition legislation to overturn the CBI-led changes that were made to the original proposals in 1997.

Motion 89 – Redundancy Act

We have called on the Government to amend the existing redundancy legislation to allow those who have worked with their employer for more than 20 years (the maximum currently allowed) to add their additional years service to their statutory redundancy payment.

Motion 92 – Age Discrimination

We have called on the Government to establish an unequivocal right for workers to work beyond the age of 65 if they so wish.

Motion 98 – Two Tier Workforce

We have called on the Government to introduce fair wages and conditions regulations that will apply to all workers, regardless of who employs them.

Motion 99 – TUPE Regulations

We have called on the Government to withdraw the changes that were made by the 2006 TUPE Regulations which make it much easier for employers to make changes to terms and conditions following a TUPE transfer for so called "ETO" reasons (economic, technical, or organisational reasons entailing changes in the workforce). We have asked GMB Regions to keep us informed of any examples of employers who take advantage of these changes to make adverse changes to members' terms and conditions.

Motion 100 – Trade Union Legal Support

We have worked with the TUC and other trade unions to campaign against insurance company-led proposals to undermine the legal services that we provide to GMB members who are injured at work. At the time of writing this report, the Government had rejected most of these proposals, including the proposal to raise the County Court Small Claims limit to £5,000 (which would have had an adverse impact on many of

our personal injury claims). However, we intend to keep a careful watch on the position, and will keep Regions informed about developments such as those that may arise in the present Legal Services Bill.

SUPPORT FOR RECRUITMENT & ORGANISATION

The Department continues to give priority to supporting recruitment, particularly in the Commercial Services and Public Services Sections. Equalities remain, as ever, a crucial organising issue and features strongly in the work of the Legal Department.

A significant proportion of the Department's work relates to equal pay issues in the public sector, and in particular in local authorities and the NHS. We have continued to support National Officers in developing our equal pay agenda, working closely with GMB Solicitors. We support the pursuit of equal pay claims for our members, and at the time of writing this report GMB is supporting over 25,000 equal pay claims in the public sector.

GMB remains committed to pursuing litigation in the higher courts where necessary in order to achieve equal pay. The Union had a significant success in the House of Lords in *Derbyshire v St Helens Council*, a case dealing with the victimisation by the employer of women GMB members pursuing equal pay claims. In the coming year GMB will be litigating in the higher courts on significant equal pay issues, including cases relating to time limits, TUPE transfers, comparators, and statutory grievances.

We won our appeal in the case of *Allen v GMB* in the Employment Appeal Tribunal in 2007. The other side have appealed to the Court of Appeal, and the case will be heard later in 2008.

We continue to work closely with National Officers generally on equal pay issues.

POLICY DEVELOPMENT

We have been working to co-ordinate the legal, political, and industrial aspects of the campaign to save Remploy factories from closure. We have been heavily involved in the negotiations with management, and with legal and political briefings of MP's and Government ministers.

The Department has been heavily involved in developing a legal and political strategy regarding the GMB campaign to draw attention to the negative aspects on an unregulated private equity industry, including briefing MP's, ministers, and international observers, and giving evidence to the Treasury Select Committee.

We have continued to work with the TUC and other unions to try remove the shackles placed on trade unions by the restrictive rules on industrial action. Criticised as far too onerous to comply with by international bodies, the burdens placed on trade unions in the UK are used by employers to thwart the democratic wishes of GMB members. We remain particularly concerned about the rules relating to pre-ballot notices and pre-action notices.

These concerns informed our support for the Trade Union Freedom Bill. We were involved in the lobby of Parliament on 18 October 2007. Although there was not sufficient Parliamentary time available for the Bill to be debated, it had obtained widespread support across the trade union movement, and over 100 Labour MPs had pledged their support for the Bill. We intend to play our part in continuing to demand freedom for trade unions, including the repeal of section 127 of the Criminal Justice and Public Order Act 1994 with no pre-conditions.

We responded to public consultations on Statutory Disputes Resolution, and on Procedural Unfairness in Unfair Dismissal Cases (the "Polkey" decision).

We also responded to the public consultation on the ASLEF case, which deals with the legal ability of trade unions to expel BNP members. The Employment Simplification Bill contains proposals to make changes to the law following the public consultations.

PUBLICATIONS AND INFORMATION PROVISION

Each year sees the introduction of a raft of new employment-related legislation. We aim to keep up to date with the changes, and to disseminate this information in an accessible and user friendly format for Officers and Regions.

We have updated the GMB “Most Asked Questions”, and it is now in its 13th edition. This consists of a series of one page answers to questions covering the breadth of employment issues, including Health and Safety, Contracts, and Pay, Maternity Rights etc. The aim is to provide a document which Regions can easily send or hand to members with common enquiries. This is posted on the GMB intranet and an amended version (which excludes Region-specific benefits) is posted on the GMB website.

SUPPORT FOR RECOGNITION

The Department continues to provide support, advice, and assistance to Officers in considering and preparing applications to the Central Arbitration Committee for awards for collective bargaining. Barry Smith is available to act as “devil’s advocate” on applications, and day to day advice on queries continues to be provided.

GMB continues to meet with considerable success across a wide range of companies, both in terms of new sites and sites where GMB members have remained loyal through years of employer hostility. GMB continues to make good use of the legislation, both as a framework for voluntary agreements (what is sometimes referred to as the “shadow effect”) and as a procedure for achieving recognition in the face of employer hostility. We provide a regular report on applications to the Central Executive Council.

SUPPORT FOR INDUSTRIAL ACTION

The Department continues to provide day to day support to Regional and National Officers on industrial action issues and industrial action ballots. This represents a significant part of the Department’s work.

We continue to update our guidance on ballots to reflect changes in legislation and case law. Barry Smith is available to run briefings to Officers on the procedures to be followed.

We continue to support the call for a Trade Union Freedom Bill, and we continue to work with the National Officer in our efforts to secure the repeal of section 127 of the Criminal Justice and Public Order Act 1994.

STATUTORY DISCIPLINARY, DISMISSAL, & GRIEVANCE PROCEDURES

When the statutory disciplinary, dismissal, and grievance procedures were introduced in October 2004, we expressed our concern over the complexity of the new rules. Under these rules employers have to comply with the procedures before dismissing, and employees have to comply with grievance procedures before bringing most types of employment tribunal claim.

The Government is now proposing to repeal the procedures following a public consultation. We argued in our response that the beneficial aspects of the procedures should be retained (e.g. the right to have written reasons for the grounds for dismissal), but to reform the negative aspects such as the rules on grievances which can act as a barrier to justice.

The Employment Simplification Bill proposes the repeal of the procedures, and their replacement with a strengthened ACAS Code of Practice. We suspect that the devil will be in the detail and we will monitor the position closely. The procedures will probably be repealed in 2009, and we will keep Officers and Regions apprised of developments.

We also argued in our response to the consultation on Procedural Fairness in Unfair Dismissal Cases, that this would be the opportunity to re-instate the long-standing case of *Polkey*, which holds that a procedurally unfair dismissal is an unfair dismissal (though compensation can be reduced for so called "contributory fault"). We understand that the Government is intending to re-instate the Polkey principle which had been abolished in October 2004 when the statutory disputes resolution procedures were introduced.

We have also argued, in the same consultation, that it is now time to abolish the so called "range of reasonable responses" test from unfair dismissal cases. This is a longstanding GMB demand. We await the response from the Government at the time of writing this report.

OTHER EMPLOYMENT LAW

The Employment Simplification Bill also contains provisions to provide trade unions with greater autonomy to determine who their members are. This follows the public consultation, which we responded to, on the ASLEF case (which concerned that union's decision to expel a member of the BNP). We await the final draft rules with interest.

We continue to provide day to day support to the Union's Officers on individual employment law matters, though as previously collective issues and policy matters remain the Legal Department's priority.

TRADE UNION LEGAL SERVICES

We continue to play our part in defending trade union legal services from attack. We have worked with the TUC and other unions in resisting proposals to increase the County Courts Small Claims Limit to £5,000. We made submissions to the Department of Constitutional Affairs on the Code of Practice which exempts trade unions from the new rules that relate to "claims farmers" under the Compensation Act 2006. We will continue to lobby hard to prevent any adverse impact on trade union legal services that might arise in the present Legal Services Bill.

STANDING ORDERS COMMITTEE

Barry Smith was Secretary to the Congress 2007 Standing Orders Committee (SOC). He is Secretary to the Congress 2008 SOC.

PENSIONS DEPARTMENT

1. ACTIONS TAKEN ON MOTIONS CARRIED IN CONGRESS 2007

Motion 63 – Pensionable Age

We have continued to press for a reversal of the government's decision to increase the state pension age to 68 by 2044. GMB's campaign has continued in the press, in relevant government consultation responses and in meetings with the Pensions Ministers and the Secretary of State for Work and Pensions.

Motion 64 – Pensions

GMB continue to campaign for a cash injection to the basic state pension and the restoration of the link to earnings. In addition we have continued to apply pressure on the government to remove reliance on means testing in the provision of core pension benefits. Again these policy priorities have been pursued through

the press, consultation responses and meetings with Ministers and the Secretary of State. We have also developed a cooperative relationship with the National Pensioners Convention and have participated in their conferences and fringe meetings promoting the union's agenda on these and other pension issues.

Motion 66 – A New and Fairer Pension Scheme

GMB is at the centre of the process for developing Personal Accounts, the new workplace based pension arrangement that will be introduced in 2012. We continue to meet Ministers and civil servants as they develop the detail of the new scheme. GMB has already had a number of recommendations accepted by government relating to the enforcement of employer obligations associated with Personal Accounts and we will continue to ensure they are a secure and advantageous mechanism for saving.

Motion 67 – Pensions

GMB is part of the trade union review group for the Financial Assistance Scheme alongside Amicus and Community. Throughout this year we have worked with the DWP to improve the efficiency of the FAS and increase the payments to eligible members. This and the continued lobbying of the government for increased funding for the FAS has culminated in the publication of the Young Review and the Pensions Bill which provide additional funds and therefore benefits for those in FAS.

Motion 68 – Pensions

We are working with the government to ensure that Personal Accounts, when established, provide a valuable mechanism for pension saving for atypical workers who previously would not have had access to occupational pension provision. The introduction of Personal Accounts should mean that many of those workers who have historically fallen through the net will now have a right to save and a right to employer contributions to their pension saving.

Motion 69 – Pension Changes for Former FTAs

GMB continues to argue against the pension discrimination of any groups of workers. Although we have had successes this year in defeating all the major attacks on workers' pension saving that were threatened through the government's Deregulation Review, there has been little opportunity to improve retrospective protection. We will continue to seek better access and security for workplace saving irrespective of the type of contract held by the individual.

2. SUPPORT FOR RECRUITMENT & ORGANISING

Website

GMB's Pensions Department maintains a subsite of the main GMB website, which can be seen at www.gmb.org.uk/pensions

The website aims to keep members and officers updated on both the work of the Department and changes in the world of pensions in the UK. It also acts as a means of advertising the work on pensions done by GMB to prospective members. Particular focus is given to the politics of pension reforms, public sector pension schemes, general occupational pension issues and trustee issues. Over 70 documents were posted on the website in 2007.

The site also links to external sites which give information on pension legislation, advice on the state pensions, public sector pension schemes and other statutory pension bodies. A comprehensive guide to the Local Government Pension Scheme and a useful member retirement checklist can also be obtained from the site. The latest news section on the site's homepage details recent additions.

The Department is also involved in running the Public Sector Pensions Campaign webpage and the Age Discrimination section of the website.

GMB Pensions Handbook

In the Autumn, the Department published a 76-page guide to pensions called "Pensions – GMB Putting You in the Picture". This is intended as an introductory guide to pensions and can be read as a whole or used as a reference book. It will be particularly useful for officers or shop stewards who may be advising or negotiating on pensions or to those who simply would like an increased understanding of their pension arrangements. The guide focuses on pensions payable from the State, occupational pension schemes, personal pension schemes, GMB's role in the pensions world and recent developments in pensions. Copies of the GMB Pensions Handbook should be requested from GMB Regional Offices.

MNT Network

The Department continues to support the 150 strong member nominated trustee database. The trustees have received numerous mailings throughout the year which include bulletins, briefings and publications from external sources such as the Pensions Regulator.

Press

During the course of the year the Department produced a number of press releases on policy and individual industrial issues and seeks to maintain GMB's high profile on pensions through involvement with other organisations such as the National Pensioners' Convention.

3. INDUSTRIAL SUPPORT

The Pensions Department continues to support the new industrial sections of GMB. The Department has been involved in numerous negotiations and consultations both at a national and regional level. Unfortunately however, there have been a number of scheme closures, forced transfers and other significant alterations to members' pension benefits.

Commercial Services

The Pensions Department has provided ongoing support to national officials including substantial work on pension issues occurring with employers such as the nuclear industry, DHL, Ofgem and the NUJ. This has involved responding to consultation documents, advising regional representatives, attending meetings and producing member communication bulletins. The Department is involved in establishing a pension forum at Wincanton with the aim of ensuring effective communication throughout the company. Centrica started a consultation in December over various proposed changes to the pension schemes. Centrica's determination to reduce member security by removing the ballot rule where members must be balloted over any potential changes to the scheme is being met with resistance. The Department is also supporting the section to prevent Centrica implementing a number of other detrimental proposals, including implementing a money purchase pension for new employees in the Services section of the business. In addition, Ofgem mounted an attack on members' pensions in the gas distribution section. The Department supported the National Secretary in resisting the proposal to limit the funding made available to pensions schemes.

Manufacturing

Major issues have arisen in Remploy and United Biscuits this year with regard to their pension schemes and the Department has been heavily involved in the discussions with both these employers for much of 2007. In United Biscuits this culminated in an improved offer from the company following a consultative ballot of members across four unions led by GMB. The Department have attended numerous meetings regarding Remploy's pension scheme including meeting a number of the trustees of the scheme along with their advisers. The valuation is imminent and the Pensions Department will continue to support the section in ensuring the scheme is adequately funded. The Department has also been involved in pension consultations in companies such as Ibstock, Pilkington Glass and FinnForest.

Public Services

GMB's Pensions Department continues to devote significant resources to supporting the negotiations on the new Local Government Pension Schemes in England & Wales and Scotland. In addition to meetings with

government officials, employers and other trade unions, the Department has submitted over eleven formal responses to LGPS consultations. The Department has also produced more than thirty briefing papers for members, GMB officers and other stakeholders most of which are available through the Department's webpage.

Following the Public Sector Forum agreement the Department has been involved with the negotiations on both the NHS and Civil Service pension schemes. GMB holds the seat representing the industrial trade unions in the civil service negotiations. Both have developed a new scheme for new joiners with a pension age of 65. The NHS retains a final salary pension scheme while the civil service has implemented a career average revalued earnings scheme with a strong accrual rate of a 2.3%. A guide to the civil service pension scheme has been produced and a NHS guide is being prepared.

In addition, the Department has been involved in addressing pension and age discrimination issues with the Legal Services Commission and The Rent Service.

Regions

Regionally, the Department has assisted members at Luxfer, B Braun, QinetQ, British Dental Association and Bayer Cropscience among others. This has involved supporting regional officers, attending meetings, producing member communications, drafting press releases and writing to the companies involved setting out GMB's position on pension changes. In Bayer Cropscience the Department and Region were successful in obtaining negotiating rights over the money purchase section of the pension scheme.

4. POLICY/POLITICAL LOBBYING

In addition to the specific actions taken on Congress 2007 motions, the Department has also been active in detailed work on pensions policy and implementation issues with Ministers and civil servants from the Department for Work and Pensions, The Pensions Regulator and the Department for Communities and Local Government.

Particular attention was paid to the Deregulation of Pensions Review where the Department successfully lobbied for significantly less drastic reforms than were originally proposed. Participation in the Financial Assistance Scheme Review Group has meant GMB has been central to the successful campaign to improve the level of benefits provided through FAS. The Department has also been seeking to improve the benefits provided by the Pension Protection Fund, in particular focusing on the lack of provision of ill health pension access in the PPF.

2007 saw one major Pensions Bill progress into an Act and another launched in December. GMB continues to play an active part in the stakeholder dialogue on the development of new Pensions legislation. In addition, the Pensions Department has continued to coordinate the union's work on age discrimination and has been working with the DWP to clarify the new legislation and seek fair and sustainable resolutions to issues raised by the introduction of anti age discrimination laws.

5. CASEWORK

The Pensions Department continues to advise on, and manage, a large number of cases and queries originating from all nine Regions. In 2007 the Department received over 200 new cases of which approximately 60% related to individual member queries or problems and 40% related to industrial matters. Replies to the vast majority of these cases are sent within one week of receipt.

In all cases, the Department acts in support of full time representative officers and will advise or take on casework as appropriate. As such individual and industrial cases should be submitted from a regional officer in the first instance. Pensions Department will keep regional officers advised on case progress at all times.

The Department deals with pension cases on all pension schemes operating in the UK: occupational, state, personal and stakeholder schemes. The cases worked on within the Pensions Department are complex and frequently involve Internal Disputes Resolution Procedures, the Pensions Regulator, Pensions Ombudsman, Financial Ombudsman, and/or the Financial Services Authority.

Some of the more complex cases, particularly those concerning individual pension rights can take a significant length of time to resolve, particularly when ill health pensions are being disputed and medical evidence is required. The Department recognises the anxiety that uncertainty and grievances relating to pensions can cause and aims to deal with all individual queries in an efficient and sensitive manner.

6. COMMITTEES AND CONFERENCES

The Department attended the following conferences and events to provide information to members and represent GMB to other organisations: NHS lay delegates' health conference, RMA annual conference, NAPF local government conference, National Pensioners' Convention conference, TUC Trustees' Conference, an age discrimination seminar organised by the Employers' Forum on Age and a Pensions Deregulation Consultation Event organised by the Department for Work and Pensions.

The joint GMB-UNITE (T&G) Local Government Pensions Committee organised by the Department continues to meet quarterly and the annual conference was held in November at the T&G's Eastbourne Centre with over 100 attendees.

7. TRAINING

The Department has continued to develop and grow the pensions training programme, which was re-launched in April 2005. Most Regions have now received the Officer training course, which was a one day course.

The national advanced pension course was hosted by GMB North West and Irish Region in October. The course was a five day course and was over-subscribed with twenty members including three Officers participating. The course was invaluable for the trustees and those requiring advanced pensions knowledge.

The Department has continued to develop the member training programme. Predominantly a two day introductory pension course is run in Regional offices. This has been delivered for five Regions during the course of 2007. There was also a scheme specific course run for Remploy national reps in April.

8. STAFFING

In November Heidi Benzing, Pensions Research and Policy Officer, reduced her pensions workload. Heidi splits her time between the Pensions Department and the Political Department. Within the Pensions Department she is in the process of handing over various industrial responsibilities. However, Heidi will maintain management of the pensions training programme for both officers and members.

POLITICAL DEPARTMENT

The Political Department has had a productive year and has supported various campaigns, meetings and elections. We have continued to increase GMB profile at all levels of the political process.

The National Political Officer, Iain McNicol, was joined in the Political Department by Steve Kemp and Heidi Benzing. Steve Kemp joins GMB from NUM and Heidi moved from the Pensions Department. Heidi will retain running the pensions training programme.

1. ACTIONS TAKEN ON MOTIONS CARRIED IN CONGRESS 2007

Composite 4, Motion 72 & Motion 73

With regards to Composite 4 and Motions 72 and 73, we continue to press the Government for increased employment rights. This will feature as part of the next Labour Party manifesto discussions.

Motion 82

With regards to Motion 82, the concerns expressed in the motion have been raised direct with Ministers and the Government in communications. To date, we have not had a response.

Motion 83

Similarly with Motion 83 on Insolvency, these issues have been raised with Government, we await a response.

Composite 6

GMB is playing a key role in the Temporary Agency campaign (see section below).

Composite 8

With regard to Composite 8, the Political Department has made many representations to the DTI now DBERR on the actions of gangmasters and the expansion of the GLA to cover other sections of the economy.

Composite 9 & 15

These composites recommendations' have featured highly in this year's political work. See section below on Private Equity. A number of meetings have also taken place with the Treasury and other Government Departments to progress fair pay and economic concerns.

Composite 17

In many respects the sentiments of this composite were overtaken by events at last year's congress. GMB invited all 6 deputy leadership candidates to Congress for a hustings event. Following the speeches and question and answer session, Congress took the decision to support Peter Hain for Deputy Leadership. The results from the ballot of GMB members is listed below. The most important note is that where we recommended Peter Hain, GMB members respected the recommendation and voted to support him. Peter won nearly 20,000 more first preference votes than any other candidate.

- Hilary Benn 4,659
- Hazel Blears 2,322
- John Cruddas 3,734
- Peter Hain 24,118
- Harriet Harman 3,834
- Alan Johnson 3,495

Motion 180, Motion 181 & Composite 19

Following these motions, a new political strategy paper was put to the CEC, the recommendations of this, which are clearly in line with these motions are now being implemented.

Motion 183 & Motion 184

The executive and senior officials who deal with the Labour Party have as the motion requires vigorously opposed any legislation that will weaken the Trade Union Labour Party link. Especially the General Secretary who has robustly defended GMB position in meetings with Jack Straw.

Composite 18, Motion 189 & Motion 191

The implementation of the Warwick agreement has been at the forefront of the Political Department's work. Many meetings have taken place in our drive to ensure all aspects are implemented before the next General Election. A full report will be made to the CEC. GMB took the lead on pensions where there were 10 pledges, 6 of these have been complete, 2 are in progress and 2 are still outstanding. Labour party conference policy making is in a trial process for the next 2 years. We will be monitoring the new system and if not satisfied will, as Motion 189 demands, help make the Labour Party understand the need for democracy.

Motion 191

Motion 191 was passed with a qualification about how the regions work with their politicians. Notwithstanding this, the Political Department has endeavoured to show how much each of our MP's does or does not support the union. This information is being used to assess support.

Motion 191

We continue to lobby the Government over the political levy ballot (Motion 195). Some of these discussions are tied up and have progressed further in the current funding of political parties debate.

Composite 20, Motion 198 & Motion 199

This features heavily in the continuing work of GMB Scotland.

Motion 198

No discussions are currently taking place on the future of the House of Lords (Motion 198). Once they do we will make GMB position known.

Motion 199

Representation was made in relation to Motion 199.

Motion 202

See section on Anti fascist Anti BNP work

Motion 227, Motion 228, Motion 229, Motion 230 & Motion 231

These request GMB's involvement in the housing debate, this has been ongoing and discussions took place at the Labour Party conference. Subsequent meetings have also taken place with different Housing Ministers. The points made in the Motions were raised directly.

Motion 232

We have written to Government regarding council tax banding. No response has yet been received.

2. WESTMINSTER OFFICE

The House of Commons office has continued to provide a useful base to arrange lobbies, meetings and receptions. A reception was held at the House for members of the CEC in November 2007. A large number of meetings have been organised in the House of Commons with MPs, where various GMB representations have been made. For example, we held 3 meetings in the Commons for the members of the Interpreters Branch. We also met and briefed over 30 MPs on Remploy.

3. LABOUR PARTY

Mary Turner and Debbie Coulter (NEC representatives) have continued to play an integral role in holding the Labour Party and Prime Minister to account. Issues raised include; two tier work force issues, asbestosis and Remploy. We have continued to take a central role in policy discussions through the National Policy Forum and are in the process of arranging a substantial contribution to the Partnership in Power consultation documents.

4. LABOUR PARTY CONFERENCE

GMB made a strong and positive contribution to the annual conference in September 2007. The GMB motion on Remploy was carried after an extensive compositing session (the last ever Labour Party composite). In addition, 4 delegates spoke on the conference floor and many more participated in the policy sessions.

5. PARLIAMENTARY PANEL

There have been 6 rounds of interviews for the Parliamentary Panel. 38 people have been successful and have been put forward to the Labour Party.

GMB Parliamentary Panel candidates have been successful in a number of constituencies which include;

- Swansea West
- Nuneaton and Bedworth
- Bristol West
- Brentwood and Ongar
- Kensington and Chelsea
- Guildford
- Kettering.

6. GOVERNMENT

Over the last year, regular meetings have been arranged with Government Ministers and Departments. These have ranged from meetings with Ministers and the General Secretary to National Officers, Regional Officers, Branch Officers and members.

Gordon Brown	Prime Minister
Tony Blair	When Prime Minister
Alistair Darling	Chancellor of the Exchequer
Ed Balls	Secretary of State for Children, Schools & Families
John Healey	Minister – Department for Communities & Local Government
Yvette Cooper	Chief Secretary to the Treasury
Jack Straw	Secretary of State for Justice
Phil Woolas	Minister – Department of Environment, Food and Rural Affairs
Jim Knight	Minister – Schools and Learners
Jim Murphy	Minister – State, Foreign and Commonwealth Office
Hazel Blears	Secretary of State for Communities and Local Government
Anne McGuire	Parliamentary Under Secretary – Work & Pensions
Gerry Sutcliffe	Parliamentary Under Secretary – Culture, Media & Sport
Alan Johnson	Secretary of State for Health
Hilary Benn	Secretary of State for Environment, Food and Rural Affairs
John Hutton	Secretary of State for Business, Enterprise & Regulatory Reform
Peter Hain	Former Secretary of State – Work & Pensions
Shahid Malik	Minister – International Development

7. LOCAL ELECTIONS

The Political Department assisted with Local Elections throughout the country during 2007. The most notable result being Nottingham Local Elections, in consultation with Midlands and East Coast Region, GMB offered financial and organisational support using new campaigning techniques. The result was an increase of 10 Labour Councillors and a local authority Labour Party looking to build relations with GMB. This joint working will deliver benefits to Nottingham members.

In addition, we supported the Elections in both Wales and Scotland, including coordinating a direct mail strategy in Wales. Remploy print services were threatened with closure so in an attempt to help and stave off the closure we used their print works to run the direct mail work - to great effect.

8. REGIONAL POLITICAL OFFICERS

There have been a number of meetings throughout the year with the Regional Political Officers to exchange information and co-ordinate political work. This has continued to allow the sharing of best practice and highlight Regional experiences and approaches.

The Regional Political Officers are:

Richard Ascough	Southern
Justin Bowden	London
Pamela Drake	South Western
Martin Hird	Birmingham & West Midlands
Cheryl Pidgeon	Midland & East Coast
Steve Jennings	Yorkshire & North Derbyshire
Glyn Thornton	North West & Irish
Julie Elliott	Northern
Richard Leonard	Scotland

9. POLITICAL EDUCATION

The Department organised two regional training briefing events one for Birmingham the other for Southern Region. Both events took place in Westminster; officers were given presentations from MPs and political advisers, with discussion and debate on benefit of GMB involvement in the political process. We will be seeking to roll this out in 2008 and a number of other regions are looking to do the same. Lay reps political training will also be rolled out during 2008.

10. CAMPAIGNING/LOBBYING

Mayoral/Greater London Assembly Elections

The Political Department is working closely with both TULO and Ken Livingstone's office to co-ordinate our support for the 2008 elections. The campaign will include 3 direct mails to the 5 target GLA constituencies: Lambeth & Southwark, Enfield & Haringey, Brent & Harrow, Ealing & Hillingdon and Barnet & Camden. In addition, all other constituencies will receive 1 direct mail.

Pleural Plaques

The Department is working with the Health and Environment team to forward our campaign on Pleural Plaques. We have co-ordinated various meetings in Parliament with different MPs along with emailing an Early Day Motion to MPs. In addition, a number of press releases were issued including an article for Tribune. The Department organised a lobby of Parliament which occurred in January 2008.

Remploy

The Political Department has been heavily involved in the campaign to save Remploy factories. We have worked closely with the National Secretary to communicate to all MP's, relevant Government Ministers and Departments the importance of finding a secure future for Remploy. We worked together to develop a new business plan as an alternative to Remploy Management proposals, and met intensively with MP's and Government officials, as well as Remploy management, to show how an alternative future for Remploy would work and be in the best interests for workers, and other stakeholders. To date the Government has agreed that the number of factories earmarked for closure or merger should be reduced from 43 to 28 factories, and we are continuing to work to save the remaining factories.

Early Day Motions

The following Early Day Motions were circulated to MPs with requests for support:

EDM 809	FUTURE OF REMPLOY
EDM 742	EACHERS' PAY SETTLEMENT
EDM 638	CARMEN MAYUSA
EDM 692	AGENCY WORKERS
EDM 501	REFERENDUM IN VENEZUELA
EDM 532	PLEURAL PLAQUES AND THE LAW LORDS' DECISION
EDM 421	REMPLOY COMPROMISE PROGRAMME
EDM 368	INVESTMENT IN COUNCIL HOUSING
EDM 305	HUMANITARIAN SITUATION IN GAZA
EDM 113	IMMIGRATION STATUS OF SENIOR CARE WORKERS

ANTI-BNP

As a result of the GMB strong anti fascist and anti racist organising activities in 2007, through the Hope Not hate campaign, we have now trained over 70 activists and officers in key regions, where we have membership strength, in on the ground organising and new campaigning initiatives. We have been the lead union in combating the racist and fascist threat of the BNP and their politics of race hate, and community dissolution with the political process.

We have started making the GMB bespoke interactive DVD and campaign literature for activists, branches and regions on anti fascist/anti racist politics. We have depicted the GMB's leadership in these activities from Cable Street in the east end of London over 70 years ago and fighting Mosely and the British Union of Fascists, to our membership heroics in fighting Franco's and Hitler's fascists in the 30's and 40's, right through to the National Front of the late 70's and the modern equivalent of the BNP today. The DVD is being designed to also be a teaching aid for regional anti fascist/anti racist courses, as well as an in-depth visual aid for Branches and Regions to provoke discussion and dialogue of the threat that right wing extremist activity is having in our communities and society overall.

In the past year we have organised against the BNP in Sandwell and Dudley in the West Midlands, where as a union we took the lead initiative in organising teams in wards where the BNP had gained seats in recent years. In one particular event, we helped secure a turnout of over 220 activists in a single day, with our union helping to secure Billy Bragg to help out. As a result the initiative helped deliver door to door delivery of a specially commissioned tabloid Hope Not Hate newspaper, explaining to locals the real extremists in the local BNP party make up. As a result the BNP share of the vote reduced, and they also lost seats.

In Barking and Dagenham: our growing network of activists/stewards and local Officers from GMB London Region have played an integral part in organising against the BNP and their do nothing councillors. There is still a great deal of work to be done in getting rid of the 11 BNP councillors. But through the activity, training and organising skills of our activists we have built some good solid foundations to help an all out concerted attack to remove the fascist BNP from office, and reduce their share of the vote at the next elections.

In West Yorkshire: GMB activists in the Yorkshire Hope Not Hate anti fascist group have played an integral role in organising against the BNP in Morley and Robin Hood on the outskirts of Leeds and Wakefield. They have also ensured the Hope Not Hate 2007 anti fascist fortnight was a resounding success in the cities of Leeds, Sheffield and Bradford, which put a serious dent in the BNP's votes, and helped to deselect local councillors in Bradford and elsewhere. There is no doubt that there are still some major problems in West and South Yorkshire from the threat of organised fascism. This is in part due to the shrinking trade union membership from a variety of communities as a result of the collapse and closure of traditional industries, such as coal, steel, rail freight, engineering, manufacturing and textiles since the mid 1980's. This has left those communities disengaged, and a feeling of being ignored. However through Hope Not Hate, GMB activists, the Regional TUC and other affiliated trade union organisations, there is now a concerted and organised effort to combat the BNP and its politics of Hatred.

Other regions throughout 2007: the North West and Scotland took part in various initiatives. Most notably the GMB sponsored Billy Bragg Hope Not Hate tour, and the Hope Not Hate/Daily Mirror red bus tour. This celebrated modern Britain and our cultural diversity. It utilised celebrities, linked up with communities and trade unions through an anti fascist fortnight of political and cultural activity. The event finished in Glasgow, with the now Prime Minister, Gordon Brown, speaking against the scourge of political extremism and the politics of Hatred. Other notable celebrities came from Emmerdale, Coronation Street, Eastenders, the music industry, boxing, football and rugby.

GMB is also gearing up for the Hope Not Hate 2008 anti fascist fortnight. We are supporting and helping to organise initiatives with searchlight, the TUC, and other TUC affiliated trade unions to embark on the Big Red Bus tour, along with three major events in London.

In late 2007 we utilised the facilities of the Holocaust Educational Trust for anti fascist organising and training for key activists from Remploy and the manufacturing section. We could consider organising a trip each year to the former Nazi concentration camp Auschwitz for some of our activists. At the moment we are considering how best we can organise this activity if indeed it is decided to support this regular initiative.

Our continued organisational approach in all our anti fascist activities in the last year has been based on the following:

- engaging with people on the doorstep;
- promoting the politics of hope; and
- dispelling the myths, lies and the politics of Hatred of the BNP

We have aimed to reinvigorate and regenerate local political activity along with involvement in the political process. We have pursued the positive promotion of GMB policies at all times.

On a personal note, I have enjoyed the last three years helping to coordinate the GMB National anti fascist/anti racist campaigns. Sometimes it has been tough, and sometimes due to the BNP resources, and in part due to some of the mainstream political parties abandonment of some of our communities, all seemed hopeless and an uphill struggle. However utilising an approach based on political engagement, encouraging cooperation, persuading, utilising and harnessing the great talents of our members and activists we have built some great organising initiatives. We have put in place organising and training on a bespoke model that the TUC now use. In key areas where we have membership strength, we have the capacity along with others to pose a formidable and confident threat to the BNP. I am pleased that the

political unit nationally will be taking over these initiatives and I wish my successor Steve Kemp every success in helping coordinate these important membership, workplace and community initiatives.

(Mick Rix – National Officer)

Temporary Agency Workers

The Warwick agreement in 2004 which GMB participated in concluded that a key element of the agreement was a commitment from the Labour Party to support the principles of the European Directive on temporary and agency workers. Significantly if the Labour Government could not reach an agreement on this issue with Europe then Labour would introduce protection for agency workers within British law.

GMB has been at the forefront of the campaign to protect agency workers. Many of whom are treated appallingly. They regularly finding themselves on very low wages, poor terms and conditions and working for anti-union employers. GMB has also been active in campaigning for migrant workers who are often employed on agency terms, and permanent employees who find their negotiated terms and conditions attacked. In many cases this leads to social division in the workplace and beyond.

GMB therefore is supporting the Private Member's Bill submitted by Andrew Miller MP which is to be heard in Parliament 22 February. The subject of the Bill will be the provision of protection for agency workers.

Because progress has all but stalled in Europe - due to the British Government's actions - the Temporary and Agency Workers (Equal Treatment) Bill provides a superb chance and indeed an opportunity to progress this issue through the UK parliament.

GMB were outraged last year when a Private Member's bill on a similar topic was 'talked out' in parliament. Hopefully this Bill will have the support it deserves and agency workers will have the same rights as everybody at the workplace. The Tories, right wing press and the CBI are already saying that it will put thousands of people out of work and close businesses down. These are exactly the same arguments put forward to attack the National Minimum Wage from the same organizations.

Private Equity

The Political Department worked closely with Southern Region officials, and the National Legal and Press Departments to create a successful campaign to highlight our concerns related to our experiences of the negative aspects of a private equity takeover of the AA. The campaign attracted national media attention, as well as raising so many questions at Government level that a Treasury Select Committee hearing was called, at which GMB gave evidence. We have produced numerous reports and responses to national consultations by Government, and related industry groups. We are also contributing to the national debate by speaking at conferences and to the media on a regular basis. The Department is currently working jointly with Unite to support a Bill brought forward by John Heppel MP, to extend TUPE protections to workers in private equity takeovers.

Nottingham Tram Safety

The National Political Officer took a delegation of; members, stewards and officers from Midlands and East Coast region to meet Tom Harris MP, the Transport Minister. The issue of violence against Nottingham Tram staff and more generally transport staff was raised. The minister explained how he was willing to assist where he could and Department officials were asked to further assist.

APPOINTMENT AND ELECTION OF OFFICIALS

1 JANUARY 2007 – 31 DECEMBER 2007

APPOINTMENT OF REGIONAL SECRETARY

Tim Roache, Yorkshire & North Derbyshire Region

APPOINTMENT OF NATIONAL SECRETARY

Gary Smith, Commercial Services Section

APPOINTMENT OF NATIONAL OFFICER

Mick Rix

ELECTION OF NATIONAL OFFICER

Mick Rix

APPOINTMENT OF EQUALITY & INCLUSION OFFICER

Kamaljeet Jandu

APPOINTMENT OF MEMBERSHIP DEVELOPMENT OFFICERS

London Region	-	-	-	Warren Kenny Richard O'Leary
Midland & East Coast Region	-	-	-	Sue Boyd

APPOINTMENT OF SENIOR ORGANISERS

Midland & East Coast Region	-	-	-	Martin Allen
North West & Irish Region	-	-	-	Terry Mellor

ELECTION OF ORGANISERS

London Region	-	-	-	Mick Ainsley Stephanie Attwood Richard O'Leary
Midland & East Coast	-	-	-	Sue Boyd
North West & Irish Region	-	-	-	Sandra Blight Brian Derbyshire Karen Lewis Colin Priest
South Western Region	-	-	-	Kelly Andrews Rob Gibbs Gareth Morgan

APPOINTMENT OF ORGANISING OFFICERS

Midland & East Coast Region	-	-	-	Shaune Clarkson Colin Wyhatt
Northern Region	-	-	-	Michael Blench
Southern Region	-	-	-	Donna Dowling Brendan Kemp Jim McDermott

- Nicola Nixon
Yorkshire & North Derbyshire Region Bob McNeill
- Jon Smith

GOLD BADGE AND YOUTH AWARDS 2007

MEN'S GOLD BADGE

The GMB Men's Gold Badge recipient in 2007 was Albert Rollinson (Midland & East Coast Region). Albert was nominated for the TUC Safety Rep Award 2007

WOMEN'S GOLD BADGE

The GMB Women's Gold Badge recipient in 2007 was Edna Rolph (London Region). Edna was nominated for the TUC Women's Award 2007

AWARD FOR YOUTH

The GMB Youth Award recipient in 2007 was Lucinda Yeadon (Yorkshire & North Derbyshire Region). Lucinda was not nominated for the TUC Youth Award 2008 as she did not meet their qualifying age limit.

(Adopted)

THE PRESIDENT: I call on the General Secretary to move the General Secretary's Report, pages 3-7 and then 9-52, and address Congress. Paul Kenny.

THE GENERAL SECRETARY: Good afternoon, colleagues. Welcome to Plymouth. I know for many of you that, perhaps, this is a first visit. I hope you are enjoying it. I have been here a few times during the past couple of years. I have met officers, staff, branch officials, stewards and members. Late last year I was taken round Devonport Dockyard. I was shown round a submarine by Richard Ascough and Roger D'Arcy. I was a bit worried about getting down the ladders and the hatches of a submarine, as you can imagine, but I was reassured because Roger D'Arcy, bless him, is of similar build to myself. I thought that if he can go down, I can go down. So we made our way to the submarine, I started to go down the hatch and he waved to me from the dockside as I went down the ladder. That was the first time I realised I was on a rocket trip. I went down in the submarine with Richard Ascough. Richard then proceeded to invite me to step into a missile tube, saying something about he wanted to launch my career. That is all I could hear as he tried to shove me in. *(Applause)*

On a serious note, what a fantastic place Devonport Dockyard is and what fantastic skills the workforce has. They have incredible skills. They are skills that the country just cannot afford to lose. When we are making arguments about the skill base of this country, I can tell you that there is some serious work to do with politicians. The best thing you can do is take them to places like Devonport and elsewhere and they can see the skill of GMB members at work. It is fantastic. If you want to know how to rebuild our manufacturing base, go and look at the skills of people like that. It is absolutely fantastic!

Also look at the skills of our NHS members at Derriford Hospital and elsewhere at Plymouth. I went round and met them. They are a really great bunch. We have more than two thousand GMB members in the hospitals in this area, delivering to the public and to the nation, actually. They are dedicated, professional and resourceful people. They are just brilliant. So we thank you. Perhaps more people should publicly thank those workers in public services, like the members at Derriford, for the fantastic job they do for our National Health Service. Thank you very much indeed. *(Applause)*

They say that if you hang around long enough in this game you will see everything. That is what they say, anyway, and I have seen this week a General Secretary from UNISON come and address our Congress and leave without being stoned to death. *(Laughter)* I want to touch on something that Dave said, and it is important because I think he made a very good speech to us as a Congress. He talked about the importance of unity in the movement. He talked about the issues that unite us rather than divide us. He understood the particular difficulties, as we all do, from time to time. The reality of life is that we know who our friends are and we know who our enemies are. It is very clear that when we are fighting for justice for working people and we are fighting for justice for public services, we know where we line up. When we line up with colleagues and sister unions like UNISON, as Dave said, we represent the biggest single block, between ourselves and UNISON, of trade union members in this country. We should not forget that when we are talking to politicians and employers that we need to get that message across. We are not insignificant people. We are people with a purpose, a message and a determination to fight for social justice.

Just on the issue of unity, I do want to say that there is a fantastic relationship and unity between all of the senior unions and, in fact, the senior union leaders. To prove it, I am going to tell you a little joke. The joint general secretaries of Unite, Tony Woodley and Derek Simpson – I am sure they are watching on the TV – were walking down the road and Derek said to Tony, “Tony, look at that sign. ‘Suits: £5 each’. Look at that: ‘Shirts: £1 each’”, and Tony Woodley said, “Yeah, look at that, ‘Overcoats: £3.50’”. He said, “We’ll clean up here. I’ll make a killing. We’ll buy them up and sell them out through the union”. So they went into the shop and they stood there and Derek Simpson said to the owner, “I want 500 of your £5 suits, I want 2,000 of your £1 shirts”, and Tony Woodley said, “And I want 500 of your £3.50 overcoats”. The shopkeeper looked at them and said, “You must be the joint general secretaries of Unite”. They said, “Well, you recognise us. What made you say that?” He said, “This is a dry cleaners”. *(Laughter and applause)*

In truthfulness, the staying together of all the big organisations, with all the fun and humour that goes on between us, and it does, it is that solidarity amongst us that, actually, when we present that solidarity to Government, that is when we are able to move on an agenda on social rights, not as individual unions, not as individual union leaders and not for personal glory but for the benefit of the whole. We will long continue to work to that agenda, not fighting and squabbling with people over a few members but on a united front to push forward the working people’s agenda of this country.

So we come to the GMB, another year, another membership growth. The GMB at Work in schools, shipyards, hospitals, manufacturing, transport, energy; you name it, were are there. The key issues of financial and membership growth are growing hand in hand for the fourth consecutive year. That is not a fluke and not a lie. It is just growth built on policy, planning and a fair bit of passion. The membership of the GMB now stands at 604,500. That is real members, by the way. That is not invented members or ones we keep on the books for convenience or in order to push up our membership figures with the Certification Officer. We have had nine months of consecutive growth. We do not even remember how long ago we went passed that sort of figure.

I pay tribute to the outgoing old CEC that I mentioned last year. What a fantastic job they did in steering the union through difficult times. I welcome the new CEC, the newly elected all lay member CEC. I make this point. I am now the only full-time paid official on the CEC, which is the first time in the union's history, and let me say this. I am elected on that basis because that is what the law says, but I will never cast a vote, ever, in any of the activities of the CEC or its sub-committees. This union will be governed both from this Congress floor and from the CEC by lay member votes only. (*Applause*) We must never self-indulge again, we must never kid ourselves, we must never lose the fiscal discipline and never lose sight of purpose. We have made some changes in the year – they are on-going things and I hope you have seen them – such as the national and regional magazines. We were told “No, it can't be done”. People said it could not be done, but we have done it. The first ones will arrive next month. They will go to every single member containing regional identity at the beginning and the end, and the national corporate body, that joining of a body that was so important that we spoke about, our national identity, will be in the middle. This is the first time, would you believe, in the history of the union, that every member of the union is actually receiving a regular magazine from us. I know it sounds crazy but that is true.

On-line joining. The figure is 25,000 now and climbing. It is showing us that people will search out the union, and that is a move away from some of our traditions.

I want to refer to our notice board Tool-kits. Mary mentioned them. They are in your wallets. How many times do you go into workplaces and you just cannot find a simple bit of paper with the GMB's heading on it and the name of the rep and who to contact? It is a very simple bit of kit but a very effective one.

We have done the *GMB@Work Getting Organised Handbook*, which is a fantastic handbook. We have done it in conjunction with officers and activists, so we end up with a document that people understand and they will work to. The Health & Safety Tool-Kit is a fantastic piece of work done in conjunction both with officers and with lay members. The training on *GMB@Work* is compulsory. It is not an option. People cannot opt out of Congress policy. When we make our policy, you cannot opt out of *GMB@Work*.

I know that people thought well of the College, and trust me when I say that I did. Both myself and my wife, Pat, stood at rostrums at Congresses and moved many resolutions in support of the National College, but the reality of life was that we just could not afford it.

Maybe the day will come when we can and, if we keep our nerve and our growth, then maybe that will come. In the meantime, we have been working quite hard, as Tim said, to start to reintroduce at least a modicum of that residential arrangement. You are right, 'N' does stand for 'Networking'. But let's never get to the point where it only stands for nostalgia. If we are doing something, it has to be for a purpose.

I want to pay tribute, and I mean public tribute, to the Senior Management Team of the Union. If you knew the fantastic array of time, skills and effort, the Senior Management Team deserves to be paid a public tribute. The transition which has gone on in the past 18 months or two years has not been easy. It has been difficult for people at times, because the old rules, the old ways, of almost regional feudalism, have been completely swept away -- people still look after, manage and control their regional responsibilities but they do that for the collective good of the national union -- in separating out the issues of management of the union and the policies of the union; policymaking and implementation. I kid you not, they have been absolutely fantastic in doing that. A lot of the success in implementing what you want done is down to that Senior Management Team. *(Applause)*

When I travel around I see a lot of people in the trade union movement and I do not hide my belief at all. I think, pound for pound, you would go a long way to find better quality people, both as officers and as activists, compared with any other union in the country. *(Applause)* I know some people might say that but I mean it.

On the industrial front, we are still battling with the AA. We are not going away. Recently, one of the things that we did came home to them in a big way. They were acting illegally. We pursued that to make sure that they complied with the same laws as everybody else, and now they are crying about the fact that the union has brought to the Government's attention that they were acting illegally and putting people at risk by, effectively, not using tachometers in vehicle transportations over, I think, 62 miles. They were actually abusing the law in order to get round it so that they did not have to employ more drivers, basically, and more Relay staff.

We have had some interesting encounters with private equity. We have a fringe meeting lunchtime. I think it is a bit of a testimony to the campaigns and to the Southern Region that the private equity industry has actually come to our conference to talk to us and debate with us about the problems they have in their industry. I do not think that that would have been possible a couple of years ago without our campaign role.

Now, ASDA. I know ASDA watch this Congress. Andy, I know you are watching us. Andy Bond invited me to meet him at the Leeds headquarters recently and when I turned up they were having something called the 'Big Brunch'. I thought, "That's handy. I haven't had my breakfast". It was where all the staff were gathered when ASDA went through their business situation and their business proposals. Everybody dressed down and it was a very relaxed atmosphere. Andy Bond took the stage and he introduced me as the General Secretary of the GMB. There was a little silence, and then he invited everybody to give me a round of applause and they did enthusiastically. Andy, I know

you are still in control there but perhaps we are looking forward to the day when people will applaud the GMB spontaneously. But the best of luck, Andy, anyway. *(Applause)* The HR Director of ASDA, David Smith, will be here on Thursday, and that is to be welcomed. He is coming to see people, to see the Conference and to speak to people. That, again, is the beginning of a bridge. There are thousands more GMB members working in ASDA stores this year than there were last year and that is progress. We know it is tough and it is not easy, but we will never give up. We will continue until we get to a point where we can properly bring back collective bargaining to those ASDA retail stores. We will not stop. *(Applause)*

Now the London Region. Forgive me, but I feel proud and I have a bit of a soft touch for the London Region. I am sorry about this. Bakkavör. Remember I always talk about the As and the Bs. We have had ASDA and now I come to Bakkavör. The last thing I said to Congress last year was about a company called Bakkavör and they were refusing to talk to the union, refusing to acknowledge the issues about health and safety and refusing, effectively, to let the union on site. We told them “Wise up or we will come for you”. And within a few hours of my making that speech, that company ditched their managing director, contacted the union and, as a result of some fantastic work done by Selish and Hiten Vaidya – I have to say that Hiten has, most regrettably, had to go back to London because he received some terrible news last night that his sister had died in very tragic circumstances. Our condolences go to Hiten and his family – and the stewards, we now have a thousand plus members in Bakkavör. A few weeks ago they signed a full recognition and procedural agreement with the union. That is what campaigning does. *(Applause)*

Let me speak about Fenland Foods. Looking at that DVD it made me realise that I have definitely got to go on a diet this year. In relation to Fenland Foods, we are not going to be mucked around. With M&S and Northern Foods, we very quickly got M&S directors out on the street and we went in and had a meeting. Now we have got a meeting shortly with Northern Foods. I think the T-shirt says it all: “Plan A: Fight for the jobs”, because that is plan A. You don’t need a plan B. Whoever put the T-shirt on the mannequin in the window of the Marks & Spencer shop in Oxford Street – they were all walking saying “That’s a great design: Fenland Foods: Save our jobs – come and see me afterwards because I am going to buy you a pint. *(Applause)*

In relation to those workers at Fenland, as Peter and Anthea Dennis found, when we are individuals, as well-meaning and as powerful as we think we are as individuals, truthfully, we are nothing against the corporations, against governments and against multi-nationals. Our strength lies in our union and being in the union. As Anthea and Peter found, it was only when they were able to call on their union were we able, with all of our resources, with all of our contributions week in and week out, were we able to transfer that power, money and finance into fighting for justice over the murder of their son. Ultimately what that brought to us, hopefully, will be an awareness and a change that other parents, like Peter and Anthea, will not have to answer the knock at the door which tells them that their son or daughter has been killed at work because a ragbag employer could not care less about the consequences of killing workers. I have always

had a simple message about corporate manslaughter: Forget the fines and bang them up. It's as simple as that. Lock them up! (*Applause*)

In Remploy, frankly, we have lost some battles. Always to be truthful, we fought a fantastic fight and I pay tribute to Phil Davis and the stewards and the regions. At one point we thought we had a result, but we have lost some battles and we have had some casualties. But I will tell you this, anybody who thinks that the war over Remploy is over has made a very sad mistake. It is not over in the slightest. We are going to continue to fight not just for the existing factories but for justice for those Remploy workers who have been so brutally treated. We are currently going through the courts. We have got an awful lot of litigation lined up against the company and only last week, stealing Phil Davis's thunder, the company conceded over £100,000 of additional compensation to people who they, effectively, had under paid. We have got massive actions both against them and, indeed, Government Ministers because, ultimately, that is the employer. This is the message: We don't give in. Where an injustice is an injustice, it will carry on.

Which brings us to Cammell Laird. That is a battle I do think we are winning. We are winning because of the changes. We may never get to the bottom of the conversation that obviously went on – it did go on and we are getting the paperwork to prove it – that victimised those Cammell Laird workers and to get them into jail to teach them a lesson. But now we are seeing a whole new dimension to that with justice finally being shown. We are seeing the injustice, at least, coming out. I was really proud to see Frank Albertina. I was really pleased to see him here because I think this is the first time he has been back at a GMB Congress since those cruel years. (*Applause*) When I saw the video clips that Eddie gave me, he looked a handsome, slim young man. Well, you are still a man and it is great to see you, Frank.

I now come to the Co-op Funeral Care workers who were derecognised by the Co-op. Derecognition, after 130 years! We are fighting back against them. We threw them out of the TUC on events they wanted to sponsor and we have thrown them out of Tolpuddle. The hypocrisy that the Co-op has shown, who derecognised our funeral members, that they would want to come to Tolpuddle and parade itself as a caring and sharing organisation! I am sorry. Do not come up to me and tell you are not part of Co-op Funeral Care but you are related to the Co-op somewhere else. The main board is responsible. They know what is going on.

Let me tell you about a lovely man called David Hendry. Sometimes you have got to be lucky. Steve Pryle always says to me, "You're a lucky General". This guy called David Hendry is responsible for derecognising us, so we have been taking protests to various meetings of Co-op groups bringing our case, and we have tried to illustrate this by parading a donkey. We have said that the Co-op and the Co-op Movement, effectively, is being led by a donkey in the shape of one David Hendry. This David Hendry, as arrogant as he is, came out to one of the recent protests and he stood by the donkey – I don't know if you can see this picture – *that's* him and *that's* the donkey, and he actually held up his own name card and posed beside the donkey. The question really is simply: which one

is the donkey? (*Laughter*) I will tell you, David, I know which one it is. I will make you a promise. You will be gone out of the Co-op before we are. (*Applause*)

Our political campaigns are on the move. We have made some movement on agency workers' rights, TUPE rights in buyouts, people pay audits and equal pay, justice for asbestos workers and environmental workplace reps. We are pushing along the line on all of these. All of these subjects have been on our agenda when we have been talking to Ministers and having lobbies. We are looking at protection for workers who have suffered violent attacks. It is not acceptable for people to go to work and, basically, in Terry's language, 'get a clump'. It is just not acceptable. I am talking about violent attacks on security workers, professional drivers, refuse workers. I am talking about people collecting refuse being beaten up because they are trying, effectively, to follow the environmental policies of their employer. I am also talking about care staff, retail staff, shop staff and many others. We have almost begun to accept that it is a way of life, that it is all right to be abused and mistreated by so-called customers. We will work with all sorts of employers groups. I don't have any problem with this. We have done well with trade groups, G4S and the British Security Association to pressure the Government for better protection, and we continue to do that.

On the political front, I come to Gordon Brown. I will be honest with you, Gordon very much wanted to come to this Congress, but he did say there were real pressures of time and it was always going to be a balancing act towards the end. Time is important, Gordon, because, frankly, time is running out in order to convince people that the Labour Party should win another term of office. So time is of importance. When things look grim, Gordon -- I know all about that -- when you are 15 points behind and people say you are going to be relegated, my advice is send for Roy Hodgson, the Fulham manager, because if he could get Fulham out of that scrape he can certainly win the election for you. (*Laughter and applause*)

I will put my cards on the table. I do not believe that the GMB should leave the Labour Party. I really don't. I do not think that is the way forward. It is the wilderness. I do not believe also that anyone is turned off by the idea that trade unions are involved with the Labour Party. I do not think that is a vote loser at all. It does not register anywhere. It is nonsense. The reality of life is that there has been a failure to address key issues which affect our members every day: tax unfairness, speculators on energy and oil – the absolute rip-off that is going on every day with speculators making money on our backs – social housing problems and abuse of agency workers. Britain is still one of the easiest places in Europe to hire and fire workers, despite all the fantastic efforts of our MEPs, who I pay tribute to, who on many occasions have actually bucked the Whip from Westminster and gone out on a limb in order to support the workers here and the policies of the GMB. I pay public tribute to them. When we are looking at people who actually give us value for money, I can assure you that Europe is an operation that gives us value for money from top to bottom.

So we should not disaffiliate but we should change our approach because it is our Party and people should reflect our views and our values. I am going to tell you about what we

have been doing over the last 12 months. Sometimes it is difficult to sit in Congress when speeches are going on but we do listen to what you say and to the criticisms of last year. We know the Government are keen on assessment tests. I think they are called SATS. Performance-related pay. SATS. So we have been running our own tests. We call them "SAPTS", which are Standard Assessment Political Tests. We have monitored all of our MPs, 108 of them, who we have given financial or organisation support to from election to election. We have monitored their performance in close conjunction with the regions. The aim is very, very simple. If they do not match up on a regional or national basis to a level of performance, then the position is absolutely crystal clear. We are removing funding, support and all organisational support from those MPs and their constituencies until they actually follow and be responsive to the needs of working people in this country. *(Applause)*

We intend over the next 12 months to consult all of our members through our magazines about what their concerns are and relay them directly in, what engagement and involvement they want with their MPs, and we are going to invite all the Labour MPs in every constituency to meet our members face to face on key issues. We are going to consider our affiliation levels to ensure they represent the realistic level of support within the Union for the party. We are going to launch and we have launched a new drive to divert resources to local constituencies. We want to put more power over funding and organisational support directly into the hands of our GMB activists in our regions and branches.

I will tell you this. We want our activists to have more of a say over funding. This is another promise about the Labour Party loan problem and the debt. First of all, the GMB did not indemnify our NEC members, Mary or Debbie. Dick and Henry, if you get a chance, have a word with the *Socialist Worker* and tell them to put the record straight. We did not indemnify any of our people. I am making this promise. There will be no GMB money coming from our members at ASDA, in the schools or anywhere else. No GMB members' money will be going to pay off loans that the Labour Party took from multi-millionaires who now want their money back because, perhaps, the peerages they thought they might have got are not going to materialise. *(Applause)* Not a single penny!

I am going to finish with GMB@Work. There will be no easing off. There will be more and more of the same. We will have more training in work planning, in self-discipline, collective responsibility and collective accountability. There will be more campaigning. We are going to fight for a Government and for Westminster representatives which delivers our needs, that fights for working people, for pensioners and for the vulnerable. But in doing so, let us never forget the carnage that the Tories created and the legacy they left on this country from which many of us still suffer. Let's go forward and fight. Let's fight for a Labour Party and a Labour Government but let's not be unrealistic. Let us make sure that we put to the forefront the key issues which affect our members, our societies and our communities. Mary, I move the report. *(A standing ovation)*

The General Secretary's Report was adopted.

THE PRESIDENT: I suggest we return a little later this afternoon at 2.15.

Conference adjourned for lunch.

AFTERNOON SESSION

(Congress reassembled at 2.15 p.m.)

THE PRESIDENT: Will Congress please come to order? For those who have bought raffle tickets from the North Western Region, you can pick your prize up at the South Western Region! The winning ticket is 503 so whoever has that ticket will they see Dougie Henry down here because it is for a long, long weekend somewhere, probably on the moon if I know North West. It could be Australia for some of them.

I am starting without the General Secretary. He could be expelled to Australia in 10 years' time. Will Conference please come to order? We have a lot of business.

STANDING ORDERS COMMITTEE REPORT NUMBER 4

(Adopted)

THE PRESIDENT: Could I ask Helen Johnson to move Standing Orders Committee Report No. 4? Helen?

SIS. H. JOHNSON (Chair, Standing Orders Committee): Standing Orders Committee Report No. 4. Good afternoon, President, Congress.

Colleagues, on the subject of emergency motions the SOC has accepted a fourth emergency motion for Congress, Emergency Motion 4 entitled, Pensioners Fuel Crisis, standing in the name of London Region. The SOC recommends that this is heard on Thursday.

On the subject of DVDs, the SOC has given permission for a DVD from the Australian Services Union to be shown at the session this afternoon.

Raffle tickets. The SOC has given permission for raffle tickets for the Retired Members Association to be offered for sale at the Section Conferences.
President, Congress, I move SOC Report No. 4.

THE PRESIDENT: Thank you very much, Helen. Does Conference agree Standing Orders Report No. 4? *(Agreed)*

Standing Orders Report No. 4 was adopted.

THE PRESIDENT: We will now move to see a short DVD greeting from Linda White, Assistant National Secretary of the Australian Services Union. Like GMB, ASU are a general union covering workers in private and public services, and just to remind

Congress, they have been for years under a Tory government and the unions are absolutely pillaged with their laws. Now they have a Labour government we are hoping that things are looking brighter but their public services were devastated in the same way as ours. As I know Linda, I am delighted to see that DVD. OK?

DVD greeting from the Australian Services Union shown to Congress.

THE PRESIDENT: I had difficulty hearing that and I am on top of the monitor. I think maybe Congress did as well, but can I say thank you to the ASU for their greetings and, hopefully, now things are going to swing back and they will get their rights back. Believe you me, they are determined they are not going to allow their government that they have put in to do anything other than restore trade unions' rights. Congress, Linda, we send you our best wishes and, hopefully, very soon we will hear of your success.

Frank Doran, MP, is here and who is Chair of our GMB Labour Group. Where are you, Frank? He is back there. Welcome to Congress. Nice to see you. Well, I think I can see you!

REGIONAL SECRETARY'S REPORT: MIDLANDS & EAST COAST REGION

MIDLAND & EAST COAST REGION

1. MEMBERSHIP AND RECRUITMENT

FINANCIAL MEMBERSHIP	53,515
Section Financial Membership (by each Section):	
COMMERCIAL SERVICES SECTION	15,993
MANUFACTURING SECTION	15,208
PUBLIC SERVICES SECTION	22,314
Grade 1 members	37,013
Grade 2 members	10,127
Retired, Reduced Rate & Others	6,375
Male Membership	32,412
Female Membership	21,103
Total number recruited 1.1.2007 – 31.12.2007	7,698
Increase/Decrease 1.1.2007 – 31.12.2007	+895
Membership on Check-off	31,788
Membership on Direct Debit	15,252

RESPONSE TO ORGANISING AGENDA

The Midland and East Coast Region continues to support the National Organising Agenda. The Regional Organising Team of 3 Organising Officers has been strengthened by the appointment of a Membership Development Officer who is under the direct control of a designated Senior Organiser. The Regional Organising Team will be supported by a full time co-ordinator/administrator. Membership growth is measured and monitored with an emphasis on GMB@Work and ensuring that not only is membership increasing but that a structure is put in place for Representatives and Contacts to enable us to build in the future.

The main priority remains organising within the national areas of schools, Southern Cross and ASDA, and membership is steadily increasing in all areas.

The GMB@Work agenda continues to drive and influence decisions in the Region with all the Officers having attended the weekend course designed to enable them to deliver this directly to new Representatives at the mandatory two-day induction. We will start rolling this out in the Spring term.

The Region's areas have also been subjected to a restructure with the addition of three more Servicing Organisers. We believe this now gives the Organisers the opportunity to implement GMB@Work in all areas, with membership growth the measurement we will all be judged by.

RECRUITMENT TARGETS AND CAMPAIGNS

The Midland and East Coast Region continues to support the National Organising Team projects and has been proactive in being one of the pilot Regions working closely with the NOT in the NHS and Further Education. The Regional and National targets, along with the success rate, continues to be displayed on organising boards in offices across the Region, and the Region's rolling recruitment weeks are all planned for 2008.

As well as national targets, regional targets include Servisair at East Midlands Airport, L'Oreal, and Nottingham Trent University, and new leads and development targets are constantly being looked at. We continue recruiting, servicing and organising all of our GMB members with the goal in the Midland and East Coast Region of fully integrating all communities with a view to using the Organising at Work agenda to encourage, train and give them their own confidence and independence.

Recruiting and Organising in the migrant worker community remains a priority for Midland and East Coast Region, and work will continue in this area over the coming year.

OVERVIEW OF REGION'S ECONOMIC AND EMPLOYMENT SITUATION

The East Midlands is the third largest region in England covering 15,607 sq km and it is the third most rural region in England (29.5% of the total population live in rural areas). Total population is 4.4 million.

The East Midlands faces particular challenges of its own:

- The effects of globalisation on an area with a strong manufacturing tradition
- Demographic changes, including an aging population and migration
- Lower than average skills

On some levels the Regional economy is doing well with high employment and relatively high economic growth. But our success is not reflected across all parts of the Region.

Manufacturing businesses throughout the East Midlands are facing severe competition from overseas, and exporting is becoming increasingly difficult for standard services and products. As the pace of technology change speeds up and new industrial economies develop, the future of the manufacturing sector within the region must be based on the recognition that innovation through the continuous introduction of new and differentiated products and services is key to regional competitiveness.

2. GENERAL ORGANISATION

Regional Senior Organisers	3
Membership Development Officers	1

Regional Organisers	14
Organising Officers	3
No. of Branches	95
New Branches	0
Branch Equality Officers	47
Branch Youth Officers	30

The Regional Secretary continues to lead the Region's management team, supported by 3 Senior Organisers who each have individual geographical areas, which have now been realigned to improve the services we deliver to the members.

The Servicing Organisers have now been increased to 15 supported by the MDO and 3 Organising Officers with the Regional Organising Team who then have responsibility for working in the whole of the Region with the Servicing Organisers and Activists. The 3 Senior Organisers each have responsibility for one of the Sections in the GMB, along with other responsibilities, as delegated by the Regional Secretary.

3. BENEFITS

Dispute	-
Total Disablement	-
Working Accident	£4,306.10
Occupational Fatal Accident	-
Non-occupational Fatal Accident	£2,750.00
Funeral	£17,043.50

4. JOURNALS AND PUBLICITY

We continue to explore different ways in communicating with our members and we are using the texting services to great effect for our members employed in Local Authorities, Asda, and in co-ordinating the Branch Forums.

The Region has reviewed its publicity material and now has available car stickers, coasters, umbrellas, rulers and other promotional merchandise to advertise the GMB.

Industry specific journals and publications are widely circulated to branches, workplaces and members. The National Schools Support Staff binder is proving an invaluable tool for recruitment and communication in schools across the region. In 2007 we launched our new regional website, our new Member Get Member campaign, and we continue to distribute valuable Public Services Equal Pay information to our members.

Southern Cross Newsletters and Public Eye have also been invaluable tools for communications and updating members on key workplace local and national issues.

Media training has also been undertaken by all Officers in the Region and regular press releases are encouraged on national, regional and local issues using newspapers, regional and local TV and radio as well as live interviews on industrial matters. The region has reviewed its publicity material e.g. car stickers, leaflets to include the new regional website and 'join online' facility.

The Region continues to sponsor the highly successful GMB Panthers based in the impressive Ice Arena in Nottingham. Branches are encouraged to use the corporate box with many branches using this as a recruitment tool. We continue to benefit from increased media coverage of this popular family sport.

5. LEGAL SERVICES

(a) Occupational Accidents and Diseases (including Criminal Injuries)

Applications for Legal Assistance	Legal Assistance Granted
925	704

Cases in which Outcome became known

Total	Withdrawn	Lost in Court	Settled	Won in Court	Total Compensation
918	298	1	619 £5,421,388.12	0 -	£5,421,388.12
Cases outstanding at 31.12. 2007			1,373		

(b) Employment Tribunals (notified to Legal Department)

Claims supported by Union	266
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Cases in which Outcome became known

Total	Withdrawn	Lost in Tribunal	Settled	Won in Court	Total Compensation
125	7	-	107 £8,218.38	11 -	£8,218.38
Cases outstanding at 31.12. 2007			434		

(c) Other Employment Law Cases

Supported by Union	Unsuccessful	Damages/ Compensation	Cases outstanding at 31.12.2007
13	16	-	13

(d) Social Security Cases

Supported by Union	Successful	Cases outstanding at 31.12.2007
-	-	-

Again this year Equal Pay has dominated our time and efforts. We have been inundated with new claims and queries, and have been able to recruit local authority members on the back of it. Road shows have taken place throughout the region at the majority of our City and County Councils. We advised members not to accept settlements but unfortunately the majority did. We are continuing to advertise and encourage those to claim who have not already done so.

The last of our Unilever part-time pension claims will hopefully soon be concluded. Unilever have systematically been working their way through the claims with the last batch left to conclude. Our members have been happy with the results as many received a lump sum to compensate for not being allowed to join the fund, plus interest, plus the extra pension since retirement that they would have received. Some even had their pension trebled.

DSS appeals have continued to come in at a steady rate over the year and we expect to see an increase in Incapacity Benefit appeals after next October when the legislation changes.

This year we have set up a new system for members who have been exposed to asbestos. The member completes a form and the details are registered on Thompsons' solicitors database so that the information is stored for future reference, if and when the member pursues a personal injury claim.

6. EQUAL RIGHTS

REGIONAL EQUAL RIGHTS ADVISORY COMMITTEE

The Region's RERAC has met the usual 4 times but unfortunately due to diary dates, RERAC and the RRAC have not had their joint meeting this past year.

We will be holding the Midland & East Coast Regional Equal Rights Conference at the Nottingham Office on 6 March 2008. The theme of the Conference will be Dignity Period where we will be launching the ACTSA Dignity Period Campaign. Delegates will then be able to cascade the campaign out into their Branches and workplaces.

RERAC have been active at events throughout the year and have received assistance from Bob Grimley and his family via manning stalls and recruiting with other activists.

RERAC are looking to put together a newsletter covering equality issues which would be put on the Region's website.

Out of 93 Branches only 58 have Equality Officers and RERAC are looking to increase this over the next year.

To conclude this report the Midland & East Coast Region would like to put on record their thanks to Rehana Azam for the sterling work she did when she had responsibility for Equal Rights at National level, and wish her well for the future.

Ethnic breakdown of the Regional Equal Rights Advisory Committee:

	White	Black	Asian	Other
Male	2	-	-	-
Female	5	2	1	-

REGIONAL RACE ADVISORY COMMITTEE

Since the last report to Congress the Regional Race Advisory Committee has met three times and continued to debate the issues of migrant worker impact, and the BNP focus in the region their strategy to infiltrate schools and also alarmingly, trade unions.

The contributions from our young members on the Race Committee significantly assisted us in terms of getting a better understanding of the issues that face young people and also what they think our Union might be able to do to help them. Sam Bull compiled a document about young people in Universities and Further Education, which the Race Committee submitted to Regional Committee for endorsement.

The Race Committee is currently working on an Action Plan that will include some focus on migrant workers and will also examine the potential for the GMB to become involved with student organisations via link work that we are organising.

The region in conjunction with the Trades Council successfully helped organise and contribute to stopping the BNP holding its annual national rally in Kimberley. Even more satisfying is, as a result of the lobbying and campaigning, that the BNP locally have collapsed. We will also be supporting the 'Hope Not Hate' events throughout the region in 2008.

The Regional Race Advisory Committee has attracted two new members to its Committee, one male and one female but both of Asian descent. This will again ensure that we maintain diversity in the Committee and also continue to have debates that are fuelled and enriched by different perspectives which then help to contribute to our regional policies and perspective.

Ethnic Breakdown of the Regional Race Advisory Committee:

	White	Black	Asian	Other
Male	7	2	1	-
Female	1	3	1	-

7. YOUTH

The young members of the Midland and East Coast Region in 2007 have attempted to build on the progress made during the previous year. This continues the shift of trying to bring young members into the fold of the GMB organising agenda from the areas of single issue politics such as poverty and racism.

Once again this region provided a large delegation to the GMB Young Members' Conference scheduled for the end of 2007. It is a great pity that this event did not take place and was certainly no reflection on the young members who had put their names forward to attend. The wider movement needs to consider the negative impact that such a cancellation has on the young members themselves. The GMB constantly bemoans the lack of activity among young members but when events that are planned do not take place it makes it much harder to provide delegates in the future. The region accepts that the cancellation of the young members' conference could not be avoided, however, it does not remove the concern that young members do not have a high priority within the organisation.

On a brighter note this region has once again provided a significant delegation to the National TUC Conference.

One branch in our region has made significant strides in attempting to integrate its young members into the GMB mainstream. Scunthorpe Tec branch has gone a step further than simply appointing a solitary branch young members officer. They have, with the help of young members themselves, set up a youth committee within the branch to promote not just young members issues but the branch itself in the wider community. Significant amounts of money have been raised through, among other things, a sponsored parachute jump undertaken by three young members from the branch. This region commends the commitment and, it has to be said, bravery of the three young members Rob Jollands, Matthew Greener and Scott Wilson, who made the jump. They are a credit to the GMB. Our thanks to the Branch Secretary, Ken Moody, who has given full support to his young members and the branch's young members section. It is prudent to remind all branches in the union that the appointment of a young member's officer is a Rulebook requirement, and careful thought should be given to make sure this instruction is not only complied with but actually made to be a positive contribution to young members and the branch.

Finally, and we make no apologies for including this fact once again, despite the introduction of age discrimination legislation, young members are still discriminated again in the provision of lower rates in the Minimum Wage. The GMB still needs to campaign against this blatant injustice.

8. TRAINING

(a) GMB Courses Basic Training					
	No. of Courses	Male	Female	Total	Total Student Days
Introduction to GMB (2 days)	11	90	50	140	280
GMB/TUC Induction (5 days)	9	76	36	112	560
Branch Officers (please specify subject)	-	-	-	-	-

(b) On Site Courses (please specify subjects)					
	No. of Courses	Male	Female	Total	Total Student Days
Educare, Joint Training	1	7	9	16	16

(c) Health & Safety Courses (please specify subjects)					
	No. of Courses	Male	Female	Total	Total Student Days
General	3	25	7	32	139

(d) Other Courses (please specify subjects / weekdays/ weekends)					
	No. of Courses	Male	Female	Total	Total Student Days
Plum Conference (One Day)	1	16	8	24	24
Union Learner Reps meeting (One Day)	2	8	21	29	29
Accompanying Reps (evening)	1	16	7	23	23
Southern Cross Refresher (Two Days)	1	4	4	8	16
Refresher Course, Grimsby (Three Days)	2	9	11	11	33
Refresher Course, Hull (Three Days)	1	10	11	11	33
Northern College Courses	6	5	1	6	30

(e) TUC (STUC & ICTU) Courses					
	No. of	Male	Female	Total	Total Student

	Courses				Days
		72	18	90	

9. HEALTH & SAFETY SERVICE

WORKPLACE ORGANISATION AND VISITS

In the period since taking up the post, the RHSO has been involved in a number of visits to workplaces:

- Oakdale Learning Centre in Mansfield – Issues over general housekeeping, lighting and risk assessments
- Kings Mill Hospital – Lack of consultation over move of premises. Concerns over lack of natural light, space and stress
- Hull GMB Office – Fire Risk Assessment completed
- Humprenco, Scarborough – Meeting with Director to forge working relationship on health and safety issues

The service continues to be explained to all new representatives attending the training course.

ENQUIRIES

Regional office continues to handle health and safety enquiries. In the period since the last report to Congress the following subject areas were raised:

- Working Time Regulations - (Waivers/time periods)
- Whole Body Vibration - (Survey undertaken and results being analysed)
- Rights of Safety Reps - (Time off undertaking duties/training)
- Asbestos - (Enquiries about our questionnaire scheme)
- Manual Handling - (Weight limits/training)
- Risk Assessment concerns - (Employer duties/control measures/training)

TRAINING

A new format for Reps training is to be introduced in January 2008. The new Workplace Organising Reps Induction course now lasts a total of 10 days. It includes two days devoted to Workplace Mapping, 5 days on Workplace Organising and 3 days on Health & Safety. The RHSO is currently working on a redraft of the Workplace Safety Reps Advanced and Workplace Organising Reps Advanced.

In addition to these courses the department has been involved with delivering joint training between managers and safety reps in Educare. It is hoped that training of this nature will develop further.

INFORMATION DISTRIBUTION

During 2007 the following Health and Safety Matters have been distributed to Safety Reps and Branches:

- January 2007 - Guidance on Shift Work
- Feb 2007 - Control of Asbestos at Work Regulations (2006)
- March 2007 - Worker Involvement – Are They Bothered?
- April 2007 - Construction (Design and Management) Regulations
- May 2007 - Occupational Cancer
- June 2007 - The Use Of Radio Frequency Identification (RFID) In The Workplace
- July 2007 - The Truth About Health and Safety Myths
- August 2007 - Smoking in Enclosed Places
- September 2007 - Proposal to Merge HSC and HSE

- October 2007 - HSE Funding – The Inspectorate Faces A Crises.
- November 2007 - Health & Safety At Work – National Statistics
- December 2007 - Tackling HIV Discrimination at Work

The Regional Office continues to offer an e-mailing service to distribute electronic versions of documents dealing with health and safety on request from representatives. The Region's revamped website holds a great deal of Health and Safety information and additional resources are to be added including the new Safety reps toolkit.

A revision and update of the health and safety pages on the regional website is continuing. The Department will always be proactive in responding to any changes in the needs of our safety representatives.

(Adopted)

THE PRESIDENT: I now ask Andy Worth to move his report, pages 93-100. Andy?

BRO. A. WORTH (General Secretary, Midlands & East Coast): Formally moved.

THE PRESIDENT: Seconded?

Regional Secretary's Report: Midlands & East Coast Region (pages 93-100) was formally moved and seconded.

THE PRESIDENT: Page 93, 94, 95, 96, 97, 98, 99, 100. Congress agree those? *(Agreed)* Thank you very much.

The Regional Secretary's Report: Midlands & East Coast Region (pages 93-100) was adopted.

CEC SPECIAL REPORT: GMB RULEBOOK (Plain English)

CENTRAL EXECUTIVE COUNCIL SPECIAL REPORT TO CONGRESS 2008

GMB RULEBOOK

Congress 2006 referred Motion 20. Rule Book Clarity to the Task Group.

Congress 2007 adopted the Framework for the Future of GMB Task Group Special Report which included at Recommendation 16 that the CEC establish a Rulebook Working Party. The CEC selected the membership of this Working Party at its February 2007 meeting. The Rulebook Working Party members were:

Malcolm Sage, Vice-President, Midland & East Coast Region
 Gary Doolan, London Region
 Mary Hutchinson, Northern Region
 Ron Waugh, North West & Irish Region

Mick Laws, Southern Region
Kath Manning, Yorkshire & North Derbyshire Region
Peter Foley MBE, Race Reserved Seat
Andy Worth, Regional Secretary, Midland & East Coast Region
Allan Wylie, Finance Director, National Office
Steve Short, Executive Officer, National Office

In line with Motion 20 the Working Party commissioned a translation of the Rulebook into plain English by the Plain English Campaign and the Working Party has met regularly since to agree the suggested new wording of the Rulebook.

Attached is the proposed new wording for the Rulebook, as agreed by the Central Executive Council on 11 March 2008, for consideration by Congress 2008

In addition to the translation into plain English the Central Executive Council also recommends to Congress some proposed material changes which are highlighted on the facing page of this document. In the main these changes are aimed at making the rules more concise and at updating rules which are no longer accurate or relevant.

The Central Executive Council commends the attached rewording of the Rulebook to Congress 2008.

The following motion was referred by Congress 2006:

20. RULE BOOK CLARITY

Congress believes that the Rule Book should be transparent not opaque and assist in the smooth running of the organisation it serves. Further it should be fully accessible to the membership.

Congress accepts that our current Rule Book wording and format falls far short of delivering on these points. Therefore, Congress instructs the CEC to commission both the translation of the Rule Book into plain English and change of format to loose leaf files which will be easier to update following rule changes and far more cost effective.

136 ROSSENDALE BRANCH
Lancashire Region

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.

Adopted at Congress 1990

G M B

Rules

The rules include amendments made at Congress 2008 and which come into force on 1 July 2008, unless it says otherwise.

7 Core Rules

77 Section Rules

Core rules

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GMB

Core rules

Constitution

Rule 1 Name and offices

1 The Union is called GMB.

2 Our main office is at GMB National Office, 22-24 Worples Road, Wimbledon, London SW19 4DD. Our main office in Northern Ireland is at Quayside House, 3 Donegall Quay, Belfast.

3 In line with any decisions made by the Congress or the Central Executive Council, we will be run according to these core rules.

Rule 2 Aims

Our aims are as follows.

1 To recruit, organise and represent all workers.

2 To regulate relations between employees and employers and between employees themselves.

3 To maintain and improve wages and conditions, and make employment as secure as possible and promote industrial democracy.

4 To achieve and maintain equal pay for women, promote equal opportunities within the union, the workplace and society in general, and end discrimination against people because of their sex, race, nationality, religious beliefs, disability, age, marital status or sexuality.

5 To provide benefits (including legal help) to members in line with our rules.

6 To promote training and educating members in relation to the activities they carry out on our behalf, and to provide scholarships to educational institutions for

members, in line with conditions set out by the Central Executive Council.

7 To promote or support legislation in the interests of members, especially those laws relating to the legal rights of trade unions, industrial health, safety and welfare, social and economic welfare and environmental protection.

8 To help elect members to Parliament and public authorities who promote our policies and the interests of members through political methods, providing the candidates are pledged to collective ownership, under democratic control, of the means of production, distribution and exchange.

9 To promote the social, moral and intellectual interests of our members.

Rule 3 Changing and amending rules

No new rules can be made, or any of these rules changed, amended or cancelled, unless agreed by a majority vote at Congress (Ordinary or Special), or by a ballot of members.

Rule 4 Dissolving the union

The union may be dissolved (formally ended) by a vote of five-sixths of the whole of the financial members of the union.

Membership

Rule 5 Membership

1 GMB is an open and democratic organisation and welcomes into membership people from any industry or walk of life who are committed to upholding the aims and rules of the Union

2 The Central Executive Council may create temporary grades of membership if they think they are necessary.

3 Despite anything set out in these rules, the Central Executive Council may, by giving six weeks' notice in writing, cancel the membership of any member, if this is necessary to keep to:

- a decision made by the Disputes Committee of the Trades Union Congress (TUC);
- a decision arising from an inter-union disputes committee set up by us and another union; or
- a recommendation of the Independent Review Committee, set up with the support of the TUC.

4 The Central Executive Council, a regional council or a regional committee has the power to suspend a member from benefit or ban them from holding any GMB office, or ban a member from taking part in GMB business and affairs, in any case for as long as the council or committee feels necessary:

- if they believe the member is guilty of trying to harm the union or acting against the rules;
- if the member makes or in any way associates themselves with any defamatory or abusive comments made against any of our officials or committees;
- if the member, alone or together with any other members or people opposes or acts against any of our policies;
- if the member acts against the best interests of the GMB
- if the member encourages or takes part in the activities of any organisation or group whose policies or aims are racist or promote racist beliefs, or for any other sufficient reason.

5 Regional councils or regional committees have the power to recommend that the Central Executive Council cancel, and the Central Executive Council (with or without a recommendation) has the power to cancel, the membership of any member for any of the reasons set out in clause 4 above. A member who has their membership cancelled will not be eligible to rejoin without the permission of the Central Executive Council or the appropriate regional committee.

6 If a regional council or regional committee takes disciplinary action against a member under clause 4 of these rules and the member is not satisfied with the decision, he or she can appeal by writing to the general secretary within one month of the decision being made. The case will be referred to the Central Executive Council, who will make the final decision. In giving its decision, the regional council or regional committee must tell the member, in writing, about their right to appeal.

7 If the member is not satisfied with the Central Executive Council's decision under clause 4 or 5 of this rule, he or she can appeal by writing to the general secretary within one month of the decision being made. The case will be referred to the Appeals Tribunal, who will make the final decision. In giving its decision, the Central Executive Council must tell the member, in writing, about their right to appeal.

8 At each hearing before the regional council, the regional Committee, the Central Executive Council or the Appeals Tribunal, the member will have a reasonable opportunity

- to hear the evidence against them, to answer it and to question witnesses;
- to present their case orally or in writing, and
- to support their case with written statements or by using witnesses.

Rule 6 Appeals procedure for members

1 Any member who wants to complain must do so to their branch secretary, who will take the matter to the branch. If the member is not satisfied with the branch's decision or the branch decides it does not have the authority to deal with the matter, the member can appeal in writing to the regional committee within one month of the branch meeting. The regional committee will make the final decision.

2 At each hearing before the branch or the regional committee, the member will have a reasonable opportunity

- to present their case orally or in writing
- to support their case with written statements or by using witnesses
- to hear the evidence against their complaint, to answer it and to question witnesses.

Rule 7 Membership transfers

Members who have a reason to transfer to this union through leaving their previous job, or for other reasons we approve, will be accepted as full financial members if they are financial members of the union they leave. A period of continuous membership of that union immediately before the

transfer will count as a period of membership of this union for the purpose of working out whether the member is entitled to benefits in line with rules 49 to 59. This clause applies only to members who transfer to this union in line with TUC procedures.

Congress

Rule 8 Congress of the union

1 The Congress (Ordinary or Special), made up of representatives from the regions of the union, holds supreme authority.

2 The Ordinary Congress will be held every year on dates decided by the Central Executive Council.

3 The Central Executive Council can choose to hold and arrange a Special Congress.

4 All delegates must be fully financial members. Each region will elect one delegate for every 2,000 financial members, as stated in the membership figures for the previous September.

5 Each branch of a region may nominate one delegate to represent the region at the Congress. These nominations must be sent to the regional office no later than 31 December. The region will then print and issue lists during the third week of January, setting out the name and branch of each candidate. The closing date for voting will be 28 February. The candidates who receive the largest number of votes will be elected.

6 The following will take part in the Congress and will have the right to speak but not to vote.

- Central Executive Council members
- The general secretary and treasurer
- The deputy general secretary
- Regional secretaries
- Section national secretaries
- National industrial officers
- General member auditors

Rule 9 Business of the Congress

1 A standing orders committee will be appointed before each Congress, and the constitution reported to Congress. No member of the Central Executive Council will be eligible to be a member of the standing orders committee. Each region will appoint one member for this committee. Each region will appoint one teller before each Congress.

2 The Congress will:

- elect the President and Vice-President as set out in Rules 12 and 13;
- consider and make decisions on policies affecting the general, industrial, political or social welfare of our members;
- receive reports from the general secretary and treasurer (which will include reports from senior officials nominated by the general secretary) and the regional secretaries;
- consider and make decisions on all matters included in the agenda for the Congress; and
- confirm the elections of officials and general member auditors when necessary.

3 The Congress by a majority vote shall have power to rescind, alter and add to any of these rules. Consideration of amendments to rules shall be restricted to the Ordinary Congress held in 2006 and thereafter to every third Ordinary Congress. The Central Executive Council shall, nevertheless, have power to submit to any Congress (Ordinary or Special) amendments to rules.

4 Any branch or regional committee or the Central Executive Council can put forward motions for inclusion in the agenda of the Ordinary Congress. Branches must put forward their motions to reach the appropriate regional secretaries by no later than 31 January. Regions must pass the motions to reach the general secretary by no later than 7 February. Any branch or regional committee or the Central Executive Council can put forward proposals to amend rules at Congresses named in clause 3 above.

5 The full agenda for Congress will be made available to members via the website

6 The Congress (Ordinary or Special) can replace any member or members of the Central Executive Council or tell

the Central Executive Council to arrange for a replacement to be elected.

Central Executive Council

Rule 10 Central Executive Council

1 The union is run by the Central Executive Council. The council also deals with any trade disputes.

2 The Central Executive Council will be made up of voting members elected from each Region under rule 11. The general secretary and treasurer, and the deputy general secretary will also be voting members of the Central Executive Council.

3 The Central Executive Council will hold ordinary meetings as and when required, but at least six times per year. The Central Executive Council may meet at other times if necessary. One half of the total number of members in office must be present at the meeting for any of the council's decisions to be valid (this is known as a 'quorum').

4 To carry out any part of its business, the Central Executive Council can appoint committees. It may give any of these committees as much responsibility to carry out its business as it feels necessary. In carrying out this business, the committee will act on behalf of the Central Executive Council, and must keep to the relevant conditions of these rules as if it were the Central Executive Council. The committees will make decisions on behalf of the Central Executive Council, who, except where it says otherwise, must give its approval. The committees will be made up of at least one member of each section, at least one woman elected to a women's reserved seat, and at least one representative elected to a race reserved seat, and will always be made up of representatives from each region. The representatives will be appointed in whatever way the Central Executive Council feels is necessary. The committees will meet at the times and places decided by the Central Executive Council

5 The Central Executive Council will have the power to grant permission to start new regions and to break up or suspend any region or regional council which may act against the rules or for any other reasons. The council can

take any steps it feels are necessary to carry on the work of these regions.

6 The Central Executive Council may use any powers and carry out all acts, duties and responsibilities it feels are necessary to achieve our aims, whether or not these powers, duties and responsibilities are specifically mentioned in these rules. The council will make sure our funds are not misused and, through the general secretary or any other officer they appoint will prosecute or take any other appropriate action against any officer or member who misuses or withholds any money or property belonging to us.

7 All books, property, funds and documents belong to the union and not to the branches, and the Central Executive Council has the power to demand that the books, property, funds and documents a branch holds are given to the Central Executive Council or an officer the Central Executive Council has appointed.

8 The Central Executive Council will have the power to borrow money on any terms, and with or without security, as it considers necessary.

9 The Central Executive Council will have the power to provide funds for any purposes it feels are necessary to support trade-union or working-class aims in line with the aims and policies of the Union.

10 The Central Executive Council will appoint special auditors to examine the books and accounts of any region or branch of the union whenever it feels this is necessary.

11 The minutes of the Central Executive Council will be sent to the secretary of each region, who will send a copy to the secretary of each branch in the region.

12 Any decision the Central Executive Council makes will bind all our members.

13 The Central Executive Council will make a decision on any matters not set out in these rules.

14 The Central Executive Council can give as much responsibility as it feels necessary to Section National Committees. The Central Executive Council will have the power to set up new sections of the union.

15 The Central Executive Council can make by-laws for how a certain group of members carry out and manage their business in line with our rules.

Rule 11 Elections to the Central Executive Council

1 One member will be elected as a representative of each section in each region.

2 Members will be elected as general representatives as follows.

2a One member will be elected as a general representative in each region which has 75,000 or fewer members on 31 May in the year the election takes place.

2b Two members will be elected as general representatives in each region which has more than 75,000 members on 31 May in the year the election takes place.

2c One member will be elected as a general representative from the members who live in Ireland.

3 One member in each region will be elected to a women's reserved seat of the Central Executive Council.

3a Five members will be elected to national race reserved seats of the Central Executive Council.

4 No member will be eligible to be nominated for election to a section seat unless they are a member of that section. Only women will be eligible to be nominated for election to a women's reserved seat. Only members of a relevant racial group will be eligible to be nominated for election to a race reserved seat. Members must be members of the region in which they are nominated. No-one can be nominated for election in more than one group. All candidates must have the relevant qualifications set out in rule 18.

5 Each branch in a region may nominate people for general seats, the women's reserved seat and the race reserved seats. In line with rule 36.21 (Composite branches), only branches having members in a section can make nominations for that section seat. Only branches in Ireland can make nominations for the general seat under

clause 2c, and these branches will not be entitled to make nominations for any other general seat. If a branch is entitled to nominate a candidate for election to any seat, it cannot nominate more than one candidate for election to that seat.

6 Each member in a region will have one vote for each of the seats to be filled from that region. However, only members who live in Ireland will be entitled to vote to elect the general representative under clause 2c, and these members will not be entitled to vote for any other general representative. Each member of the union will also have one vote for each of the national race reserved seats.

7 Beginning in 2007, elections under this rule will be held by secret ballot for all groups every four years. Members of the Central Executive Council who are elected in this way will hold office for four years from the first Tuesday in December in the year they are elected. Except where the Central Executive Council decides otherwise casual vacancies that arise during the first two years of the term of office will be filled by a by-election held on a day decided by the Central Executive Council and casual vacancies that arise during the last two years of the term of office will not be filled. Any member who is elected to fill a casual vacancy will hold office for the rest of the above four-year period.

8 Elections under this rule will be organised and held in line with by-laws issued by the Central Executive Council. These by-laws may say whether failing to keep to any by-law will disqualify a candidate from being elected. By-laws may define the racial group or groups (referred to here as 'a relevant racial group') whose members are eligible to be nominated for election to one or more of the national race reserved seats. The Central Executive Council can amend or withdraw any by-law, as long as doing so would affect only the future conduct of current or future elections.

9 When we refer to 'members' in this rule, we mean financial members.

Rule 12 President

1 The president will be elected in 2005 and at every fourth Ordinary Congress from then on, from among the

members of Congress elected in line with rule 8.4 for that year, and from the members of the Central Executive Council. The president will hold office for four years, chair the Congress after that at which they are elected and be eligible to be nominated and re-elected after their four-year term of office. During their term of office, the president will chair all meetings of the Central Executive Council and other union meetings the Central Executive Council may hold. They will also:

- be responsible for making sure Congress carries out its business in a proper way;
- sign the minutes (the general secretary and treasurer will also do this);
- make sure all members of Congress keeps to these rules; and
- go to the TUC and Labour Party Conferences, and other conferences as appropriate.

2 For their services, the president will receive a payment (called an honorarium), the amount of which will be decided by the Central Executive Council.

3 The general secretary must receive all nominations to elect a president by the Monday of the week before Congress.

4 In the event of a casual vacancy the Vice-President assumes the Presidency until the next Congress.

Rule 13 Vice-president

1 The vice-president will be elected in 2005, and at every fourth Ordinary Congress from then on, from among the members of Congress elected in line with rule 8.4 for that year, and from members of the Central Executive Council. They will hold office for four years. In the event of a casual vacancy the Central Executive Council will appoint a Vice-President to hold office until the next Congress. If the president is absent from a meeting of the Central Executive Council, the vice-president will chair the meeting and be responsible for making sure business is carried out in a proper way.

2 The general secretary must receive all nominations to elect a vice-president the Monday of the week before Congress.

3 For their services, the vice-president will receive a payment (called an honorarium), the amount of which will be decided by the Central Executive Council.

Full-time officials and office holders

Rule 14 General secretary and treasurer

1 The general secretary of the union will also act as treasurer. They will not be removed from office except under the conditions set out in this rule.

2 If the position is vacant or an official has been suspended, the Central Executive Council can appoint an elected official to temporarily act as general secretary and treasurer until a new general secretary and treasurer is elected or the suspended official returns to office. An elected official who temporarily holds office will not be entitled to a vote on the Central Executive Council.

3 The general secretary and treasurer will be responsible to the Central Executive Council for delivering the objectives of the GMB.

4 The general secretary and treasurer will be responsible for the good governance of the Union, including the maintenance of high standards of administrative efficiency, financial management and probity.

5 They will go to all meetings of the Central Executive Council and they will have the right to speak on any business carried out at these meetings.

6 The general secretary and treasurer can be dismissed or suspended from office on the terms and for as long as the Central Executive Council considers proper, for the following reasons.

- If he or she fails to perform his or her duties.
- If he or she behaves in a way that could be classed as serious misconduct.
- For any other reason the Central Executive Council feels is appropriate.

7 When resigning, the general secretary and treasurer must give three months' notice. If they are dismissed, they will receive three months' notice or three months' wages.

Rule 14a Deputy general secretary

1 The deputy general secretary will be responsible to the general secretary and the Central Executive Council.

2 The deputy general secretary can be dismissed or suspended from office on the terms and for as long as the general secretary and the Central Executive Council consider proper, for the following reasons.

- If he or she fails to perform his or her duties.
- If he or she behaves in a way that could be classed as serious misconduct.
- For any other reason the general secretary and the Central Executive Council feel is reasonable.

3 If the position is vacant or an official has been suspended, the Central Executive Council can appoint an elected official to temporarily act as deputy general secretary until a new one is elected or the suspended official returns to office. An elected official who temporarily holds office will not be entitled to a vote on the Central Executive Council.

Rule 15 Electing a general secretary and treasurer, and deputy general secretary

1 This rule will apply to how the general secretary and treasurer, and deputy general secretary, are elected. Both of these will hold office for five years.

2 The Central Executive Council will ask branches for their nominations six months before the existing officials' terms of office runs out (or, if there is a vacancy, as soon as possible after taking account of any relevant matters). Branches should send their nominations to a returning officer appointed by the Central Executive Council.

3 No member will be eligible to stand as a candidate in an election under this rule unless the Central Executive Council is satisfied that:

- a he or she is eligible under these rules to be elected to office; and
- b he or she meets the conditions set out in by-laws for people who are nominated as candidates.

Only candidates who meet the above conditions will be validly nominated.

4 Elections under this rule will be organised and carried out in line with by-laws issued by the Central Executive Council, which may in particular:

- set a threshold for the number of branch nominations required, and set other conditions which possible candidates will need to meet;
- ban or allow and control canvassing (campaigning for votes) and spending by or on behalf of candidates; and
- decide how (including the format, layout and typeface) copies of candidates' election addresses will be produced and given out to voters.

By-laws made under this rule may set out whether failing to keep to any by-laws would disqualify a candidate or possible candidate from standing for election. The Central Executive Council may amend or withdraw any by-law if it thinks it is necessary.

5 An election will not need to take place if the holder of the office:

- a having been elected to that office under this or the previous rule; and
- b having been a full-time employee of the union for at least 10 years;

would otherwise reach retirement age within five years of their current term of office ending.

6 Elections under this rule will be held by secret ballot.

Rule 16 General trustees

1 There will be four trustees. The general trustees will be elected in any way the Central Executive Council decides, and for as long as it feels is appropriate. Members who are not financial members or who have not paid 53 contributions in a row will not be eligible to be appointed as a trustee. Trustees will no longer hold office when their membership ends.

2 The trustees must not sell, withdraw or transfer any of our invested funds without the authority of the Central Executive Council, which the general secretary and treasurer will give, in writing, on the council's behalf.

3 The trustees will perform the duties the Central Executive Council has made them responsible for.

4 The Central Executive Council can replace any general trustee.

5 The Central Executive Council can appoint a corporate organisation to act as custodian trustees under the Public Trustee Act 1906.

Rule 17a Officials - authority over

1 The Central Executive Council has full authority over all national, sectional and regional officers and has the final say over all matters relating to their conditions of employment or otherwise (except disciplinary matters). The council's decision will be final and binding on to all officials.

2 The Central Executive Council can pass on its authority for officials to regional committees, as long as doing so would not take away any of the council's overall authority, including the right to decide on the number and grade of senior organisers and organisers.

3 No member will be eligible to be appointed, nominated or elected for any national, regional or section office within the union unless the Central Executive Council (or the regional committee, if it has been given the authority) is satisfied that the member is suitably qualified and capable of efficiently carrying out the duties of the office.

In line with rule 15 this clause will not apply to candidates for General Secretary and Treasurer or Deputy General Secretary

Rule 17b Organisers

1 Regions shall have the power to appoint officers to work as organisers subject to the approval of the General Secretary and the Central Executive Council. The Central Executive Council may, from time to time, decide how these officers will be appointed. Organisers will, at all times, be responsible to and work under the direction and control of the regional secretary. They will be full-time paid employees of the union and the Central Executive Council

will set the terms and conditions of their employment. Organisers will not be eligible for being elected to any lay office within the union.

2 Within five years of being appointed, and at a time decided by the regional secretary and the regional committee and approved by the Central Executive Council, all organisers will take part in an election in line with rule 17f. When elected, these officers will be known as 'elected' organisers.

Rule 17c Senior organisers

1 A Region can recommend to the Central Executive Council that it creates a post for a senior organiser.

2 The general duties of the senior organiser will be set out from time to time by the Central Executive Council, or by regional secretaries or regional committees under the authority given to them under rule 17a2.

3 Any organiser from any region of the union can be appointed as a senior organiser.

Rule 17d Regional secretary

1 When a vacancy arises the regional committee will appoint a regional secretary. The person appointed and the procedure for appointing them will need to be approved by the Central Executive Council.

2 Any national official, senior organiser or organiser of any region or section of the union can be appointed as regional secretary.

3 For the purposes of these rules, a regional secretary will be treated as if they were a member of the regional council for as long as they hold office as regional secretary.

Rule 17e National officials

1 To help the General Secretary and Treasurer with matters relating to members of the sections, the Central Executive Council will appoint a national secretary for each section.

1 When a vacancy arises within the union for a national official (except as set out under rule 14 or rule 14a - General secretary and treasurer, deputy general secretary) and is taken by a member who has not previously been elected, the member will need to be elected by all members of the union.

2 No member will be eligible to be nominated or elected to any national office within the union unless the Central Executive Council is satisfied that the member is suitably qualified for the office in line with rule 17a3. The election procedure will be as set out in rules 17f and 67, unless changed by the Central Executive Council.

Rule 17f Procedure for electing organisers

1 The date the election takes place will be decided by the regional secretary and regional committee, and approved by the Central Executive Council.

3 No member will be eligible to be nominated for election to an organiser position unless:

- they meet the standards set by the Central Executive Council; and rule 17A3
- the regional committee is satisfied that the member is capable of efficiently carrying out the duties of the office.
- have paid contributions for 53 weeks in row before the date they are nominated;
- are a fully financial member

4 Each branch in the region will have the power to nominate and vote for any member who is a candidate for organiser

5 Elections under this rule will be organised and held in line with guidance issued by the Central Executive Council.

Rule 18 Qualifying for office, and the definition of officers

1 Any member wanting to be elected to any of the offices named in this rule must have paid contributions for 53 weeks in a row and be a fully financial member (as defined in rule 46.4) at the date they are nominated and elected.

2 During their whole term of office, the following holders must pay the full amount of their union contributions in line with rules 46 and 47.

- President
- Vice-president
- Central Executive Council members
- The general secretary and treasurer
- The deputy general secretary
- Congress representatives
- General member auditors
 - General trustees
- Senior organisers
- Organisers
- The regional president
- Regional council members
- Regional member auditors
- Regional trustees
- Branch presidents
- Branch secretaries
- Branch equality officers
- Branch youth officers
- Branch member auditors
- Collecting stewards
- Representatives going to authorised conferences
- Candidates for public organisations

3 Any member wanting to be elected to the Central Executive Council under rule 11 must be a member of their regional council on the date they are nominated and elected. This does not apply to any member wanting to be elected to the post of general secretary and treasurer or deputy general secretary.

4 Members of new branches will be eligible for the offices of branch president, branch secretary, branch equality officer, branch youth officer, branch member auditor or collecting steward.

5 An elected official is one who has been elected to a full-time permanent position by a vote of the members of the branches within a region, or by the votes of members of all the branches of the union.

6 People who have or have had a written contract of employment with us within the last 5 years or who receive a pension from us, will not be eligible to be elected as:

- a representative to Congress (rule 8);
- a representative to a regional council (rule 19 or rule 20); or
- a representative to a national or regional delegate conference (rule 66) or section conference.

People who receive a pension from us will not be eligible to be appointed or elected as an officer of the union.

Regions

Rule 19 Regions and how they are managed

1 The union will be divided into regions, the geographical boundaries of which will be decided by the Central Executive Council when necessary. A region can be made up of any number of members and branches. Each region will be run from a regional office.

2 Regions will be managed by regional councils, which will each meet once every six months. However, the councils can hold special meetings to consider emergency issues - the regional secretary and regional president have the power to decide whether to hold meetings.

3 Regional councils will be made up of one representative (a 'section delegate') for each 1,000 financial members of each section. Any differences in financial membership in the period between one election and another will not affect the number of representatives that will be elected to regional councils.

4 Members of the regional council will be elected every four years from nominations sent in by the branches in the region. Branches will only be entitled to nominate one member, and will not have more than one representative. Members who are nominated for election as section delegates must be members of the appropriate section and can only be nominated by a branch of their section. However, these nominations can be made by the appropriate section members of a composite branch in line with rule 36.21. Members who are nominated must have the necessary qualifications as set out in rule 18.

5 The branches must send their nominations to the regional secretary by no later than 28 February in the year when the elections are due. The election will take place in line with the election procedure set out in rule 17f.

6 When elected, the regional council will take office from 15 April in the year of the election and will hold office for four years

7 The regional committee or regional council will have the discretion to fill any vacancies that arise on the regional council as follows.

a Vacancies which arise during the first two years of the term of office will be filled by the next highest on the list of unsuccessful candidates in the relevant section at the last election.

b Vacancies which arise during the third year of the term of office will be filled by holding a by-election in line with rule 17f and clause 4 above.

c Vacancies which arise during the fourth year of the term of office of the regional council will not be filled.

8 At its first meeting, the regional council will elect from its own members:

a a president;

b extra members of the regional committee as follows:

- three delegates from each section; and
- up to four delegates (as decided by the regional council) to make sure all members are fairly represented;

c the region's representative on the Appeals Tribunal panel; and

d two other members of the regional elections committee.

9 The Regional Council shall administer the business and affairs of the Region, and shall take every means to secure the observance of these Rules, perform all duties allotted to it by these Rules, and protect the funds of the Union from misappropriation.

A regional council will not have the power to make decisions or set out policies relating to issues that may affect other regions or the union as a whole. These issues should be referred to the general secretary, who will pass them on to the Central Executive Council.

10 Where required by the Central Executive Council the regional council will elect representatives to go to the TUC and Labour Party Conferences (or other meetings the Central Executive Council considers appropriate). Representatives going to the Labour Party Conference must be individual paying members of the Labour Party.

11 Any regional council may make by-laws for how it carries out and manages its own affairs and those of the region. However, these by-laws must be in line with our rules and be approved by the Central Executive Council.

12 By-laws under rule 19.11 may set conditions for electing representatives to the regional council and to Congress, to make sure geographical areas and industrial sectors within the region are fairly represented.

13 In each region there will be a regional equal rights committee and a regional race advisory committee. The members will be elected in whichever way Congress feels is appropriate. The committees will be set up to advise the regional council and the regional committee.

Rule 20 Reserved seats on regional councils

1 Representatives will be elected to women's reserved seats on regional councils. The number of representatives elected will be one-tenth (rounded up) of the number of representatives worked out under rule 19.3. Only women shall be eligible to be nominated for election to a women's reserved seat.

2 Two representatives will be elected to seats on regional councils reserved for members of the regional race advisory committee. Only members of the regional race advisory committee will be eligible to be nominated for election under this clause. One of the two seats under this clause will be reserved for women, and only women members of the regional race advisory committee will be eligible to be nominated for election to that seat.

3 Members cannot accept nominations to be elected to more than one seat on a regional council, whether under this rule or under rule 19.

4 As well as its nomination under rule 19.4, each branch in a region will be entitled to nominate one member to be

elected under clause 1, and one member to be elected under clause 2. A branch that has:

- a representative elected under rule 19;
 - a representative elected to a seat under clause 1; or
 - a representative elected to a seat under clause 2;
- will not be taken to have more than one representative on the regional council under rule 19.4. Elections to reserved seats will be held in line with rule 19.

Rule 21 Regional committees

1 Once elected by the regional council, the regional committee will take office from the date it is elected and will hold office for four years.

2 The regional committee will meet every four weeks and at any other times the regional secretary and regional president feel is necessary.

3 The regional committee will deal with all financial matters of the region and carry out all the duties given to it by these rules and the regional council. The committee will make decisions on behalf of the regional council. Half of the committee must be present at meetings for any of its decisions to be valid (this is known as a 'quorum').

4 The business of the regional committee will be arranged by the regional secretary.

5 The committee will have the power to examine the books or arrange a special audit of the accounts of any branch in the region, and take charge of all books and other property we own.

6 The committee will authorise the regional secretary to prosecute any regional official or branch official who, in its opinion, is guilty of deliberately withholding or fraudulently using any money, books, papers or other property we own. It must immediately report to the general secretary and treasurer any action it takes.

Rule 22 Regional president

1 The regional council will elect the regional president every four years from its own members. The regional president will:

- chair all regional council and regional committee meetings;
- be responsible for making sure members keep to the rules during meetings; and
- sign all minutes and other documents as directed by the regional council or regional committee.

2 The regional president will have a vote at all meetings they chair, but will not have a casting vote (an extra vote to decide an issue when the votes on each side are equal).

3 The regional president will report to the regional council any case where regional officials have failed to carry out their duties.

4 If a regional president is absent from a meeting, a representative will be elected to act as president.

Rule 23 Regional secretary

1 The regional secretary will be responsible to the Regional Committee and Regional Council for delivering the objectives of the GMB.

2 The regional secretary will be responsible for the good governance of the Region, including the maintenance of high standards of administrative efficiency, financial management and probity.

3 They will go to all meetings of the Regional Committee and Regional Council and they will have the right to speak on any business carried out at these meetings.

4 The regional secretary will supply the branches in their region with copies of a half-yearly financial statement and one copy of the annual report.

5 The regional secretary will have power at any time to examine the books and accounts of branches, or authorise any regional organiser or other officer to examine the books and accounts on their behalf.

6 The regional secretary must give three months' notice before they resign

Rule 24 Regional trustees

1 The regional committee or regional council will appoint no more than three regional trustees, either from their own members or otherwise, and for as long as they feel is necessary. The trustees can be members of, and allowed to take part in all meetings of, the regional council or regional committee.

2 All cheques must be signed by two signatories determined by the Regional Committee

3 The trustees will carry out all duties the regional council or regional committee makes them responsible for.

Rule 25 Regional member auditors

1 The regional council will elect regional member auditors every four years. The member auditors will not be eligible to be elected to the regional committee, and will not be members of the Central Executive Council.

2 The books and accounts of the region will be examined by two member auditors acting together.

3 The member auditors will have free access to all books and documents they need to carry out their examination.

4 The member auditors will put forward the accounts of the region at the next regional council meeting.

5 If one of the member auditors is ill or leaves their post, a temporary member auditor will be elected at the next Regional Council and will serve until the end of the term of office.

6 The examination the regional member auditors carry out will not replace the audit carried out by chartered accountants in line with rule 29.

Legal help

Rule 26 Legal help

1 The Central Executive Council will have the power to authorise any regional secretary of the union, in line with

any terms and conditions it sets, to provide legal help for any financial member. This can be to deal with any matter connected with the member's employment, as long as the regional secretary is satisfied that the member should take legal action.

2 Any member who wants legal help from us must tell the branch secretary or regional organiser as soon as possible.

3 The regional secretary will have the right to decide whether to nominate a solicitor or other representative to represent a member under this rule.

4 If we agree to provide legal help for any member, the member must keep at all times to any terms and conditions we set, and in particular must do the following.

- Continue to be a member of the union and pay contributions as set out in by these rules. However, if the member changes employment or is unemployed while we provide legal help, the regional secretary may decide to limit the period for which the member needs to pay full contributions.
- Accept and follow the advice of the solicitor or representative.
- Co-operate with the solicitor or representative, and in particular:
 - reply to correspondence;
 - keep to arranged appointments;
 - give them as much relevant information as possible;
 - and
 - tell them if they change their address or name.

5 As long as the member receiving legal help keeps to the conditions set out in paragraph 4 above, they will not have to pay any legal costs that arise from their claim. However, if the member fails to keep to any of the conditions, or deliberately gives false information to the solicitor or representative, or any doctor, engineer or other expert involved in the claim, we may withdraw the legal help. If this happens, the member will not be entitled to any indemnity for the legal costs run up during their claim. We will be entitled to recover from the member any costs we have already run up.

6 If a regional secretary requests, the Central Executive Council may approve a scheme for providing legal

help in any class of matter in the region concerned. If the Central Executive Council approves a scheme under this clause, it may amend the scheme or attach any conditions it feels are necessary. If the Central Executive Council approves a scheme under this clause, it may at any time withdraw its approval or change any conditions it has attached, as long as doing so would not affect the help we agreed to provide before the date the approval is withdrawn.

7 Despite anything in these rules (and in particular rule 6), the regional secretary will make the final decision about whether we provide legal help.

8 We will not provide legal help for a claim against the union or any of our officials or employees, in their capacity as such.

Finance

Rule 27 Union funds

1 All money and property we receive or obtain will belong to the union, and will be controlled by the general trustees.

2 The funds of the Union will be held in one or more banks as specified by the Central Executive Council. The Central Executive Council can choose to hold part of the fund in any other bank or in any way and in any part of the world as it feels is appropriate

3 The Central Executive Council will have the power to use our funds in any way it feels is necessary and appropriate.

4 There will be a central fund for protecting and supporting members to achieve their aims in their workplaces, and for generally managing the union.

5 The Central Executive Council will raise the central fund from the regions or in any way it feels is necessary.

6 The Central Executive Council will decide which costs will be met by the central fund or paid by regions.

7 The central fund will be managed by the Central Executive Council, who will give instructions for how all cheques should be signed.

Rule 28 Regional and contingent funds

1 Regions must pay 50% of their income to the central fund. At the end of every three months, they will also pay 50% of their bank balance. Regions will also pay to the central fund any extra amounts the Central Executive Council may ask for.

2 If any region does not pay its appropriate share to the central fund as necessary, the Central Executive Council will investigate and decide what action to take.

3 After paying the above amounts to the central fund, each region can, with the approval of its council or regional committee, bank or invest any money left over as a regional fund. The regions can then use this fund to pay any necessary expenses connected with managing itself, including any expenses designated by the Central Executive Council under rule 28.5.

4 Each region will be allowed to create a separate fund which it can use to promote our aims or support its members. This fund will be known as the contingent fund.

5 Each region will be allowed to set aside or pay into this fund an amount of up to 5% of its total income in each calendar year.

6 The region will set aside the funds in January of each year, and will work out the amount based on the membership from the previous three months.

7 The fund must not be used to to pay strike benefit or to increase any benefits to members above the levels authorised by the Central Executive Council.

Rule 29 Audits

1 Our accounts will be audited by chartered accountants appointed by the Central Executive Council.

2 Our accounts will be examined by three of our members, who will be elected every four years in line with the appropriate rules for nominating and electing officials.

3 The members elected to examine the accounts must not be members of the Central Executive Council, employees of the Union or regional auditors.

4 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.

Rule 30 GMB Superannuation Funds

1 We will make a yearly contribution to the funds, which will be no less than the contributors pay to the fund each year.

2 We will guarantee the liabilities of the funds

Rule 31 Members' superannuation fund

1 We will maintain a superannuation fund for former members of the Amalgamated Society of Boilermakers, Shipwrights, Blacksmiths and Structural Workers full benefit section, and guarantee the liabilities of the fund for people who became members of the fund before 1 December 1982, the date the National Union of General and Municipal workers and the ASBSBWW merged (referred to here as 'the date of the merger').

2 After the date of the merger, members will not be able to join the fund.

3 The fund will be managed by the Central Executive Council.

4 Every member of the full benefit section of the fund who:

- reaches age 60;
- has been a continuous member for 40 years; and
- has retired from the trade;

will be entitled to a superannuation benefit of £64 a year.

5 We will not pay superannuation benefit for any period during which a member is in prison. If a member has dependants, the Central Executive Council under this rule, may pay the superannuation benefit to the dependants. Each case of this kind must be reported to the Central Executive Council.

6 The secretary of the member's branch will make an application for superannuation to the Manufacturing Section National Committee direct. It is the responsibility of the member to advise the branch secretary when the member qualifies for superannuation. If the benefit is approved, it will be paid from the beginning of the benefit week after the date the application was made.

7 Members on superannuation benefit will not be allowed to return to the trade without the permission of the Manufacturing Section National Committee. Members who return to the trade will not be paid superannuation benefit until by the Manufacturing Section National Committee has given its permission.

8 Members on superannuation benefit will be entitled to funeral benefit for themselves and for their husband, wife or partner (where this applies).

9 If members of the shipwrights' section do not qualify for superannuation benefit because they have not been a continuous member for 40 years, the 1950 Rules of the Shipwrights' Association relating to superannuation benefit will apply. Members of the Shipwrights' Association who received superannuation benefit when the merger came into force will continue to receive that benefit as set out in the Shipwrights' Rules.

10 For all purposes affecting contributions, benefits and so on, the week will be from Monday to Saturday.

Rule 32 Inspection of books and accounts

Any member of the union has the right to inspect the books in line with legislation

Rule 33 Paying expenses

1 The Central Executive Council will set scales of payments for expenses, fares, subsistence and loss of

working time for members, representatives and officials who carry out our business.

2 Congress will set scales of payments for the branch officers listed below. These scales may make different conditions (including not making any payments), depending on the membership of the branch.

- Branch secretaries
- Cash-collecting stewards
- Branch presidents
- Branch auditors and branch treasurers

Payments for the following officials will be made from commission quarterage or commission funds set up under rule 34.

- Check-off stewards
- Accredited shop stewards
- Branch equality officers
- Branch youth officers

Rule 34 Commission quarterage payments to branches

1 Branches will receive a commission quarterage. This is when the region pays the branch 7½% of all contributions every three months. This 7½% will be reduced if any employer takes off any check-off administration charges. The amount of employer's administration charge which can be deducted from commission quarterage is limited to 2½% of contributions. This will give the branch a commission quarterage payment of at least 5% for its members.

2 If a branch does not pay out all of its commission quarterage receipts in a quarter, it should return any balance to the regional office. The branch can also set up a commission fund, into which they can pay the commission quarterage payments.

3 Commission quarterage and commission fund payments will be summarised every three months on the branch's financial report and be audited by the branch auditors.

4 Commission quarterage payments and commission funds must not be used:

- to pay benefits or payments;

- to fund activities which are meant to go against our policies; or
- for any political object or purpose.

The funds can be used to make special payments (honorariums) to branch officials.

5 Branches that set up a commission fund must not include with that fund income contributed under the following clause.

6 If they have permission from the regional committee, branches will be allowed to set up a fund to pay loss of earnings for negotiating shop stewards. The fund will be created by getting members to pay additional contributions. Regional committees will withhold or withdraw permission unless they receive a report of income and expenses from the branch which has been audited by branch auditors.

Rule 35 Payments to branches

1 Where Congress says so, this rule will apply to branches in place of rule 34. With effect from the March quarter of 2011 this rule will apply to all branches in place of rule 34 and rule 33.2.

2 The region will set aside for each branch a payment equal to 10% of the contributions of the members of that branch.

3 The branch will set up a branch fund, which it will use to pay in the payment from the region.

4 The branch will set out a summary of the branch fund payments in its financial report every three months. The payments will also be audited by the branch auditors.

5 Branch funds must not be used:

- to pay benefits or payments;
- to fund activities which are meant to go against policies; or
- for any political object or purpose.

The funds can be used to make special payments (honorariums) to branch officials.

Branches

Rule 36 Branches

1a The purpose of each branch is to help us achieve the aims set out in these rules, giving priority to recruiting, organising, providing services for and keeping members. As the basic unit of the union Branches will encourage members to take part in its democracy.

b Each year, branches will set out a recruitment plan for the year ahead. The recruitment plan will identify:

- the local areas and workplaces in which the branch will make the most effort to recruit new members;
- the opportunities the branch has to increase the number of members;
- the resources the branch considers necessary to carry out the recruitment campaign;
- the branch officials and members who will carry out the campaign; and
- the timetable for the campaign.

The branch secretary will send the recruitment plan to the regional secretary for them to register it with the regional committee.

c A region may set up a recruitment fund to help its branches to carry out their recruitment plans. Branches can apply to their regional secretary for support from the recruitment fund.

2 A group of new members who number more than 20 can form their own branch, subject to the agreement of the Regional Secretary.

The group can appoint one of their members as secretary, who will communicate with the regional secretary and receive instructions on how to carry out their business.

3 Each branch will have a president, secretary, equality officer, youth officer and two auditors (except in branches of less than 100 members, which will only have one auditor), and a committee of no less than nine members. The president, secretary, equality officer and youth officer will all be members of the committee, and will act within

the powers set out in these rules. There will need to be at least five members present at the committee meetings for any decisions to be valid (known as a quorum).

4 If, in the opinion of the regional committee and regional secretary, and with the agreement of the branch concerned, it is not practical for a member of the branch to act as branch secretary, regions have the power to direct an organiser to temporarily carry out the branch secretary's duties. This organiser will take part in the branch committee's meetings, and will have the right to speak but not to vote.

5 Members will not be eligible for any office (except in the case of new branches) unless they are financial members and have paid contributions for at least 53 weeks.

6 Where necessary, the branch will appoint a collecting steward or stewards.

7 All branch officers, and the branch committee, will be elected at the last meeting in June every four years. Nominations can be made at any of the three meeting nights before the general meeting, and should be displayed clearly in the meeting room. If no nominations (or not enough nominations) are made at any of the three meeting nights before the general meeting, nominations can be made at the general meeting. However, if enough nominations have been made, nominations for that particular office will not be accepted at the general meeting.

8 Voting will be by a show of hands or a ballot by those members taking part in the general meeting.

9 Representatives to trades councils and similar local organisations will be elected at the last meeting in January each year.

10 Members who have been suspended from receiving the benefits we provide must not be elected to, or allowed to hold, any office.

11 Any branch officer who the regional secretary and the regional committee believe has not satisfactorily carried out their duties can be removed from office at any time by the regional committee. The regional committee have the power to authorise the branch members to hold a new

election, or to take any other action they feel is appropriate.

12 Any branch can make by-laws for how it carries out its own business. However, these by-laws must keep to our rules, and be approved by the regional council, regional committee or Central Executive Council before they are used.

13 Members or branches must not issue any addresses or circulars without getting approval from the regional council, regional committee or Central Executive Council. Also, members must not make our business known to unauthorised organisations, unofficial journals or the print media without getting approval. Any member of any branch who:

- issues or hands out any circular;
- makes our business known, or calls unauthorised meetings, without the approval of the regional committee; or
- breaks this rule in any other way;

will be suspended from receiving all benefits we provide and could have their membership cancelled.

14 The regional secretary will have the power to close any branch or merge any branches for any reason they consider reasonable or necessary.

15 The regional committee will have the power to suspend or remove from office any branch officer who:

- acts incompetently or dishonestly; or
- fails to carry out any instructions or decisions of the Central Executive Council, regional council or regional committee; or
- for any other reason it considers reasonable

In giving its decision, the regional committee must tell the member, in writing, of their right to appeal.

Branch officers who are suspended or removed from office can appeal in writing within one month to the general secretary. If successful, the general secretary will refer the case to the Central Executive Council, who will make

the final decision. Before the regional committee and the Central Executive Council, the branch officer will have the rights set out in rule 5.8. A member who, for any reason, has been disqualified from holding a particular office will not be eligible to be nominated for and elected to any other office without the regional committee's approval.

16 Branches who want to place motions on the agenda of the regional council meeting must send them to the regional secretary at least 21 days before the meeting.

17 Before the first branch meeting in each year, the branch secretary must give the members of the branch a schedule for when meetings will be held in that year. The schedule will give the date, time and place of each meeting, together with the main business that the branch secretary expects to be dealt with at each meeting. The branch secretary will give a copy of the schedule to each new member of the branch.

18 The meetings of each branch will be held in March, June, September and December.

19 Branch committees or meetings of branch members will not have the authority to decide anything not given as being within their powers as set out in our rules. Meetings of either members or committees must not authorise payments for any purpose or approve any action in connection with disputes, delegations, wage claims or benefits for members without first getting permission from the regional secretary.

20 Meetings of branch members must only include the members of the branch concerned. Members of any branches will not be entitled or allowed to take part in another branch's meetings unless this has been approved by the regional secretary. Any member who fails to keep to this condition will be dealt with by the regional committee in line with the powers set out in these rules.

21 If a branch ('a composite branch') is made up of members of more than one section of the union, procedures for things such as nominating candidates (including nominating candidates for election to the Central Executive Council under rule 11, and nominating candidates for election to regional councils under rule 19) and voting (which is usually carried out by branches or members of one

particular section) will be carried out by the members of that section in the composite branch. The number of members of that section in the composite branch will, where appropriate, be counted as the number of members of the branch. The Central Executive Council can make by-laws to set out how this rule should be applied, and the procedures that composite branches must follow.

Rule 37 Branch president

1 The president will chair all branch meetings and make sure officials behave appropriately and keep to the rules.

2 At all meetings they chair, the branch president will have a vote but not a casting vote.

3 The branch president will sign the minutes, balance sheets and other documents, and will tell the secretary when to call special meetings of the committee.

4 At each branch meeting, the branch president will inspect and read to the members all receipts for money the regional office has received.

5 The branch president will report to the regional secretary any case where a branch official has failed to carry out their duties.

6 The branch president must give one month's notice before they resign.

Rule 38 Branch secretary

1 The branch secretary will:

- keep all the branch's books, accounts and documents;
- carry forward in the contribution book and on members' cards all contributions members have not yet paid;
- deal with all correspondence and read it to the members of the branch; and
- take part in all branch and committee meetings, and keep a record of them.

2 Each quarter, the branch secretary will hand over all money taken on behalf of the branch to the region. They will also give the region a quarterly sheet showing the branch's income and spending. If, under the circumstances,

the branch secretary is not able to do this, they must make other arrangements with the regional secretary.

3 The branch secretary will send to the National Administration Unit the branch's balance sheet, which should be signed by the auditors and the president, within 14 days of the end of the quarter.

4 The balance sheet must have the necessary details filled in to allow the National Administration Unit to make up the summary for the region.

5 If branch auditors are not available, the branch secretary must apply for auditors from the regional office.

6 If a member wants to transfer to any other branch, the branch secretary will give them a signed and stamped transfer paper. The branch secretary must not allow any member to transfer to their branch without a transfer paper. Transfers will need to be approved by the regional secretary and registered with the regional office.

7 The branch secretary will report to the regional secretary, in writing, any case where a collecting steward has failed to carry out their duties.

8 The branch secretary and the president can call special branch meetings when necessary.

9 The branch secretary must give one month's notice if they want to resign. If they do not do this, they will lose any payments they are owed.

10 When the branch secretary resigns or retires (or when asked to do so), they must give all money, books and property of the Union to the responsible officers of the region. If they do not do this, we may begin legal proceedings against them.

11 The branch secretary will have the right to speak and vote on any business carried out at their branch.

Rule 39 Branch equality officer

1 The branch equality officer will be responsible for promoting equal rights within the branch's activities.

2 The branch equality officer must give one month's notice before they resign.

Rule 39a Branch youth officer

1 The branch youth officer will be responsible for encouraging young people to join the union and promoting young people's issues into the branch's activities.

2 The branch youth officer must give one month's notice before they resign.

Rule 39b Branch race officer

1 The branch race officer will be responsible for encouraging black and ethnic-minority people to join the union and promoting black and ethnic-minority issues into the branch's activities.

2 The branch race officer must give one month's notice before they resign.

Rule 40 Collecting stewards

1 The collecting steward will be directed by the branch secretary and branch committee.

2 A collecting steward will collect cash membership contributions and levies in person. The collecting steward (or the branch secretary) will record members' payments on their contribution cards.

3 The collecting steward will hand over to the branch secretary their book and all money they have collected at every contribution night (or during any other period). The branch secretary will give them a receipt.

Rule 41 Branch member auditors

1 The branch member auditors must finish their examination within 14 days of the end of the quarter.

2 The branch member auditors will have free access to all the branch's books and documents, and to any collecting stewards' books.

3 The branch member auditors must not accept any receipt which is not dated for the accounts they are examining.

4 The branch member auditors will report on that quarters' balance sheet at the next branch meeting.

5 Branch member auditors whose examinations turn out to be inaccurate will be held responsible if any funds are stolen or misused as a result.

6 The examinations branch member auditors carry out must not replace the audit chartered accountants carry out under rule 29.

Rule 42 Branch members

1 Each member must pay their contributions regularly. The member is responsible for keeping their payments up to date, not the branch secretary, collecting steward or other officer.

2 If we find out that someone has become a member of the union by giving false information, we will cancel their membership.

3 Any member taking part or waiting to take part in a meeting must behave properly. If they do not, they will be refused access to the meeting or, if the meeting has already begun, asked to leave.

4 Any member who changes address must let the branch secretary know as soon as possible.

5 Every member should help other members to find suitable employment.

Rule 43 Dissolving branches

1 Branches can only be dissolved (closed down) if the regional committee chooses to do so. When considering this, the regional committee must take account of the views of that branch's members.

2 If a branch is dissolved, the regional secretary will immediately organise an audit of all the branch's books and arrange a meeting for the members if necessary.

3 The officials of the branch must send all money, books and other property of the Union to the regional secretary, together with a full statement of the branch's funds. We will begin legal proceedings against any officers who fail to do so.

4 If any member of a dissolved branch wants to stay in the union, they will be transferred to the nearest branch.

Rule 44 Representatives in the workplace

1 Shop stewards or staff representatives will be appointed (or elected by the members employed where necessary), if approved by the branch committee or regional secretary (if more than one branch is involved).

2 These representatives will be appointed in any of the following ways, depending on which is the most suitable.

a By a majority vote, through a show of hands or a ballot, of the members at the workplace.

b By a majority vote, through a show of hands, at a branch meeting.

c If all the members concerned agree that a member appointed by the regional secretary should act as representative.

d By shop stewards or staff representatives at the workplace electing one of themselves as convenor or chief staff representative.

3 The shop stewards and staff representatives and their convenor or chief staff representative will work under the authority of the regional committee. They must follow the decisions and policies set out by the governing authorities of the union.

4 Once a shop steward or staff representative has been appointed, their name, address and branch should be sent to the regional secretary, who will then give that person a credential card, shop steward's or staff representative's badge, and a handbook. When that shop steward or staff representative no longer holds office, they must return the credential card and badge to the regional secretary.

5 With the regional committee's permission, a branch may be allowed to levy its members to help create a fund to pay loss of earnings to shop stewards and staff

representatives. The regional committee will only give permission once the branch has sent a report, setting out its income and expenses, which has been examined by the branch auditors.

6 Shop stewards or staff representatives who have been appointed in line with clause 2 of this rule will also take on the role of safety representative, in line with the conditions of the Health and Safety at Work Act 1974 and any schedules, regulations and codes of practice issued under that act.

7 If, after consulting the regional committee, the branch committee feels that people other than the shop stewards or staff representatives are needed, safety representatives should be appointed separately, in the same way as set out under clause 2 of this rule.

8 Safety representatives appointed under clause 7 of this rule will report to the shop stewards' or staff representatives' committee, and will work under the authority of the regional committee.

9 Clauses 1 to 5 of this rule will apply to learning representatives in the same way as they apply to shop stewards and staff representatives.

Industrial action

Rule 45 Disputes

1 If any dispute arises, the members concerned should tell their branch secretary, who will immediately report it to the regional secretary. The regional secretary will then put the matter to the regional committee or Central Executive Council. Members must not stop or threaten to stop working without the permission of the regional committee or Central Executive Council. Regional committees have the power to approve a strike where up to 300 members are involved.

2 If any branch or group of members want us to take steps to increase their wages or improve their conditions of employment, the branch secretary will report the claim to the regional secretary or other recognised official in the region, who will then pass the matter to the Central Executive Council. The form used to make the claim will set

out the number of members entitled and not entitled to benefit, the number of non-members at the workplace (if any) and the number of votes the branch or group of members has recorded as being for and against the claim. In cases where wages may be reduced or working conditions made worse, the form will clearly set out all the details relating to this.

3 Except where the Central Executive Council decides otherwise, members must not stop working unless the branch members or group of members concerned have taken a vote, and two-thirds of these members have voted in favour of stopping working (and then only with the approval of the Central Executive Council or regional committee). Every member affected will have an opportunity to record their vote for and against stopping work. Members will not be entitled to strike benefit if they begin a strike without the Central Executive Council's approval. The Central Executive Council will have the power to refer a dispute to arbitration. Members who receive strike benefit should sign the vacant book once every day between 9am and 11am (or whichever other hours are decided on).

4 The strike committee will have the power to grant a member three days' leave to find employment. If the employment they find is temporary, the case will be referred to the strike committee, which may decide to award the member dispute pay.

5 If there is a strike or lockout, a committee of up to nine people can be elected from and by the members involved. This committee will be subject to the authority of the regional committee, Central Executive Council or officials of the region. When a dispute arises in an industry over an area that covers more than one town and affects a number of branches, the regional committee will have the power to appoint any strike committees it feels are necessary.

6 The strike committee can give members general duties relating to signing sheets, picket arrangements and other routine work. Unless told to do so, it must not authorise any action on questions of law, policy or the methods to follow in relation to the dispute.

7 The strike committee will enter the names of all members receiving dispute pay, together with the amount

paid and the date the payment was made, in the books or forms provided. The secretary of the strike committee will be paid £2 a day and the members of the strike committee £1 a day for their services.

Contributions and benefits

Rule 46 Contributions

1 Once they join the union, members will pay a contribution in line with this rule.

Members will pay £2.40 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 £1.28 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.

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 £2.40 and £10 for grade-1 members, and between £1.28 and £5.50 for grade-2 members, except in particular circumstances when we may increase the amount with the approval of the regional committee.

3 All members who reach retirement age but continue to work will pay full contributions.

4 In these rules, a 'financial member' is a member who owes up to six weeks' contributions, and a 'full financial member' is a financial member who has been a member for at least six months and has paid contributions for 27 weeks in a row. In each case, 'paying contributions' means paying the full amount of the member's appropriate contribution rate as set out in these rules.

However, to be entitled to any benefit under rules 54, 55, 58 and 59, the members must pay grade-1 or grade-2 contributions for 27 or 53 weeks in a row (depending on which rate applies).

[Note: New rates came into force on 1 October 2007.]

Rule 47 Promotional contribution rate

1 Congress and the Central Executive Council may sometimes use the power they have under this rule to set contribution levels ('promotional contribution rates') lower than those set out in rule 46.

2 A promotional contribution rate will apply in place of the contribution rates set by rule 46 to any types of members Congress or the Central Executive Council feel are appropriate. Regional committees have the final say as to which members are appropriate, and members will not be able to appeal, under rule 6, to the Central Executive Council or Appeals Tribunal.

3 A promotional contribution rate may change (whether by going up or down) if the types of members it applies to are amended, or otherwise.

4 The types of members a promotional contribution rate applies to may be excluded from any benefits we provide.

5 A promotional contribution rate will continue to be in force for as long as specified or is necessary, after which it will no longer apply. Congress or the Central Executive Council may cancel the rate at any time, but must give at least two months' notice before doing so.

6 Once a promotional contribution rate is no longer in force, the members it applied to will pay the appropriate contribution rate as set out in rule 46.

Rule 48 Paying reduced contributions when unemployed or ill

1 This rule gives members:

- who are temporarily out of work, either through being unemployed or ill (this includes when the employer has

a sick-pay scheme in force or when the member is pregnant); and

- whose ordinary wage is significantly reduced or stopped as a result;

the right to pay a reduced contribution to continue to be entitled to those benefits which they would normally be entitled to when paying full contributions, in line with the conditions set out in these rules.

2 If a member is ill but their employer does not have a sick-pay scheme in force, we may credit the member's contributions in full for up to 26 weeks in a row, in line with the conditions set out below.

3 The benefits of this rule will apply only to full financial members who have been a member for 52 weeks.

4 Any member who is out of work or ill and is covered by their employer's sick-pay scheme can apply to the branch secretary to have their contributions reduced to 5p a week. The member must do this no more than six weeks from the date they stopped working. The reduced rate will apply for the time the member is out of work or ill, and will allow them to continue to receive the same benefits as if they were paying full contributions.

5 After a member's card has been marked to show they are paying a reduced rate, they must report to the branch to pay the reduced contribution at least once every four weeks if they continue to be out of work or ill. If the member is not able to report to the branch because of their illness, they must send their contributions to the branch at least once every four weeks.

6 A member's card cannot be marked to show they are paying a reduced rate for more than 26 weeks in a row. If the member is ill or unemployed for more than 26 weeks, the branch secretary must send the member's card to the regional secretary. The regional committee will consider the member's circumstances and will either give or refuse permission for the member's reduced rate to continue for more than 26 weeks. If the regional committee allows the member to continue paying a reduced rate, the member must continue to keep to the conditions set out in clause 5 of this rule, and, at the end of every 13 weeks, the branch

secretary must again send the contribution card to the regional secretary. The regional secretary will mark the card and keep a record of the member's contributions at the regional office.

7 If a member is unable to work because of an accident for which they are receiving a cash benefit, they must pay full contributions while claiming this benefit. If the member's employer does not have a sick-pay scheme in force, the member will be allowed to pay the reduced rate. In all cases, the branch secretary should report the matter to the regional secretary and keep a record at the regional office. The member must continue paying full contributions when they return to work.

8 Members who are unemployed are responsible for applying to their branch to pay the reduced rate. Members who are ill or unable to apply themselves must get someone to apply on their behalf.

9 Without affecting rule 50.3, we will pay a member's contributions for any week they receive benefit under rules 50, 51 or 52.

Rule 48a Retired life members

1 When retiring permanently from paid work, people who have been members for at least five years and who want to stop paying contributions under rules 46 and 47 will pay a lump sum and become retired life members of the union. Until they pay the lump sum, members will continue to pay their contributions in line with rules 46 and 47.

2a If a member retires on or after 1 January 2002, they can pay £25 within three months of no longer paying contributions in line with rules 46 or 47.

2b If the member owes contributions on the date they pay the lump sum, they will need to pay them. If they fail to do this, the member's name will be taken off the books and they will lose all the contributions they have made.

3 A retired life member will be a financial member within rule 46.4, and may be a full financial member.

4 A retired life member will not be eligible for any benefits we provide, except the following.

a Legal help under rule 26, as long as they:

- are 60 or over;
- have been a member for 10 years; and
- are a fully paid-up life member.

If they meet these conditions, they will not need to pay any contributions while we are dealing with a legal claim on their behalf.

b Funeral benefit under Rule 55. The retired life member's grade will be their grade on the day immediately before the date they paid the lump sum under this rule.

5 Where this applies, the contributions a retired life member pays under rule 18.2 will depend on their grade on the day immediately before the date they paid the lump sum under this rule.

6 If a retired life member returns to paid work, they will no longer be a retired life member and will start to pay contributions in line with rule 46. We will refund the lump sum they paid when they became a retired life member.

Rule 49 Qualifying for benefits

1 A member will be entitled to any benefits (except the disablement grant, funeral benefit, fatal accident benefit (occupational or non-occupational) and gratuity payments, paid in line with rules 54, 55, and 58) as long as they are a grade-1 or grade-2 member and a full financial member at the time they claim. The Union will not pay the disablement grant, funeral benefit, fatal accident benefit (occupational or non-occupational) and gratuity payment until the person has been a continuous member for 12 months and has paid contributions for 53 weeks in a row. Whether they are entitled to any benefit will depend on whether they keep to the conditions set out in this rule and the appropriate rules relating to those benefits. We will not pay any benefit if the member owes more than six weeks' contributions on the date they claim.

2 Any member who owes more than six weeks' contributions at the time they claim benefit will lose all their rights to claim. They will become eligible to claim benefits for other reasons 14 days after paying any contributions they owe. They will not be able to claim for benefits relating to anything that happened during the 14-day period referred to above.

3 Any member who, for reasons other than owing contributions, is not entitled to benefit at the beginning of a dispute will not become entitled for as long as that dispute continues.

4 If any member fails to pay contributions for more than 26 weeks, the union may remove their name from the books, and they will lose all the contributions they made.

5 We will not pay any cash benefits under rules 54, 55, and 58 unless the member makes a claim for those benefits within 12 months of the date the reason for their claim first arose.

Rule 50 Strike benefit

1 If members stop working unconstitutionally, no benefit can be paid without the approval of the Central Executive Council. If members stop working as a result of a strike approved by the Central Executive Council in line with these rules, every full financial grade-1 member who stopped working will receive £10 a day for 10 weeks (the limit being £50 a week). Grade-2 members will receive £5 a day (up to £25 a week), and payments will be linked to the Government's rates of inflation. In any dispute, the Central Executive Council may increase these rates by any amount, at any time, and for as long as it feels is appropriate.

2 Members will not receive benefit until they have been on strike for three full days (whether all at once or added together) within a period of two months, after which they will be entitled to three full days' benefit. Days on strike can only be added together for the same dispute, and the Central Executive Council will make the final decision on whether to pay benefit.

3 Any contributions members owe will be taken from the first payment and any payments after that. At the end of 10 weeks, the Central Executive Council will review the circumstances and extend the benefit if they feel it is appropriate to do so.

Rule 51 Lockout benefit

A lockout is when an employer refuses to allow their employees to enter the workplace until the employees accept the conditions they are trying to introduce (and which we have authorised them to reject). Members who are locked out in this way will be entitled to benefit in line with the conditions of rule 50.

Rule 52 Benefit for other stoppages

1 If members are prevented from working because of a trade dispute at their workplace and are not directly involved in the dispute, the Central Executive Council will have the power to decide the rate of benefit (if any) which should be paid.

2 Benefits for disputes, lockouts or other stoppages will not be paid if a member is entitled to receive or is receiving State Unemployment Benefit.

3 The contribution a member pays the Union only entitles them to the types of dispute pay set out in the rules mentioned so far. It does not entitle them to unemployment pay. If the member can claim State Unemployment Benefit, they will not have the right to claim lockout or dispute benefit at the same time.

Rule 53 Victimization benefit

1 If a member feels they are being victimised, they should give full details of their case to the branch secretary. The branch will investigate the matter and immediately report to the regional committee.

2 Grade-1 members will receive victimisation benefit of £4.20 a day or £21 a week, for six weeks. Grade-2 members will receive £2 a day or £10 a week for six weeks. If a grade-1 member needs benefit for another six weeks, they will receive £2.40 a day or £12 a week. Grade-2 members

will receive £1.65 a day or £8.25 a week. In any dispute, the Central Executive Council may increase these rates by any amount, at any time, and for as long as it feels is appropriate.

3 If a victimised member is unlikely to find employment in their own region, the regional committee will have the power to award the member an amount of up to £45. The amount will be paid to the responsible official. The official will not pay the amount to the member direct, but will pay the costs for removing the furniture, take all necessary precautions to prevent fraud, and be held responsible for using the amount properly.

Rule 54 Disablement grants

1 The Union will pay a grant of £4000 (for grade-1 members) or £2000 (for grade-2 members) to any member who is permanently unable to work as a result of an accidental injury, as long as that person, at the time of the accident, had been a continuous member for 12 months and did not owe more than six weeks' contributions.

2 Members must make a claim for total disablement benefit using the relevant form (together with the necessary medical certificates form) and give it to the regional secretary within a reasonable period from the date of the accident.

3 The Central Executive Council will make the final decision for claims for total disablement benefit. It will consider medical and other evidence, and decide whether to award a disablement grant. Any member claiming total disablement benefit must, if asked to by the Central Executive Council, be examined by an independent medical practitioner we have appointed.

4 Where a member has been granted legal assistance under Rule 26, in respect of an incident arising from which there is an entitlement to Total Disablement Benefit under this rule, and as a result of legal action the member is awarded at least ten times the level of the Total Disablement Grant, then the Total Disablement Benefit will not be paid to the member, and will be recoverable from the member if previously paid.

Rule 55 Funeral benefit

1 If a full financial grade-1 or grade-2 member, who has paid contributions for 53 weeks in a row and has been a continuous member for 12 months, dies, the regional secretary will, having been given a copy of the death certificate (except in cases where a member has died at sea), pay the widow, widower or member of the family the following scales of benefit. (This person will need to show that they are responsible for paying funeral expenses.)

Number of years as a member	Grade-1 members (full scale)	Grade-2 members (full scale)
	£	£
1	34	17
2	45	21
3	56	25
4	67	29
5	77	33
6	87	38
7	97	43
8	108	48
9	119	53
10	130	58

New members, or past members who are rejoining (and who are aged 50 or over) will be entitled only to 50% of the benefit set out in this clause. We will not consider paying funeral benefit unless the member's widow, widower or relative makes a claim within 12 months of the member dying.

2 If the member dies at sea, we will not pay funeral benefit unless the member's widow, widower or relative gives the Central Executive Council satisfactory evidence of the member's death.

3 If the member owed any contributions before they died, we will take them from the funeral payment.

4 The branch secretary will keep a book in which each member will nominate, in writing, the person who we will pay the funeral benefit to if the member dies. Members can cancel their nomination by sending notice, signed by them, to the branch secretary. The branch secretary will be

responsible for making sure the nomination is cancelled. Branches will make a charge of 1p for cancelling a nomination.

5 We will not pay this benefit if a member's widow, widower or relative makes a claim for fatal accident benefit under Rule 58.

Rule 56 Members of Her Majesty's Armed Forces

If any member joins the armed forces continuity of membership and eligibility for benefits will be retained if the member rejoins the Union within 3 months of leaving the armed forces.

Payment of benefits to any member serving with the armed forces will be entirely at the discretion of the Central Executive Council

Rule 57 The maximum amount assurable

We will not have the power to pay more than £4000, either as a lump sum or in payments of £825 a year.

Rule 58 Fatal accident benefit

1 In line with clause 3 below, we will normally pay fatal accident benefit to the husband, wife, child, parent or partner (including same-sex partners) of a member who has died and who was a full financial member. The relative claiming benefit must have completely or partly depended on the member for the ordinary necessities of life according to their circumstances.

We will pay fatal accident benefit as follows.

- For a full financial grade-1 member who:
 - o dies in an accident;
 - o was working at their usual place of employment; and
 - o has been a continuous full member for 12 months;

we will pay £4000, within 12 months of the accident.

- For a grade-2 member who:
 - o dies in an accident; and
 - o has been a continuous member for 12 months;

we will pay £2000, within 12 months of the accident.

- For a full financial grade-1 member who has an accident (other than while working at their usual place of employment) from which they die within 12 months, we will pay £1100.
- For a full financial grade-2 member who has an accident (other than while working at their usual place of employment) from which they die within 12 months, we will pay £550.

We will only pay one type of fatal accident benefit for any one financial member. The Central Executive Council will have the power to decide which of the above people we will make the payments to. If more than one person is entitled to the payment, the Central Executive Council has the final decision about how the payment should be divided.

We will only pay the benefit if, at the time of the accident and when making a claim, the member had been paying full grade-1 or grade-2 contributions (unless they were paying contributions at a different rate under rule 49.7) and did not owe more than six weeks' payments.

2 The member's relative must make a claim for fatal accident benefit by sending the correct form, and the death certificate, to the regional secretary within six weeks of the date the member died. The member must have been a continuous member for at least one year on the date they had the accident.

3 The Central Executive Council will have the power to make decisions based on all the evidence, and to consider whether to pay fatal accident benefit. The Central Executive Council can take any steps necessary to find out whether the member is entitled to benefit in line with the conditions set out in these rules. However, we will not pay benefit for members who die as a result of an accident they had:

- a while they are serving with any armed forces or any irregular force (other than while training as a volunteer or reservist with a regular armed force);
- b while they were insane; or
- c as the result of:

- an injury they have deliberately given themselves;
- their aggressive behaviour towards someone else (not including genuine self-defence);
- a disease or natural causes;
- carrying out an illegal act; or
- deliberately taking part in a riot.

4 Where legal assistance under Rule 26 has been granted, in respect of an incident arising from which there is an entitlement to Fatal Accident Benefit under this rule, and as a result of legal action there is an award of at least ten times the level of the Fatal Accident Grant, then the Fatal Accident Benefit will not be paid, and will be recoverable if previously paid.

5 We will take any benefit paid under rule 54 (disablement grants), and any funeral benefit paid under rules 55 and 56, from the fatal accident benefit.

6 The Central Executive Council will have the final decision about whether to pay benefit.

Rule 59 Weekly accident benefit

1 A full financial grade-1 member who is absent from work because of an accident will be entitled to accident benefit of £1.85 a day (and up to £9.25 a week). Grade-2 members will be entitled to accident benefit of 80p a day (and up to £4 a week). We will not pay accident benefit for more than 11 weeks. Also, we will not pay benefit to a member who has an accident when they are not working.

2 We will not pay benefit if the member is absent from work for less than two weeks. The benefit will apply from the third and later weeks the member is absent from work.

3 The Central Executive Council will have the power to make decisions based on all the evidence, and to consider whether to pay benefit.

Disputes with elections

Rule 60 Appeals and disputes

1 This rule will apply to all complaints, grievances and disputes arising from any election to the Central Executive Council (except the election of the general secretary and treasurer and the deputy general secretary). Rule 6 will not apply to any matter falling within this rule. The regional office and branch secretary must receive any of these types of complaints no later than one month after the results of the election have been announced.

2a Each regional council will elect a regional elections committee from its own members. The committee will be made up of the region's representative on the Appeals Tribunal panel (who will be the committee's president) and two other representatives. Three other people should also be elected as 1st, 2nd, 3rd possible replacements if the first choices are disqualified for any reason (see below).

b The following people must not be chosen to sit on the committee.

- Election candidates, returning officers or scrutineers who are involved in the election which the complaint, grievance or dispute relates to.
- Members of a branch, or employees who work at a workplace, where there is a dispute over the votes made in an election.

If one or more members of the regional elections committee are disqualified, the person elected as a replacement will sit in their place for as long as the committee deals with that particular dispute.

3 If any member has a complaint relating to any matter falling within this rule, they must put it to the appropriate regional elections committee by writing to or phoning the regional office. They must also tell their branch secretary at the same time.

4 If a member complains about their entitlement to vote or to vote by post in an election, and they make their complaint on or before the day (or, if the election is held on more than one day, the last day) of voting, this paragraph will apply unless the complaint says otherwise.

The regional elections committee can ask for and consider a written or spoken report from the returning officer, and should make every effort to make a decision on the matter

before the end of the last day of voting. The person complaining will have the right to support their case with written statements, but will not have the right to:

- go to any of the meetings of the regional elections committee;
- present their case to the committee direct;
- use witnesses; or
- see or hear any report the returning officer makes to the committee.

Members of the regional elections committee can either meet to decide the matter or do so over the phone.

5 Where paragraph 4 does not apply, the person complaining, and any person or branch who the regional elections committee reasonably considers to have an interest in the outcome of the complaint, will have a reasonable opportunity to present their case to the committee. They can present their case direct or in writing, and will have the right to support their case with written statements or by using witnesses (or both). They will have the right to see and hear the evidence against them and any report from the returning officer (which the committee may seek), and have the opportunity to reply to it and question witnesses. The regional elections committee will, in line with normal practice, consider the matter in private.

6 If a regional elections committee accepts all or part of a complaint, it may make any order it feels is necessary in line with our rules and by-laws. In particular, it may make an order for:

- a any person to be entitled to vote or be disqualified from voting;
- b any person to be entitled to vote by post;
- c any person to be entitled to stand for election or be disqualified from standing;
- d all or any of the votes in any branch or workplace to be counted or rejected; or
- e a new election to be held.

The regional secretary must tell the person complaining, and any person or branch with an interest in the outcome of the complaint, about what the committee have decided and any orders they have made. If, in the committee's opinion, a rule or by-law was only broken in a way that would not have affected the result of an election,

it can make an order for the result of that election to stand.

7 If any member or branch is not satisfied with the decision of the regional elections committee, they can appeal by writing, within one month of the decision, to the general secretary, who will refer the case to the Appeals Tribunal. The Appeals Tribunal will make the final decision. Clause 5 above will apply to a hearing before the Appeals Tribunal as it does to the regional elections committee. The Appeals Tribunal will have the same powers as a regional elections committee does under clauses 5 and 6.

Rule 61 Appeals and disputes relating to senior officers

1 This rule will apply to all complaints, grievances and disputes arising from an election for a general secretary and treasurer or deputy general secretary. Rule 6 will not apply to any matter falling within this rule.

2 The national returning officer must receive any complaint under this rule in writing, within the following timescales.

- a If a member complains that the Central Executive Council has decided, under rule 15.3, that he or she is not eligible to stand as a candidate in an election, the officer must receive the complaint no later than one week after the Central Executive Council's decision.
- b In all other cases, the officer must receive the complaint no later than one month after the result of the election is announced.

A committee of the Central Executive Council will deal with any complaints under this rule. If the person complaining appeals against the decision (the national returning officer must receive the appeal, in writing, no later than one week after the decision is made), a different committee of the Central Executive Council will deal with the appeal. This committee will make the final decision, and the person complaining will not have any further right to appeal. A complaint falling within paragraph 2a of this rule will be treated as an appeal. When we refer to 'the committee' in the following clauses, we mean the relevant committee of the Central Executive Council, in line with this paragraph.

3 The person complaining, and any person who the committee reasonably considers to have an interest in the

outcome of the complaint, will have a reasonable opportunity to present their case to the committee direct or in writing. They will also be able to support their case with written statements or by using witnesses (or both). They will have the right to see and hear the evidence against them and any report from the national returning officer (which the committee may seek), and have the opportunity to reply to it and question witnesses. The committee will, in line with normal practice, consider the matter in private.

4 If the committee accepts all or part of the complaint, it may make any order it feels necessary in line with our rules and by-laws. In particular, it may make an order for:

- a any person to be eligible to stand for election or be disqualified from standing; or
- b a new election to be held.

If, in the committee's opinion, a rule or by-law was broken in a way that would not have affected the result of an election, it may make an order for the result of that election to stand.

Rule 62 Election disputes

1 With any complaint or dispute about any election - whether this is for the Central Executive Council, general secretary and treasurer, deputy general secretary, organisers or otherwise - this rule will apply.

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.

2b The Central Executive Council may also rule that, before a decision is made about the complaint (or complaints), the person should hold office and exercise the powers relating to that office, as if they had been validly elected without any complaint or dispute being made.

3 If, as in paragraph 2a above, the Central Executive Council rule that the candidate appearing to have the highest number of votes should take office, they will automatically be classed as having ruled as in paragraph 2b above, unless it makes another ruling against this.

Affiliations

Rule 63 Affiliations to trades councils and similar organisations

1 Branches will not be entitled to affiliate (officially link themselves) to a trades council or other organisation, without getting the regional committee's approval and unless the council or organisation it wants to affiliate to is approved by the Central Executive Council.

2 All fees for regions or branches to affiliate themselves to local trades councils, conciliation boards, federated trade unions and similar industrial or trade-union organisations will be paid for out of the regional funds. Affiliation fees should not go over £7 for every 100 financial members (not including sick and retired members). If the fees are more than £42 a year for any one branch, they must be approved each year by the regional committee.

Public and political

Rule 64 Candidates for local public organisations

Members who are candidates for local public organisations will be chosen by our members from a list of Branch nominations. The candidates must have been in the union for at least 12 months before they can be nominated, and must be approved by the regional council or regional committee. The regional council or regional committee can choose whether to give financial support to these candidates (see rule 2.6).

Rule 65 Political fund

1 The objects of the GMB shall include the furtherance of the political objects to which Section 72 of the Trade Union and Labour Relations (Consolidation) Act 1992, applies, that is to say, the expenditure of money-

- a) on any contribution to the funds of, or on the payment of any expenses incurred directly or indirectly by, a political party;
- b) on the provision of any service or property for use by or on behalf of any political party;
- c) in connection with the registration of electors, the candidature of any person, the selection of any candidate or the holding of any ballot by the Union in connection with any election to a political office;

- d) on the maintenance of any holder of a political office;
- e) on the holding of any conference or meeting by or on behalf of a political party or of any other meeting the main purpose of which is the transaction of business in connection with a political party;
- f) on the production, publication or distribution of any literature, document, film, sound recording or advertisement, the main purpose of which is to persuade people to vote for a political party or candidate or to persuade them not to vote for a political party or candidate.

Where a person attends a conference or meeting as a delegate or otherwise as a participator in the proceedings, any expenditure incurred in connection with his/her attendance as such shall, for the purposes of paragraph (e) above, be taken to be expenditure incurred on the holding of the conference or meeting.

In determining, for the purposes of paragraphs (a) to (f) above, whether the Union has incurred expenditure of a kind mentioned in those paragraphs no account shall be taken of the ordinary administrative expenses of the Union.

In these objects -

"candidate" means a candidate for election to a political office and includes a prospective candidate;

"contribution", in relation to the funds of a political party, includes any fee payable for affiliation to, or membership of, the party and any loan made to the party;

"electors" means electors at any election to a political office;

"film" includes any record, however made, of a sequence of visual images, which is capable of being used as means of showing that sequence as a moving picture;

"local authority" means a local authority within the meaning of section 270 of the Local Government Act 1972 or section 235 of the Local Government (Scotland) Act 1973; and

"political office" means the office of member of Parliament, member of the European Parliament or member of a local authority or any position within a political party.

2 Any payments in the furtherance of such political objects shall be made out of a separate fund (hereinafter called the "Political Fund" of the Union).

3 As soon as is practicable after the passing of a resolution approving the furtherance of such political objects as an object of the Union the Central Executive Council shall ensure that a notice in the following form is given to all members of the Union in accordance with this rule:

Trade Union and Labour Relations (Consolidation) Act 1992

A resolution approving the furtherance of political objects within the meaning of the above Act as an object of the Union has been adopted by a ballot under the Act. Any payments in the furtherance of any of those objects will be made out of a separate fund, the political fund of the Union but every member of the Union has a right to be exempt from contributing to that fund. A form of exemption notice can be obtained by or on behalf of any member either by application at, or by post from, the Head Office or any Branch Office of the Union or from the Certification Office for Trade Unions and Employers' Associations, Brandon House, 180 Borough High Street, London SE1 1LW.

This form, when filled in, or a written request in a form to the like effect, should be handed or sent to the Secretary of the Branch to which the member belongs.

The notice shall be published to members by such methods as are customarily used by the Union to publish notices of importance to members and shall include the following minimum requirements. The notice shall be published in the Union's main journal which is circulated to members. A copy of the notice shall be posted up and kept up for at least 12 months in a conspicuous place, accessible to members, at the office or meeting place of each branch of the Union. The Secretary of each branch shall also take steps to secure that every member of the branch, so far as is reasonably practicable, receives a copy of the notice, and shall supply a copy to any member on request. The Central Executive Council shall provide the Secretary of each branch with a number of copies of the notice sufficient for these purposes.

4 Any member of the Union may at any time give notice on the form of exemption notice specified in Rule 5 or by a written request in a form to the like effect, that he objects to contribute to the Political Fund. A form of

exemption notice may be obtained by, or on behalf of any member either by application at, or by post from, the Head Office or any Branch Office of the Union or at, or by post from, the Head Office or any Branch Office of the Union or from the Certification Office for Trade Unions and Employers' Associations, Brandon House, 180 Borough High Street, London SE1 1LW.

5 The form of exemption notice shall be as follows:

<p>GMB</p> <p style="text-align: center;">POLITICAL FUND (EXEMPTION NOTICE)</p> <p>I HEREBY give notice that I object to contribute to the Political Fund of GMB, and am in consequence exempt, in the manner provided by Chapter VI of the Trade and Labour Relations (Consolidation) Act, 1992, from contributing to that fund.</p> <p>Signature.....Name of Branch.....</p> <p>Address.....</p> <p>.....</p> <p>Date.....day of.....19.....</p>
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The Central Executive Council shall provide a sufficient number of such forms at the Head Office and at each Branch Office of the Union for such members of the Union as require them; and a copy of such form shall be delivered either by the Central Executive Council or by the Secretary of any Branch to any member on his/her request, or on a request made on his/her behalf either personally or by post.

6 Any member of the Union may at any time give notice on such form of exemption notice or on a form to the like effect that he/she objects to contribute to the Political Fund of the Union. Such notice shall be sent to the Secretary of the Branch to which the member belongs, and, on receiving it, the Secretary shall send an acknowledgement of its receipt to the member at the address

appearing upon the notice, and shall inform the General Secretary of the name and address of the member.

7 On giving such notice, a member of the Union shall be exempt, so long as his/her notice is not withdrawn, from contributing to the Political Fund of the Union as from the first day of January next after the notice is given or, in the case of a notice given within one month after the notice given to members under rule 3 or after the date on which a new member admitted to the Union is supplied with a copy of these Rules under Clause 13 hereof, as from the date on which the member's notice is given.

8 The Central Executive Council shall give effect to the exemption of members to contribute to the Political Fund of the Union by relieving any members who are exempt from the payment of part of any periodical contributions required from the members of the Union towards the expenses of the Union as hereinafter provided and such relief shall be given as far as possible to all members who are exempt on the occasion of the same periodical payment.

For the purpose of enabling each member of the Union to know as respects any such periodical contribution what portion, if any, of the sum payable by him/her, is a contribution to the Political Fund, it is hereby provided that the annual contribution to the Political Fund of the Union shall, for Grade 1 members be the sum of £7.20, for Grade 2 members the sum of £3.84, and for members paying the reduced rate under Rule 49 the sum of 15p. The contribution to the Political Fund shall be payable in three equal instalments on the first contribution nights of the quarters ending March, September and December.

Any member who is exempt as aforesaid shall be relieved from payment of the said sum of £7.20, £3.84 and 15p respectively. The Central Executive Council shall have power to suspend at any time payment to the Political Fund for any quarter or quarters, in which event, that portion of the member's contribution allocated to political purposes shall be credited to the Central Fund.

[Note: New rates effective 1 October 2007]

9 A member who is exempt from the obligation to contribute to the Political Fund of the Union shall not be excluded from any benefits of the Union, or placed in any

respect either directly or indirectly under any disability or disadvantage as compared with other members of the Union (except in relation to the control or management of the Political Fund of the Union) by reason of his/her being so exempt.

10 Contribution to the Political Fund of the Union shall not be made a condition for admission to the Union.

11 If any member alleges that he/she is aggrieved by a breach of any of the rules for the political fund, being a rule or rules made pursuant to Section 82 of the Act, he/she may complain to the Certification Officer, and the Certification Officer, after giving the complainant and any representative of the organisation an opportunity of being heard, may, if the Certification Officer considers that such a breach has been committed, make such order for remedying the breach as the Certification Officer thinks just in the circumstances. Any such order of the Certification Officer may, subject to the right of appeal provided by section 95 of the Act, be enforced in the manner provided for in section 82(4) of the Act

12 Any member may withdraw his/her notice of exemption on notifying his/her desire to that effect to the Secretary of his/her Branch, who shall thereupon send such member an acknowledgement of receipt of the notification and inform the General Secretary of the name and address of the member so withdrawing.

13 The Central Executive Council shall cause to be printed a number of copies of these Rules for the Political Fund of the Union, having at the end a copy of the certificate of approval sufficient for the members of the Union and a further number for new members and shall send to the Secretary of each Branch a number of copies sufficient for the members of the Branch. The Secretary of each Branch shall take steps to secure that every member of the Branch, so far as practicable, receives a copy of these Rules, and shall supply a copy to any member at his/her request. A copy thereof shall also be supplied forthwith to every new member on his/her admission to the Union.

14 A return in respect to the Political Fund of the Union shall be transmitted by the Union to the Certification Officer for Trade Unions and Employers' Associations before the first day of June in every year prepared and made up to

such date and in such form and comprising such particulars as the Certification Officer may from time to time require, and every member of the Union shall be entitled to receive a copy of such return, on application to the Treasurer or Secretary of the Union, without making any payment for the same.

Rule 65A Political Fund (Northern Ireland)

1 Under Article 59 of the Trade Union and Labour Relations (Northern Ireland) Order 1995 no Northern Ireland member of the Union shall be required to make any contribution to the political fund of the union unless he/she has delivered, as provided in Clause 4, to the Head Office or some branch office of the Union, a notice in writing, in the form set out in Clause 2, of his/her willingness to contribute to that Fund, and has not withdrawn the notice in the manner provided in Clause 3. Every member of the Union who has not delivered such a notice or who, having delivered such a notice, has withdrawn it in the manner provided in Clause 3, is to be deemed for the purpose of these Rules to be a member who is exempt from the obligation to contribute to the Political Fund of the Union.

2 The form of notice of willingness to contribute to the political fund of the Union is as follows:

POLITICAL FUND CONTRIBUTION NOTICE - NORTHERN IRELAND

I HEREBY give notice that I am willing, and agree, to contribute to the political fund of the GMB, and I understand that I shall in consequence, be liable to contribute to that Fund and shall continue to be so liable, unless I deliver to the Head Office or some branch office of the Union, a written notice of withdrawal. I also understand that after delivering such a notice of withdrawal I shall continue to be liable to contribute to the political fund until the next following first day of January.

Name:.....

Address:.....

Membership Number:.....

.....day of.....19.....

3 If at any time a member of the Union, who has delivered such a notice as is provided for in Clauses 1 and 2, gives the notice of withdrawal thereof, delivered as provided in Clause 4, to the Head Office or at any branch office of the Union, he/she shall be deemed to have withdrawn the notice as from the first day of January next after the delivery of the notice of withdrawal.

4 The notices referred to in Clauses 1 and 3 may be delivered personally by the member or by an authorised agent of the member, and any notice shall be deemed to have been delivered at the Head Office or branch office of the Union if it has been sent by post properly addressed to that office.

5 The Central Executive Council shall give effect to the statutory exemption of Northern Ireland members to contribute to the political fund of the Union by making a separate levy of contributions to that fund from those Northern Ireland members who have provided written consent

of their willingness to contribute, namely, for Grade 1 members the sum of £7.20, for Grade 2 members the sum of £3.84, and for members paying the reduced rate under Rule 49 the sum of 15p payable in three equal instalments on the first contribution nights of the quarters ending March, September and December. No moneys of the Union other than the amount raised by such separate levy shall be carried to the political fund.

[Note: New rates effective 1 October 2007]

6 Northern Ireland members who are statutorily exempt from the obligation to contribute to the political fund of the Union shall not be excluded from any benefits of the Union, or placed in any respect either directly or indirectly under any disability or disadvantage as compared with other members of the Union (except in relation to the control or management of the political fund) by reason of their being exempt.

7 Contribution to the political fund of the Union shall not be made a condition for admission to the Union.

8 If any Northern Ireland member alleges that he/she is aggrieved by a breach of any of the rules made pursuant to Article 59 of the Trade Union and Labour Relations (Northern Ireland) Order 1995 he/she may complain to the Northern Ireland Certification Officer, 10-12 Gordon Street, Belfast BT1 2LG, under Article 57(2) to (4) of that Order.

If, after giving the complainant and a representative of the Union an opportunity to be heard, the Certification Officer considers that a breach has been committed, he/she may make an order for remedying it as he/she thinks just in the circumstances. Under Article 70 paragraph 4 (b) of the industrial Relations (Northern Ireland) Order 1992 an appeal against any decision of the Certification Officer may be made to the Court of Appeal on a question of law.

Additionally, if any Northern Ireland member alleges that he/she is aggrieved by a breach of the political fund rules made pursuant to Section 82 of the Trade Union and Labour Relations (Consolidation) Act 1992 he/she may complain to the GB Certification Officer, Brandon House, 180 Borough High Street, London SE1 1LW. If, after giving the complainant and a representative of the Union an

opportunity of being heard, the GB Certification Officer considers that a breach has been committed, he/she may make an order for remedying it as he/she thinks just in the circumstances. Any such order of the GB Certification Officer is subject to the right of appeal provided for by Section 82(4) of the 1992 Act.

Delegate conferences

Rule 66 National and regional delegate conferences

1 We will hold any national delegate conferences the Central Executive Council, with Congress' approval, feel are necessary.

2 National delegate conferences will report to and advise the Central Executive Council and our negotiators. Any decisions the conferences make in relation to our industrial policies and negotiations will need to comply with Central Executive Council and Congress policies.

3 The Central Executive Council and Congress may issue guidelines on what work the national and regional delegate conferences should carry out, when the conferences should be held, and how delegates should be elected.

Rule 67 Voting options

1 Wherever in these rules officials or other representatives need to be chosen by the votes of members, and when important questions have to be settled by that kind of vote, the Central Executive Council (or, with regions, the regional committee) can decide:

- a whether the vote is held by an individual ballot or by a show of hands;
- b whether the voting should take place in the workplace, at branch meetings, or by post (or by a combination of these); and
- c whether the votes should be counted in total, or by the majority vote of financial members in a branch carrying the total financial membership of the Branch.

2 The financial membership of the branch, as shown on the last balance sheet, will be counted for or against in

line with any decisions made by the majority of members present at the meetings.

3 If the vote relates to electing permanent officials, any question on the method of voting, if raised before the voting takes place, will be decided by the Central Executive Council.

Transfers of engagements

Rule 68 Transfers of engagements

The terms and conditions of the Transfers of engagement of Unions who now form part of GMB can be found on the Union's website.

SECTION RULES

Rule

- A1 The sections of the union**
- A2 National committees**
- A3 Section national conferences**

Rule A1 The sections of the union

Members of the union will be grouped into three sections.

- The manufacturing section
- The commercial services section
- The public-services section

Rule A2 National committees of the sections

1 Each section will have a national committee made up of:

- a all members of the section who are members of the Central Executive Council;
- b the President of the section (if they are not a member through being a member of the Central Executive Council);
- c the other members of the section, if any, as set out in clause 2 of this rule; and
- d the Section National Secretary.

2 Each national committee will also include any other members it chooses from time to time (as long as the Central Executive Council approves these members), as long as doing so would not give it the power to create a national committee of more than 16 members.

3 The members of each committee will hold office during the term of office of the Central Executive Council under core rule 11, and will leave office as soon as this term has passed. The committees will, at all times, have a duty to work under the authority and direction of the Central Executive Council and Congress.

4 Each committee will consider and may make recommendations to the Central Executive Council for promoting the interests of the section's members and for organising and recruiting members. The committees will also carry out any other duties the Central Executive Council gives it the authority to do, and will be responsible for organising and planning the national conference. Otherwise committees must not consider any matter within the responsibilities of the Central Executive Council.

Rule A3 National conferences

1 We will hold a national conference for the members of each section every two years. The conferences will report to and advise the Central Executive Council and the union negotiators, and all decisions of the conferences must be approved by the Central Executive Council and Congress. The conferences must not consider any matter Congress is responsible for. The Central Executive Council and Congress may, from time to time, issue guidelines on what matters the conferences can consider.

2 National conferences will involve up to 150 delegates, made up of one regional delegate for every 2,000 financial members of the section in each region. Regions must take steps to make sure they are fairly represented in relation to how members of the section are geographically spread out across the region. Delegates will hold office for two years.

Proposed Material Changes

Rule 1

Change address of Northern Ireland Office to "Victoria House, 1a Victoria Road, Holywood BT18 9BA"

Delete old clause 2.4 and renumber clauses in rule 2

Old Clause 2.4

"4 To reduce working hours by the regulation of overtime and other means:"

Reason: This is not a negotiating aim in every situation. Often we are defending members against forced cuts in their hours. So to have it as an objective is misleading..

Delete old clause 2.7. and move reference to legal help into new clause 2.5.

Old Clause 2.7

"7 To provide legal assistance in accordance with the rules of the Union"

Reason: economy of wording

Delete old clause 2.12

Old Clause 2.12

"12 o provide and distribute Funds for the above purposes"

Reason: This is not an object of itself. Union already has power to provide funds so clause is unnecessary

Delete old clause 5.1 and insert new wording

Old Clause 5.1

"1 All persons engaged or seeking to be engaged in any kind of industry or service, whether manual, clerical, technical, computer, administrative, executive, professional, supervisory or managerial or comparable work (including graduate trainees) shall be eligible to join the Union. Associate or Honorary members may be enrolled at the discretion of the Central Executive Council, but if accepted shall not be eligible for Branch and other office in the Union and shall not be eligible for inclusion on the Parliamentary Panel."

Reason: This clause is unnecessarily restrictive. new wording better reflects the modern GMB

Delete old clause 5.2

Old Clause 5.2

"2 The membership of the Union shall comprise of the members of the Sections of the Union".

- *Reason: Clause not required. Rules covering Sections dealt with elsewhere.*

Delete old Clause 6.3

Old Clause 6.3

"3 Notwithstanding the other provisions of this Rule, any complaint by a member of a staff branch shall be heard and determined by his/her own staff branch and any appeal from such branch shall lie to the Central Executive Council direct."

Reason: All members should have access to the same appeals procedure. This exception is not justified. GMB members of staff have recently agreed new policies and procedures covering employment matters

Delete old clauses 7.1 and 7.2

Old Clauses 7.1 and 7.2

"1 Every member shall recognise the card of another Union providing such Union is affiliated to the Trades Union Congress and recognises the card of GMB".

2 This Union shall not accept or retain as members workers who are already members of another Union, or at any time holding more than one Union ticket, except where conditions of work make it reasonable to do so".

Reason: No longer reflects current practice in the workplace. Inter Union relationships are governed by TUC procedures which change from time to time

Separate old clause 8.1 into clauses 8.1,8.2and 8.3

Reason: clarity of wording

Delete old clause 8.4 and incorporate into new clause 8.5

Reason clarity of wording

Delete reference in new clause 8.6 to automatic organiser attendance at Congress.

Reason: their attendance is now subject to SMT agreement

Rule 9

Delete first sentence from clause 1

"The President and Vice-President shall be elected by the Ordinary Congress as provided by Rules 12 and 13 respectively."

Reason: covered by Rules 12 and 13

Insert new clause 9.5

Reason: Reflects current practice

Delete old clause 10.5

Old Clause 10.5

"5 The Central Executive Council shall elect four General Trustees".

Reason: Covered by Rule 16

Delete old clause 10.12

Old Clause 10.12

"12 When there is no time to consult the Sections, Regions, or Branches, the Central Executive Council shall appoint Delegates to represent the Union at Conferences and other meetings where the interests of the working classes are concerned."

Reason: covered by other powers of the CEC

Delete old clause 10.15

Old Clause 10.15

"15 The Central Executive Council may remove any General Trustee and appoint a successor or successors".

Reason: Covered by Rule 16

Delete old clause 12.4 and replace with new wording

Old Clause 12.4

"4 No official may be nominated for the position of President of the Union who, because of impending retirement, would be unable to complete two years of office in that capacity".

Reason: Clause is out of date as it refers to 2 rather than 4 years. Eliminating this brings rule into line with other Union offices. In any case, this will always be a lay post, as Officials are no longer able to stand for CEC election and could never be elected to Congress under rule 8.4.

Insert new clause 12.4

Reason: Provides a procedure to enable a smooth handover, not presently available under rule.

Rule 13

Vice-President used to have to be a CEC member. New wording brings rule in line with President so allows Congress delegates to stand for Vice-President as well.

Insert new clause 13.3

Reason: Reflects current practice and brings rule in line with President.

Delete old clauses 14.3 to 14.14 and replace with new clauses 14.3 to 14.7

Old Clauses 14.3 to 14.14

"3 The General Secretary and Treasurer shall, when elected, provide such security as the Congress may decide.

4 The General Secretary and Treasurer shall be subject to the authority of the Central Executive Council. S/he may be dismissed or suspended from office on such terms and for so long as the Central Executive Council shall consider proper, if s/he fails properly to perform his/her duties or for grave misconduct or other reason considered good and sufficient by the Central Executive Council. The Central

Executive Council may, for any reason deemed adequate, place a General Secretary and Treasurer on superannuation, providing s/he is qualified for superannuation as defined by the Rules of the Union's Superannuation Scheme for the time being. S/he shall carry out all duties required of him/her by the Central Executive Council and shall be responsible to the Central Executive Council for the proper administration of the Union including the publication of the Union's journal.

5 On resigning or being dismissed, the General Secretary and Treasurer shall give or receive three months' notice or three months' wages in lieu thereof.

6 S/he shall be responsible for the conduct of all correspondence, keeping all books, documents, papers and accounts relating to his/her office in such form and manner as the Central Executive Council may direct.

7 S/he shall attend all meetings of the Central Executive Council and shall record the Minutes.

8 S/he shall have the right to speak on any business transacted at these meetings.

9 S/he shall hand over all moneys received from any source to the bank within three days of receipt.

10 S/he shall examine all Regional financial statements sent to Head Office, and shall supply Regions with the necessary books and accounts.

11 S/he shall prepare a half-yearly statement for the Central Executive Council and send a copy to all Regions.

12 S/he shall prepare the Annual General Statement required by statute, and send a copy of this at the appointed time to the Certification Officer, and supply Branches with copies.

13 S/he shall supply each Region with agenda papers for the Ordinary Congress at least six weeks before the Ordinary Congress.

14 To assist the General Secretary in matters relating to members of the Sections, the Central Executive Council shall appoint a National Secretary for each Section.

Reason: Rationalisation of the job description for the General Secretary better represents the requirements of the job.

Rule 17c

Delete from clause 1

"...to cover particular industries, sections of membership or grade of worker within the Region.

In authorising Regions to make such appointments, the Central Executive Council shall have supreme authority and shall, likewise, have regard to the actual or potential membership to be covered by such appointments in each Region."

Reason: in some Regions Senior Organisers are responsible for areas rather than particular industries

Delete clause 17f.f1

Old Clause F1

"F1 This Rule shall apply to Organisers."

Reason: repetition of words

Delete clauses 17f.f5 to 17f.f11 and replace with new clause 17f.5

Old Clauses 17f.f5 to 17f.f11

"F5 Nomination shall be made on the form provided which shall be returned to the Regional Office within five weeks from the date of receipt.

F6 Immediately after the closing date for the receipt of nominations by the Region, each nominee shall be communicated with and asked to state whether nomination is accepted or withdrawn. Seven clear days shall be allowed for reply, and failure to reply within that time shall be taken to mean that the member does not accept nomination and his/her name will not be included on the voting paper.

F7 Voting papers bearing the names of accepting candidates shall then be issued to each Branch and a vote shall be taken by show of hands at Branch meetings.

F8 The financial membership of the Branch, as shown on the last quarter's balance sheet, shall be counted for or against in accordance with any decision given by the majority of the members present at the meeting.

F9 Five weeks shall be allowed for voting and all voting papers shall be returned to the Regional Office not later than the date prescribed on the form.

F10 In the event of any officer (either National or Regional) dying, or being incapacitated from the efficient performance of the duties attached to that office, during the process of election, the Central Executive Council shall have the power to determine whether the election shall proceed on the names of the candidates remaining, or whether the election shall be declared null and void, in which case new nominations may be made by the Branches.

F11 Any question on the method of voting shall be decided by the Central Executive Council or the appropriate authority named in Rule 71.

Reason: As with other elections CEC guidance is issued. No need to set out procedures in detail in the rulebook.

NB/ We will need to draw up guidelines for CEC approval.

Note: Old rule 19 was deleted by Congress 2006. Rules from this point are re-numbered accordingly.

Rule 19 (old rule 20)

Delete last sentence of clause 1

"...but no Region shall have power to establish sub-areas or sub-Regional offices without the consent and approval of the Central Executive Council."

Reason: removed because Regions do organise themselves according to their own needs. The CEC through other powers still retains authority over financial implications of setting up offices.

Note: Rule 20 - to be revisited following the Equality review and responses from Regions to the Task Group recommendations on Regional Council elections.

Delete old rule 23 and replace with new clauses:

Old Rule 23

1 The regional secretary will provide any security the regional council decides is necessary.

2 The regional secretary must give three months' notice before they resign.

3 The regional secretary will:

- carry out all duties these rules make them responsible for;
- sign all cheques; and
- be responsible for dealing with all correspondence and keeping all books, documents, papers and so on in any way the Central Executive Council, regional council or regional committee feels is appropriate.

4 The regional secretary will have the right to speak about any business carried out at meetings of the region.

5 The regional secretary will hand all money they receive from the branches of the region to the bank within three days of receiving it. They will also prepare a half-yearly financial report for the region and the Central Executive Council no more than 21 days from the end of the last contribution nights in June and December.

6 The regional secretary will send to each member of the regional council the agenda paper for regional council meetings, at least 14 days before these meetings take place.

7 The regional secretary will send to each branch the agenda paper for the Ordinary Congress, at least five weeks before the Ordinary Congress takes place.

8 The regional secretary must not place on the agenda for Congress any motions sent later than the date given.

9 The regional secretary will pass to the general secretary all motions which need to be placed on the Ordinary Congress agenda no later than 7 February in the year in which the Ordinary Congress meets.

10 The regional secretary will supply the branches in their region with copies of our half-yearly financial statement and one copy of the annual report. Extra copies of the annual report will be sold at 1p a copy.

11 The regional secretary will check all balance sheets branches send to the regional office. They will also have the power at any time to examine the books and accounts of branches, or authorise any regional organiser or other officer to examine the books and accounts on their behalf

Reason: Rationalisation of the job description for the Regional Secretary better represents the requirements of the job.

Rule 24 (old rule 25)

New wording of clause 2

Reason: reflects current banking practice

Rule 27 (old rule 28)

Delete old clause 5 and reword and renumber clauses
"5 From the Central Fund shall be paid the wages and expenses of all the permanent officers, expenses of the Central Executive Council, and all disputes, victimisation, legal and such other benefits as authorised by Congress from time to time."

Reason: reflects current practice

Rule 29 (old rule 30)

clause 3 - added "employees" into list of those prohibited from acting as auditors

Reason: clarifies existing procedure

Delete old clauses 31.2 and 31.4 (now rule 30)

Old Clauses 31.2 and 31.4

"2 The Central Executive Council shall, nevertheless, have power to vary such contribution each year, if necessary.

4 The Funds shall be managed by the Central Executive Council"

Reason: 31.2 - legislation provides that employers contributions must be agreed between the CEC and Pension Trustees

Reason: 31.4 - this has not been the case for many years. The funds are managed by the Pension Trustees.

Rule 31 (old rule 32)

Insert new wording into clause 6

"It is the responsibility of the member to advise the branch secretary when the member qualifies for superannuation"

Reason: reflects current practice

Rule 32 (old Rule 33)

Revision of Rule

Delete old Rule and replace with new wording

Old Rule 33

"Any member or person having an interest in the funds of this Union and who shall desire to examine the books thereof, and the names of the members entered therein, shall be entitled to do so during normal business hours on working days, at the Registered Office of the Union, upon giving to the General Secretary and Treasurer 24 hours previous notice in writing. Any person having an interest in the funds of the Union, and who is not a member thereof, shall state in such notice, the nature of his or her interest."

Reason: Simplifies the rule so that effectively only members have the right to inspect the books, not non-members

Delete old clause 35.7 (now rule 34)

Old Clause 35.7

"7 In determining the amount dispensed by a branch under this rule before the return of the balance to Regional Office or the credit of the balance to a Commission Fund,

subject to the approval of the Regional Committee a Branch may hold in suspense an amount from the allocation of monies available for payments to check-off stewards for expenditure on recruitment and organisation and the amount so held in suspense may be expended at any time within the Union's accounting period ending in the following December at which time any unexpended balance shall be returned to Regional Office or credited to a Commission Fund. All such payments shall be properly vouched and audited by the Branch Auditors, and be subject to any conditions that Regional Committee may require".

Reason: Has no practical impact. Branch accounting is adequately covered in other rules

Delete old clause 37.16 (now rule 36)

Old Clause 37.16

"16 All contribution books, stationery etc., will be supplied to each Branch by the Regional Secretary.

Reason: This is not what happens in reality. Branches pay their own admin. costs

Delete old clause 37.22 (now rule 26)

Old Clause 37.22

"22 In respect to a particular geographical area, a large industrial unit, or where special circumstances justify and when the membership of a Branch makes a request for full time Branch Secretary coverage, the Regional Committee, if it regards such application as having merit, can apply to the Central Executive Council for permission to make such an appointment/s.

Reason: Reflects CEC decision to make no more Full Time Branch Secretary appointments

Delete old clause 39.1 (now rule 38)

Old Clause 39.1

"1 The Branch Secretary shall provide such security as the Branch may deem fit.

Reason: clause is not applied, and its purpose is unclear.

Delete old clauses 39.3, 39.4 and 39.6 (now rule 38)

Old Clause 39.3

"3 S/he shall enter the names and addresses of all members, and register all financial members annually with the General or Regional Secretary.

Old Clause 39.4

"4 S/he shall, when called upon by the Regional Secretary, forward a complete return of all members of the Branch, together with the date of their having joined the Union, their card number and the arrears of any member

Old Clause 39.6

"6 S/he shall retain sufficient money towards the end of each quarter to meet payment of Branch Officers' commissions"

Reason: No longer reflects current practice

Delete clauses 41.4 and 41.5 (now rule 40)

Old Clauses 41.4 and 41.5

"4 S/he shall notify the Branch Secretary of any infringement of the Rules of the Union coming under his/her notice.

5 S/he shall, in a legitimate manner, see that the workers at any place of work become members of the Union".

Reason: These rules should apply to any office holder not just collecting stewards

Delete clause 42.3 (now rule 41)

Old Clause 42.3

"3 They shall be supplied with not less than 20 members' cards and where there are Collecting Stewards, with not less than ten members' cards for each steward".

Reason: Doesn't reflect current practice

Rule 42 (old rule 43)

Delete from clause 1

"...and entered into the Collecting Steward's or Branch Secretary's Contribution Book"

Reason: impossible for members to enforce this given modern methods of payment

Delete clause 47.2 (now rule 46)

Old Clause 47.2

"2 The sums to be paid upon entrance include payment for rule book, card of membership, and the first week's contribution. There shall be no separate entrance fee. Thereafter, the charge for a rule book shall be 1p."

Reason: Unnecessary wording. The rulebook costs more than 1p to produce and is only accessible via the website.

Rule 48a (old rule 49A)

Delete clause 2a (i)

"(a) (i) where a member retires on or before 31 December 2001, £10 payable by 31 March 2002 or within three months of ceasing to pay contributions in accordance with Rule 47 or Rule 48 whichever is later."

Reason: now out of date

Delete clause 50.6 (now rule 49)

Old Clause 50.6

"6 After amalgamation, the records of membership with GMBATU and the Association shall be used for determining qualifications for benefits under this Rule or any other Rule referring to qualifications for particular benefit."

Reason: Relates back to APEX amalgamation and is no longer required.

Delete wording of old rule 57 (now rule 56) and replace with new rewording

Old Rule 57

"1 Notwithstanding anything in these rules, any member of the Union, whether a Grade I or part-time member who either voluntarily or compulsorily, joins any branch of HM Armed Forces whether or not HM Government has declared the United Kingdom to be in a state of war, shall not, during the period of his/her service with the Armed Forces, pay any contributions to the Union nor be entitled to any Funeral Benefit from the Union. Members, however, called up for 15 days' training with HM Forces, and Territorials etc., called upon to undergo a limited period of annual training, should continue to pay their Union contributions whilst absent from work.

2 Such member during the period of his/her service with the Forces, or their spouse and dependants may, at the absolute discretion of the Central Executive Council receive any advice or assistance which the Union can provide in the prosecution of claims for dependant's allowance, pensions, or other matters of a kindred nature, and may, at the discretion of the Central Executive Council be granted legal assistance under the provisions of Rule 27.

3 On the return of any such members to civil life after the termination of his/her services with the Forces, such members shall be permitted to resume the payment of Union contributions, and as from the payment of the first contribution (provided it is within three months of his/her ceasing to belong to HM Forces) shall be considered a full financial Grade I or part-time member as the case may be.

4 The amount of Funeral Benefit which may become payable to or on account of any such member after the termination of his/her services with the Forces and the resumption by him/her of the payment of Union contributions shall be computed in accordance with Rule 56 provided that the number of weeks of his/her membership of the Union and the number of full weekly contributions paid by him/her prior to joining the Forces, shall be taken into account as required by the said rules for the purposes of assessing the amount payable.

5 Nothing in this rule shall be construed in any way as terminating the membership of any member by reason only of his/her joining HM Armed Forces, as stated in Clause 1 hereof, and it shall operate only as a modification of

his/her liability to pay Union contributions and of his/her right to receive Funeral Benefit during his/her period of service as is contained in Clause 1 hereof.

6 The Funeral Benefit shall not be payable in the case of a member, or their spouse, who is killed whilst on service with any branch of HM Armed Forces and the Central Executive Council shall have full discretionary powers to sanction or refuse the payment of Funeral Benefit in respect of any such member whose death occurs from any cause directly or indirectly owing to the war.

Reason: Rationalise the wording in the cause of clarity and simplicity

Delete old rule 61 and renumber rules from this point

Old Rule 61: Rule 61 Retirement Gratuities

1 From the 28th December 1974, no members will accrue any further benefit entitlement under the Rule.

2 Members with continuous full membership of GMBATU of one year or more to a maximum of 10 years after the 1st January 1964, shall be entitled to receive benefit only for such years in accordance with the following scale:

Grade 1 Members	50p per annum
Former Grade 2 Members	33p per annum

3 No gratuity to be paid until the member has reached age 65 or 60 in the case of a female member. The gratuity will be payable at any age between 55 and 65 years where members are compulsorily retired from full-time employment. Where members, in exceptional circumstances, are compulsorily retired from full-time employment before the age of 55, the Central Executive Council shall be empowered to authorise payment of the gratuity.

4 In the event of the member's death before retirement or reaching age 65, or 60 in the case of a female member, the person entitled to benefit on the death shall be paid one of the benefits payable on death under the Rules, or the Gratuity payment under this Rule whichever is the greater.

Only one benefit will be payable in these circumstances.

5 The Central Executive Council shall have absolute power and discretion in deciding all the evidence and in the light thereof determine whether the merits of any application permit Retirement Gratuity being paid.

6 Payment of Retirement Gratuity benefit will not be considered unless a claim is submitted within 12 months from the date of retirement.

7 Only former members of GMBATU shall be entitled to benefit under this Rule.

Reason: No longer a live benefit

Delete old clauses 64.4 and 64.5 (now rule 62)

Old clauses 64.4 and 64.5

"4 In the event of any person or Branch who is a party to any decision of the Appeals Tribunal under Rule 62 or the Central Executive Council under Rule 63 remaining dissatisfied notwithstanding such decision, and seeking to challenge the validity of such decision, then that person or Branch, or the Central Executive Council, may at any time require that a challenge to the decision of the Appeals Tribunal or the Central Executive Council as the case may be shall be submitted to the arbitrator independent of any party to the dispute or the decision, whose appointment shall be agreed between the parties and in default of agreement within one month of either party first nominating such a person shall be appointed by the General Secretary of the Trades Union Congress. And the decision of the arbitrator so appointed as to the validity of the decision of the Appeals Tribunal or the Central Executive Council as the case may be shall be final and binding.

5 In the event that the complaint relates to an election for any other post including the post of Organiser and in the event that any party to the complaint or dispute arising therefrom wishes to challenge the validity of a decision of the Central Executive Council or the Appeals Tribunal under Core Rule 6 then identical provisions shall apply in respect of arbitration as are provided for by paragraph 4 above.

Reason: This purports to give the CEC or the appellant, or any other party to a dispute the right to require that the

dispute goes to arbitration. However, both sides to a dispute need to agree to go to arbitration, so the rule is unenforceable. In addition the rule is possibly open to interpretation that it provides a further appeal stage, which is not desirable.

Note:

Rule 67 and 67a (now rules 65 and 65a)

Wording is as per current rulebook and has not been put into plain English.

The Political Fund rules should not be amended as the wording would have to be agreed with the Certification Officer and GMB should await the outcome of the report on party funding before altering these rules.

However the Northern Ireland CO has asked us to amend a reference in clause 8 of rule 65a.

Delete old rules 69 and 70

Old Rules 69 and 70

"Rule 69 Order of Business Meetings - Regions and Branches

- 1 (1) Roll-Call of Officers.
- (2) Minutes of previous meeting to be read.
- (3) Matters arising from Minutes.
- (4) Correspondence.
- (5) Declaration of receipts.
- (6) Reports of Special Committees and Delegates.
- (7) Any charge or complaint to be preferred against any member of the Union.
- (8) Propositions of membership to be made.
- (9) Other important Union business.
- (10) Date and place of next meeting.

Rule 70 Rules of Debate for Congress and Council Meetings

1 The order of the business as placed on the agenda shall be strictly adhered to.

2 Any member wishing to bring on a matter not placed on the agenda paper shall have the right to move that it be taken "as a matter of urgency". The President shall then put the motion that the matter be taken as a matter of

urgency. If a majority of members decide against it being so brought forward, the business of the agenda shall be proceeded with.

3 All motions shall be moved and seconded before they shall be discussed.

4 In moving or in speaking to a motion or amendment, no member shall speak more than 10 minutes, and in seconding, not more than five minutes, except by special permission of the meeting, when the time may be extended.

5 The mover of any motion shall have the right to speak five minutes in reply at the end of the discussion, and will be the final speaker on that motion.

6 No direct negative motion shall be taken.

7 If an amendment is carried it shall be incorporated with the motion and put as the substantive motion, when a further amendment may be moved.

8 No member shall speak more than once on any given proposition.

9 If in the opinion of the President any matter has been sufficiently debated, a show of hands may be called for. "That the question be now put." The President to be bound by the vote of the majority of the delegates.

10 Any member may move "That the question be now put".

11 Any member seconding "That the question be now put" shall not have the right to speak on the motion.

12 Only one member shall have the right to speak against the proposition "That the question be now put", after which this proposition must be voted upon.

13 Any member may move "The previous question i.e. "That the question be not now put".

14 Any member seconding "The previous question" shall not have the right to speak on the motion.

15 Only one member shall have the right to speak against "The previous question" when this proposition must be voted upon.

16 If "The previous question" be carried, the meeting passes on to the next business.

17 The President, having a vote but no casting vote, should there be an equal number of members "for" and "against" any motion, that motion shall be taken as lost.

18 A proposition is carried unanimously when all members present vote in favour of it; it is carried nem con (i.e. nobody contradicting) when all the members do not vote, but when all who do vote are in favour of the proposition.

Reason: These are not universally followed. Congress procedures are governed by the SOC

Rule 67 (old rule 71)

Delete first and last sentence from clause 2

"Should the decision be for a collective vote at Branch meetings, authorised instructions to convene meetings of the Branches must be given by notice."

"Should there be a ballot of members, the requisite voting papers shall be supplied to the Branches."

Reason: simplify wording and reflect current practice

Rule 68

Note - Transfers of Engagement rules are no longer published but will be kept up to date on the website.

Delete clauses A1.2 and A1.3

Clauses A1.2 and A1.3

"2 Save where the Central Executive Council otherwise directs, members of

- the Clothing and Textile Section
- the Construction, Furniture, Timber and Allied Section
- the Engineering Section and
- the Process Section

at the adoption of this rule shall become members of the Manufacturing Section.

3 Save where the Central Executive Council otherwise directs, members of

- the Commercial Services Section
- the Energy and Utilities Section and
- the Food and Leisure Section

at the adoption of this rule shall become members of the Commercial Services Section.

Reason: These were transitional clauses

Rule A2

Delete clause 1 c

"one member from any Region not having a member of the Section on the Central Executive Council"

Reason: every Region now has a member from each Section on the CEC

Delete clauses A2.2a and A2.2b

Clauses A2.2a and A2.2b

"a The Members of the National Committees of

- the Clothing and Textile Section
- the Construction, Furniture, Timber and Allied Section
- the Engineering Section and
- the Process Section

Committee shall elect the President of the Section from among those of its members who were President of their Section immediately prior to the adoption of this rule.

b The Members of the National Committees of

- the Commercial Services Section
- the Energy and Utilities Section and
- the Food and Leisure Section

at the adoption of this rule who become members of the Commercial Services Section shall form the National Committee of that Section. At its first meeting, the Committee shall elect the President of the Section from among those of its members who were President of their Section immediately prior to the adoption of this rule.

Reason: These were transitional clauses

(Adopted)

THE PRESIDENT: How I intend to take this debate, Congress, the special report will be moved and seconded on behalf of the CEC. I will invite each region in turn, if they so wish, to put one speaker. I will ask for any speakers opposed to the report, and the CEC mover will have the right of reply. I call Andy Worth to move and Kath Manning to second. Is Allan Garley in the house? *(Laughter)*

BRO. A. WORTH (Midland & East Coast Regional Secretary): That is an in-joke. We tried to get Allan on the working party but he declined on every occasion we asked him!

I am moving the CEC Special Report to Congress, the GMB Rulebook, the bit that everybody has been really waiting for, I bet.

Congress in 2006 passed Motion 20, Rulebook Clarity. That was referred to the task group and in 2007 Congress adopted the framework for the future of the GMB recommendation 16.

In the front of the report, then, it details for you all the members of the working party that sat on it, and again as a first for the GMB you will see if you read the names of the participants that they were mainly lay members. There was only myself as a Regional Secretary on that committee. Perhaps I was out of the room when they appointed who was going to do it! I do not know.

I would like to place on record my thanks to all the members of the working party, particularly to Allan Wylie. Allan gave us an insight into how the finances of the GMB really worked as opposed to what the rulebook says at the moment. So, the opportunity was taken to tidy that up and reflect the existing practices.

I would also like to place on record my thanks to Steve Short who had a very difficult job following the threads of the debates of the working party and, believe me, there was some serious debate. Sometimes people wanted to change rules but that was not our remit, our remit was to translate the rules as best we could into plain English. The working party had some debates and Steve uncomplainingly pulled together the document in the format you have, which I think is excellent for you to follow through where the changes are. Thanks, Steve, for the work you have done there.

We enlisted the help of the Plain English Campaign, who are GMB members, and we set it to them and even they struggled with our rulebook trying to translate it into plain English. We met regularly as a working party. The working party slaved over every word and they now have the fibre of the rulebook engrained in their soul. In plain English, they had nightmares while trying to work out what it meant. People said in the past that we would never get to a situation where we would have a rulebook that our members understood. I believe we have now got to that position.

In addition to the translation into plain English the proposed new wording in front of you takes the opportunity to recommend to Congress some proposed material changes. They are all highlighted in the document. The main changes are aimed at making the rules concise and understandable whilst updating the rules. The CEC unanimously commends these changes and rewordings to you.

Now, Congress, I am sure you will be delighted to know we are not going to ask Mary to call it page by page. I am sure that you have all read it on the way down to Plymouth during the long journey. I am sure you found it is not much of a story. If there is any story, it is a never-ending story, particularly now the democracy has improved and there could be rule changes nearly every year that we have a congress. So, it will be a never-ending evolving thing.

Congress, of course, I know that you have read and digested it and I would not intend to go through the document line by line. If we attempt that, we will not get through it this week, we will have to reconvene congress again, I guess. Instead, Standing Orders Committee have actually agreed that we have a quiz, so tomorrow morning we will be placing multi-choice questionnaires on your seats and if you complete them by dinnertime we will get the tellers to collect them. Obviously, we will have to lock the doors at that point else everybody will run out in the true tradition.

Congress, it has been a huge task trying to pull this together. It is a very dry subject and most people, most of our members, do not bother to read the rules. There are a couple of typos in the document despite all our diligence. We have identified two and there is a bottle of whiskey for anybody who identifies the third one. The typos in the document relate to Rule 17.e, clauses 1, 2 and 3. It reads at the moment 1, 1, 2, it should be 1, 2, 3. Rule 17.f, clauses 1, 3, 4 and 5 should obviously be 1, 2, 3, 4. There are of course parts of the rules which even Heineken could not have reached; it is about the political levy. These are statutes and the forms and everything have to be covered by statute so we cannot alter them. One kind soul who will remain nameless on the working party suggested when we completed our work we should refer it back to the lawyers for them just to check it. It is not really the wisest move, I would suggest, because the lawyers wrote the one we are trying to change into plain English and if you get two lawyers to agree you get two bills, don't you, so I would not suggest we go that way.

Of course, by adopting the plain English approach it will certainly make rules revision years very interesting because not only the branches but the CEC will have to start to write the rule amendments in plain English, or Standing Orders can have some fun every year with those.

Congress, on behalf of the CEC I strongly recommend that you adopt the plain English rulebook. It is another step forward for the GMB. Congress, in moving the document I would recommend that next time Congress wants a job like this doing you should choose another Regional Secretary. *(Laughter) (Applause)*

THE PRESIDENT: Thank you very much, Andy. Can I call Kath Manning to second, and can regions who wish to participate in this very exciting debate please come to the front. Thank you.

SIS. K. MANNING (CEC, Commercial Services): Colleagues, as a lay member like me you will know that the rulebook is at the centre of what we do and as a union you will also know that the old rulebook was not as clear as it might have been. It was written decades ago in a language not many people can follow. It has been added to, amended, and changed over the years, which sometimes has made this wording even more confusing. Rewriting the rulebook has been a massive task and the officers and lay members who took part deserve our congratulations.

Colleagues, today the GMB believes in straight talking, plain speaking, and we now have a rulebook to match the new mode. Colleagues, I second and warmly commend this report. (*Applause*)

BRO. G. MURRAY (Northern): Congress, Northern Region would like to put on record our thanks to the people who gave up their time to look at and update the rulebook, not an easy task. The rewarding exercise cannot have been easy but has undoubtedly been worthwhile. The rulebook is now more user-friendly, as you know, you have read it. It is written in much plainer English and consequently is much more accessible to all of our members. The rulebook is a vital part of our organisation. Without it we could not function. It governs every aspect of our work for GMB. With this rewording of the rulebook I am sure it will aid the GMB to go from strength to strength. Congress, Northern Region supports this special report.

BRO. J. FAULDS (GMB Scotland): Afternoon, Congress, President. It is awfully hard up here to try and follow Andy Worth. I am sure they were brilliant, your whole team, Andy, but it must have been some job. At least now maybe the members will start reading the rulebook in plain English. Thank you. (*Applause*)

BRO. R. ALDERMAN (Yorkshire & North Derbyshire): President, Congress, the rulebook can and has been interpreted in many ways to fit the occasion, as we all know. The new translation of the rulebook has sought to alleviate this so that members can understand more clearly the rulebook. The Yorkshire & Derbyshire Region believes that the CEC has achieved this and would like to thank the working party for all their hard work in putting the rulebook into plain English. Congress, we support.

SIS. J. SMITH (London): Congress, our current rulebook is written in a language whereby one needs to interpret it to understand the way and manner it is written. Congress, this new easy reading rulebook is long overdue and I stress the importance of this as English is a second language to a large minority of our London Region members. Therefore, Congress, if we cannot understand our rules in the manner they have been written, how do we expect our ethnic minority members to know the interpretation of our rules? In supporting a new and easy reading and understanding rulebook, Congress, I ask the CEC that it continue to be made available to all members as not everybody has the

internet to download it and that on publication it be a loose-leaf booklet which will save on future costs when there are rule amendments. Congress, please support.

BRO. R. MORGAN (Midland & East Coast): President, Congress, I wish to speak briefly about and endorse the special report to Congress on the GMB rulebook. The working party were tasked by Congress in 2006 to make it fit for purpose by means of rewriting it in plain English and by various means make it more accessible and understandable to the membership. I make no comment on the contents of the rulebook or the rules outlined as these are for a rules revision congress which will take place, hopefully, next year. We have a year to devise amendments to further clarify and modernise them at that time. Most members have access to the internet and for those without regions on request can provide, and hopefully they will, large print and Braille formats.

I regard this rulebook as a work in progress and I feel it would benefit from further and more drastic pruning. For instance, some of the more ancient and obscure rules could be removed from the body of the text and referred to in annexes.

President, Comrades – I think I am allowed to say “comrades”? Thank you - this report gives us a good framework, which, if adopted, brings the rulebook closer to one more suited to this day and age and the working party members should be commended for what must have been a very tedious and drawn-out task. I am therefore happy to recommend the report to you for your endorsement. (*Applause*)

BRO. A. GOODFELLOW (Southern): For the past year I have been learning Greek at night-school and you might think the Greek alphabet is horrendous but we all know the English language is the most complicated to understand, even for oneself. Sometimes with the English language you have to read between the lines to understand the purpose and, of course, the real effects of the rules are how they are administered.

This Union has to have rules. They are there to protect the members and to protect the Union and understanding them in plain English has to be a good thing but, like my colleague, it would be a good idea if the book was fit for purpose in the workplace and before it goes to print look at the size. Maybe the size of a pocket diary or something that would slip in the pocket would be much better for the stewards to take around the workplace. Southern Region supports this special report and congratulates the working party on its efforts. Thank you. (*Applause*)

SIS. A. LEADER (South Western): President, Congress, my region fully supports this report. Quite frankly, this has been long overdue. The work done by the working party and the Plain English Campaign has to be congratulated. I would have to say that we have not yet fulfilled the task but this is really a very good start. The South Western Region is happy to support.

THE PRESIDENT: Thank you very much. Anyone else? OK, Andy, I do not think there is much there to reply to but I understand you have made notes. Wave to me, Andy.

BRO. A. WORTH (Midland & East Coast Regional Secretary): President, Congress, I think there is only one point to reply to and that was the question about accessibility. That is a point that the CEC will be taking on board. Clearly, if we do not print hard copies as we have been doing at the moment that will be more beneficial in terms of revising the rulebook, so loose-leaf is a good idea. I think we need just to check whether we should give everybody the rulebook or provide hard copies of the bits of the rule that they are interested in. We will have to make it accessible to all our members, we are required to do so, and we need to take on board the other comments, President, about making sure we can give it access in Braille and large print, and having it in electronic format to start with gives us that opportunity, so Congress should be reassured on that, I think. Thank you, President.

THE PRESIDENT: Thank you very much, Andy. Does Congress accept the new rulebook? (*Agreed*)

CEC Special Report: GMB Rulebook (Plain English) was adopted.

THE PRESIDENT: Congress, you will see I have been joined on the platform by Anna Lucia Pinzon. Anna is the most senior female trade unionist in Colombia and Head of Public Sector Workers Union, Fenaltrase. Colombia is the most dangerous place in the world for trade unionist and Anna herself has been the victim of an assassination attempt. Before I ask Anna to address Congress I would like to show a short DVD. OK?

(DVD on Justice for Colombia – Trade Unionists in the Firing Line shown to Congress)

THE PRESIDENT: Thank you, Congress. I ask Anna to address Congress. The translation of her speech will be coming up on the screen.

ANNA LUCIA PINZON – LEADER OF THE COLOMBIAN PUBLIC SECTOR WORKERS TRADE UNION FENALTRASE: ADDRESS TO CONGRESS

(Speech given in her mother tongue – translation shown on screen to Congress)

ANNA LUCIA PINZON: Brothers and Sisters, I bring you a warm and fraternal greeting on behalf of the Colombian trade union movement and the public sector workers from my union, FENALTRASE.

In the world today, the neo-liberal economic model is being implemented against workers; Colombia is no exception. Labour rights have been dismantled and increased flexibilisation has led to less than 3 million workers having contracts of employment and the rest of workers working with flexible contracts, in the informal economy or simply being unemployed.

The quality of employment in Colombia has deteriorated, and there has been a massive reduction in salaries in recent years, which have failed to keep up with inflation. The country's wealth is concentrated in the hands of very few,

leaving the majority of the population living in poverty. There is vast inequality. Colombia now has one of the highest rates of inequality and poverty levels in Latin America.

It isn't just labour rights that are under attack in Colombia. Trade unionists in Colombia suffer from a huge array of human rights abuses, and it remains the most dangerous country in which to be a trade unionist. Thousands of my colleagues have been killed in recent years. It is with indignation and alarm that I tell you that already this year, 26 trade unionists have been murdered - a massive increase on the figures from the same period last year. Teachers, agricultural workers, health, finance and state worker are among the most affected by this violence.

Trade unionists also face other abuses such as death threats and forced disappearances at the hands of state security forces, as happened with my comrade Guillermo Rivera, another public sector trade union leader. After accompanying his young daughter on her way to school, he was taken by police on 22nd April of this year and has not been seen since.

The majority of the killings this year occurred after a large demonstration organized on March 6th, which was held in solidarity with all the victims of Colombian armed conflict, and in protest against state and paramilitary violence. The event commemorated the more than 2600 trade unionists murdered, the more than 4 million people forcibly displaced, forced to leave their homes, the more than 10,000 people forcibly disappeared and the victims of the hundreds of massacres and selective assassinations.

We need international solidarity to strengthen our call for an end to the armed conflict, for a peacefully negotiated solution to the conflict, for an end to the abuses.

We also ask you, the British trade union movement, to please continue to pressure your government to stop sending military aid to Colombia, which only goes to intensify the war, the violence and the human rights abuses in my country. Instead your government could be sending humanitarian and social aid.

Long live unity and solidarity between workers
Long live the women workers
Long live the creation of a better tomorrow

(Applause/Standing Ovation)

THE PRESIDENT: Anna, I give you this pledge on behalf of my Union: we will bring to bear as much pressure as we can do to stop the British Government funding arms in Colombia to kill our brothers and sisters. I give you that word. *(Applause)*

From us to you a small gift of our comradeship and solidarity. Thank you.

(Presentation of gift amid applause)

THE PRESIDENT: That was extremely powerful, was it not, but very, very true and we have now to use our political pressure to make sure that the funding is stopped and they get social funding instead. I know Frank is here and, Frank, I hope you take the message back to the Government that we are not going to accept the excuses any longer that they are giving them aid just to help them. They are killing our people and it is very, very wrong. *(Applause)*

REGIONAL SECRETARY'S REPORT: LONDON REGION (pages 87-93)

LONDON REGION

1. MEMBERSHIP AND RECRUITMENT

FINANCIAL MEMBERSHIP	
Section Financial Membership (by each Section):	
COMMERCIAL SERVICES SECTION	34,291
MANUFACTURING SECTION	9,016
PUBLIC SERVICES SECTION	48,392
Grade 1 members	59,723
Grade 2 members	23,623
Retired, Reduced Rate & Others	8,353
Male Membership	44,153
Female Membership	47,546
Total number recruited 1.1.2007 – 31.12.2007	16,368
Increase/Decrease 1.1.2007 – 31.12.2007	3,932
Membership on Check-off	56,768
Membership on Direct Debit	28,323

During the period January 1st to December 31st 2007 the GMB London Region grew by 3,932 members. This strong membership performance reflects the hard work of the officers, staff, Branch Secretaries and Shop Stewards in the Region. The growth in membership has been due in large part to our recruitment campaigns in schools. We are now the largest education union in many London Boroughs and County Councils.

We have also continued to make excellent recruitment progress in aviation, particularly within Aircraft Handling Agents. We have recently made great strides in the food processing industry with over 1000 members recruited in the month of December in the Bakkovar Katsouris plants in West London. The NHS has also proved to be a good sector for recruitment with a number of carefully targeted hospitals seeing large increases in membership.

Throughout 2007, the manufacturing sector in the London Region has continued to decline at an alarming rate. The London Region has seen many thousands of our members jobs lost during the period with many major plants closing and many dozens of other manufacturing plants shedding large numbers of our members.

Without the strong recruitment in the sectors outlined above there is no doubt that the Region rather than growing would have sustained substantial losses if we were still heavily dependent upon our manufacturing base.

It is difficult to see this decline in manufacturing changing given the current world and British economic outlook.

2. GENERAL ORGANISATION

Regional Senior Organisers	2
Membership Development Officers	4
Regional Organisers	15
Organising Officers	8
No. of Branches	123
New Branches	0
Branch Equality Officers	26
Branch Youth Officers	9

The GMB London Region continues to focus on recruitment, increased resources being devoted to our Organising Team and support staff to the Organising Team.

3. BENEFITS

Dispute	16,470.00
Total Disablement	NIL
Working Accident	2,774.75
Occupational Fatal Accident	Nil
Non-occupational Fatal Accident	Nil
Funeral	16,090.50

4. JOURNALS & PUBLICITY

PRESS

London Region continues to issue press releases when it is considered, by the relevant Organiser, that raising public awareness of a dispute will assist in a settlement.

We have continued to report on the many employment issues and problems that effect the airports, where GMB London Region members work either for the aviation or construction industries. We have also endeavoured to ensure that the public know that GMB supports the expansion of London Stansted and Heathrow and have reported on the GMB's evidence to the Stansted enquiry. Other issues include the BA pension scheme, settlement with Labour Source at Stansted and the reinstatement of our member at Eurest over the dress code.

The department has reported on major pay issues, including the local government and NHS pay claims. We have also reacted to the Government proposals on all issues affecting our members in the public services. We reacted swiftly, slamming Gordon Brown's suggestion of a three year deal for Local Government workers and the MPs claim for a large percentage pay rise. We are also continuously fighting the outsourcing and downgrading of in-house services by Hammersmith and Fulham Council which turned Tory last May.

The press office have sought to raise the general profile of the work done by our members in public services by publishing government figures on Leisure Centre charges, recycling systems and associated issues. Care homes in several boroughs continue to have employment problems which are highlighted by the press department.

The press office highlighted East London's Antifascist Day, and the exploitation of migrant workers by several companies.

GMB named the nationwide courier company CitySprint as "Scrooge Employer of 2007" for its sacking of GMB London Region member Paul Whieldon when he asked for Christmas Eve off work to be with his partner on her 40th birthday.

The London Region website (www.gmbunion.org.uk) hosts all the press releases that have been issued this year on the NEWS page. They are also shown on the Press page on the national site www.gmb.org.uk

CAMPAIGNS

Remploy

The Government's decision to close Remploy factories, in the face of the GMB's clear programme for funding the maintenance of all 83 is unjustifiable. Industrial action ballots will be held at the threatened factories and the fight will be taken to the Labour Party Spring Conference in Birmingham. The recent award of a £6,000,000 Ministry of Defence contract to Remploy will keep two factories open for at least two years, demonstrates clearly that GMB's campaign for a higher public procurement spend is the way to save all 83 factories.

Private Hire Drivers Health and Safety

We are beginning the work on the mini cab driver lone working problems that have led to nine deaths since March 2007. The campaign was launched at the start of February and there will be a lobby of Parliament on Workers Memorial Day (28th April). The campaign aims are to get funding for CCTV and shield in cabs. Sheffield has led the way by introducing these and cutting attacks on driver by 72%.

Thermal Insulation Engineers Fight for Re-instatement of Pleural Plaques Compensation

The press office assisted in highlighting the rally of Parliament to support the reinstatement of compensation for Pleural Plaques.

CANDID

The GMB London Region's Press Officer, Rose Conroy continues to spend part of her time on secondment to GMB National Office, Communications Department.

CANDID has featured a whole series of major campaigns including those at Bakkovar Katsouris, British Airways and Swissport.

GMB CANDID has been produced four times per year during 2007, and is now mailed to over 90,000 GMB London Region members. The journal has proved to be very popular with members. In order to provide an even better journal the London Region is now incorporating a national supplement to its journal which will make the CANDID magazine 32 pages long.

5. LEGAL SERVICES

Applications for Legal Assistance	Legal Assistance Granted
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803	793
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Cases in which Outcome became known

Total	Withdrawn	Lost in Court	Settled	Won in Court	Total Compensation
773	375	2	388 £4,425,705.74	8 £144,578.01	£4,570,283.75
Cases outstanding at 31.12. 2007			1,397		

(b) Employment Tribunals (notified to Legal Department)

Claims supported by Union	91
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Cases in which Outcome became known

Total	Withdrawn	Lost in Tribunal	Settled	Won in Court	Total Compensation
73	27	1	35 £285,631.20	10 £106,567.25	£392,198.45
Cases outstanding at 31.12. 2007			213		

(c) Other Employment Law Cases

Supported by Union	Unsuccessful	Damages/ Compensation	Cases outstanding at 31.12.2007
798	-	£590,790.83	660

(d) Social Security Cases

Supported by Union	Successful	Cases outstanding at 31.12.2007
2	1	-

6. EQUAL RIGHTS

Regional Events

GMB/Vulnerable Workers Project held a class at POSK Polish Centre in Hammersmith on 12th November 2007 to advise workers on their employment rights. The event was a joint initiative by GMB London Security Branch with TUC VWP and was well attended. The evening social at the Loweizanka restaurant was sponsored by a number of London Region Branches.

A very successful Diwali/Eid/Christmas social event, organised and funded by four GMB Branches, was held on 17th November 2007 in Wembley and was attended by GMB National President, Mary Turner, and 35 GMB Representatives.

Katsouris/Pratts Bananas

GMB has undertaken two very successful recruitment campaigns at the above companies, whereby hundreds of new members from Asian and Polish backgrounds have been signed up.

Heathrow Unfair Dismissal - Mrs. Amrit Lalji

Mrs Amrit Lalji, a BA Eurest worker, was dismissed on 13th September 2007 for wearing a nose stud, which is a symbolic part of her Hindu religion. GMB argued it could constitute religious discrimination and Eurest agreed that the dismissal resulted from a misunderstanding of the rules. Mrs. Lalji was reinstated with no loss of earnings.

Recognising Strengths & Building Partnerships: Trade Unions & Muslim Organisations Seminar

The above seminar was held on 29th October 2007 at London's City Hall. The seminar discussed links between Muslim organisations and Trade Unions.

Global Support (Malawi)

A GMB delegation has recently visited G4S establishments in Malawi, one of the poorest countries in Southern Africa - London Region was represented by Raj Gill, London Security Branch Secretary. Our delegation met union leaders from TGLSSWU, who have sole negotiating rights, and Union membership is low density. The delegation went with the support of G4S and its remit was to lend practical advice to assist G4S workers in Malawi to organise their own trade union structure and assess what financial assistance could be provided for Workforce Representatives. Full reports will be presented.

7. YOUTH

The GMB London Region Young Members held their conference on Saturday 10th November 2007 at Congress House. This heralded a campaign to build a strong young members committee to put GMB young members at the forefront of the young workers issues.

The conference was supported and attended by Senior GMB London Region Officers and activists who spoke and lent their vast experience to the conference.

Regional Secretary Ed Blissett and National President Mary Turner spoke as did Gary Doolan and Vaughan West from the Islington Branches. Former GMB London Region Organiser Dawn Butler MP also took part.

A workshop on 'Organisation' confirmed the group's commitment to enhancing the organising and recruitment work of the rest of the Region.

The work of this group is driven by a dedicated team of young members who are a credit to GMB London Region.

YOUNG MEMBERS BY GMB SECTIONS

GMB Young members predominate in the Commercial Services Section. The total number of young members in each of the three newly established GMB Sections is as follows: Commercial Services Section has 2,419, Public Services Section has 1,521 and Manufacturing has 386.

GMB SECTION	NO. & (%) OF YOUNG MEMBERS
GMB Commercial Services Section	2,419 (56%)
Commercial Services	1,244
Food & Leisure	602
Energy & Utilities	573
GMB Public services Section	1,521 (35%)
GMB Manufacturing Section	386 (9%)
Construction, Furniture Trades & Allied	212
Clothing & Textiles	16
Engineering	60

Process	98
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ON-LINE JOINING

The new on-line joining facility is also attracting younger workers to GMB London. The latest report shows that workers in the 25 to 35 age group are the largest group to join on line followed by 35 to 45, 45 to 55 and then the under 21s. In total so far 178 young members have joined London Region on-line which reflects the 5% percentage of young members in the Region as a whole.

8. TRAINING

(a) GMB Courses Basic Training					
	No. of Courses	Male	Female	Total	Total Student Days
Introduction to GMB (3 days)	17	154	71	225	675
GMB/Follow On (5 days)	7	49	15	64	320
Branch Officers Secretaries	1	13	3	16	48
3 Day Put it in Writing	7	51	24	75	225
3 Day Advanced Negotiations	6	50	20	70	210
3 Day Say Your Piece	4	28	10	38	114
3 Day Stress, Bullying & Harassment	5	44	17	61	183

(b) On Site Courses (please specify subjects)					
	No. of Courses	Male	Female	Total	Total Student Days
Not applicable	-	-	-	-	-

(c) Health & Safety Courses (please specify subjects)					
	No. of Courses	Male	Female	Total	Total Student Days
5 Day Health & Safety	7	56	16	72	360
3 Day Health & Safety Inspection	7	67	14	81	243

(d) Other Courses (please specify subjects / weekdays / weekends)					
	No. of Courses	Male	Female	Total	Total Student Days
1 Day Communication Skills	1	6	2	8	8
1 Day Shout	1	11	2	13	26
1 Day IBB	1	9	3	12	12
ULR 3 Day	11	81	21	102	306

ULR Follow On	3	22	5	27	81
ULF Courses					
ESOL	N/A	N/A	N/A	509	
Numeracy/Literacy	N/A	N/A	N/A	272	
Basic IT Skills	N/A	N/A	N/A	567	

(e) TUC (STUC & ICTU) Courses					
	No. of Courses	Male	Female	Total	Total Student Days
Not applicable					

9. HEALTH & SAFETY

It is acknowledged across GMB London Region that the understanding of, and dealing with, health, safety and welfare issues in the workplace aids recruitment, organisation and retention and helps raise the profile of the GMB. Health and safety issues have been proven to be extremely useful in campaigning for full organisation and recognition.

The information and skills contained within the Region's courses, particularly the emphasis on safety representative's rights, safety committees and practical involvement within Risk Assessment process, gives the safety representatives confidence to engage with the employer. Therefore the Region will continue to ensure that safety representatives are trained in practical skills and up to date information with a view to enhancing recruitment and organisation across all workplaces. This training is constantly evaluated to take into account any changes in health and safety legislation or union campaigns.

Our health and safety bulletins are produced, and regularly updated, on GMB orange bordered posters, which are useful for notice boards and as an aid for recruitment purposes. They cover such diverse subjects as blood borne diseases; lone working and working in cold temperatures. They are also available on CD and can be downloaded from our website.

Health, safety and welfare concerns continue to be prevalent across the Region's employers. For some in Public Services or large well organised companies, managers have the knowledge, training and experience of best practice, but sometimes lack the resources (finance and time) to implement negotiated policies fully. In the Private Sector, particularly smaller companies, the level of health, safety and welfare knowledge can be frighteningly low with little or no attempt at adherence to legislation. Indeed well trained GMB representatives will often be better informed and more aware of potential problems than many of their managers.

The Region took the decision to aggressively lobby all MPs within the London Region regarding the Government's decision to impose a 5% budgetary cut in funding on the Health and Safety Executive (HSE) until 2011. The response from the 98 MPs was underwhelming. This exercise resulted in 5 Labour MPs responding and only 2 Labour MPs, formally offering to help.

In conclusion the last year has seen an expansion in the health, safety and welfare services available to officers, reps, activists and GMB members. This has included bespoke health and safety in-house training on specific issues, such as cold and frozen food processing. The daily battle for our members' safety at work continues, with our Safety Reps leading the charge, armed with experience, knowledge and regional support.

(Adopted)

THE PRESIDENT: I now ask Ed Blissett, London Regional Secretary, to move his report, pages 87-93. Ed?

BRO. E. BLISSETT (London): Formally moved.

THE PRESIDENT: Formally seconded?

Regional Secretary's Report: London Region (pages 87-93) was formally moved and seconded.

THE PRESIDENT: Thank you. 87, 88, 89, 90, 91, 92, 93. Do you accept the report, colleagues? (*Agreed*) Thank you.

The Regional Secretary's Report: London Region (pages 87-93) was adopted.

THE PRESIDENT: I will now make a couple of announcements. We have some visitors from Guyana, the sugar workers union, Kamal Chand, President of the GAWU and Kenneth Joseph, General Secretary of NAICE. I understand they are at the back. Where are you, colleagues? (*Not yet arrived*)

The bucket collection for the SITRAP appeal raised £402.47 and many thanks from the London Region, and after great arm-twisting and handcuffing him to his wallet, the General Secretary has agreed to double that amount. Thank you, Paul. (*Applause*) Before I start the international debate I would urge delegates to take time to visit the International Board in the Exhibition Area where you will see pictures of the GMB International delegation's visits to Costa Rica, Cuba, Colombia, India, Indonesia, Venezuela, Malawi, Israel and Palestine.

Can I also say that many of you will recall Mr. Rani from the Mumbai Port Trust Dock and General Employees Union in India who addressed our Congress last year. Mr. Rani has sent warm greetings to Congress expressing his gratitude to the GMB for the support we have given to create better living conditions for workers in ship-breaking industries in Mumbai and Alang. Could I say, as he may be watching in, Hi.

Here is a leaflet, please pick one up – they are in your delegate packs – on *Making a Difference* campaign. It is looking for donations or sponsorship to benefit union members in India by the union to help schools, older people, asbestos awareness, and buy essential equipment. Donations from just a pound will make a tremendous difference to our brothers and sisters in the Indian ship-breaking unions. There we are, Congress. Thank you.

INTERNATIONAL Motion 205

205. STOP THE WAR

This Congress notes that the occupations of Afghanistan for six years and Iraq for five years have led to the deaths of hundreds of thousands of people.

This Congress recognises that the presence of occupying troops is a barrier to the peace and development in these countries and agrees to campaign for the UK government to set an immediate time table for withdrawal of all troops from these countries.

This Congress resolves to re-affiliate to the Stop the War Coalition and donate £1000.

HOLBORN APEX BRANCH
London Region

(Withdrawn)

BRO. D. FAITH (London): I am moving Motion 205 without the support of the region. Before I start I will say, “follow that” after the comrade from Colombia, but at the same time I feel very honoured, I am sure we all do, for participating in an event that she has embraced us with and I think we all support Mary’s words on that.

President, Congress, this is I think now the fifth year in a row that I have been speaking on this issue of Stop the War. Although I do not make any apologies for that, I think it is deserving of some explanation as to why it is important that we continue to keep a profile on this issue and this campaign. I think there are three reasons, really.

The first is that as predicted, and as I think we all knew, the invasions of Iraq and Afghanistan have not turned out to yield the peace and democracy we were promised but rather have yielded devastation, increased sectarian strife, and an increase in the power of the American military. I am reminded of the phrase that was said by a First World War General, “*We created a desert and we called it peace.*” I think, frankly, even though the killings may have gone down this year that applies to Iraq particularly as we see it now. I think the second reason is, whether we like it or not, and I am sure we do not, the American ambitions in the Middle East have not stopped. I think there are very troubling signs that George Bush may see out his last few months with an attack on Iran and, even if George Bush does not, the statement made by Barack Obama, a rather frightening statement, as soon as he had won the nomination for the Democratic Party, his remarks over using force against Iran, means that there is no room for complacency even after George Bush goes. This is despite the fact that numerous agencies have indicated that Iran is not developing nuclear weapons. In fact, we already know that in the Middle East there is a country with nuclear weapons, it is called Israel. How do we know that they have developed nuclear weapons? Well, it came out a couple of years ago that it was the British who helped give them the technology to build the nuclear weapons in the first place and yet nothing seems to be done about that. Meanwhile, we hear the warmongering signs about Iran and that is really the second reason why I do not think we can afford to take our eye off this ball.

The third is referring back to something Paul said when he was talking about Cammell Laird, which is, that we do not give in. An injustice is an injustice, a lie is a lie and, frankly, I think it is important that we hold our leaders to account and that we do not go to sleep and forget that we were lied to, that this was an unjust war and frankly did not

turn out how it was promised. It has turned out a disaster all round and that is why I believe we need to keep our leaders on their toes. I think we need to keep this issue alive, and I think we need to continue to campaign for a peaceful world. *(Applause)*

BRO. D. BYRNE (London): President, Congress, I too would like first to pay tribute to the lady from the Colombia trade union and tell you a quick story that really brought everything home to me. About 10 weeks ago I was accompanying one of my young members to a meeting. He is a cleaner in the City of London, from Colombia. He is about 25 years old. We were walking down the road on the way to this company and he said to me, "My father was just like you, he was an active trade unionist, and they murdered him." It was just completely out of the blue and it shocked me. I did not really know what to do so I did tell him, pledged to him, that our Union was actively involved in the Justice for Colombia Campaign. I urge every branch representative in this room to affiliate to that union as soon as you go back to your regions.

Back to this motion, earlier this year on a trip to the Middle East George Bush said, "Iraq is now a different place. Levels of violence have been significantly reduced. Hope is returning to Baghdad." Try telling that to the residents of the southern suburbs whose homes were flattened when US bombers released 40,000 lbs of explosives on them just two days after Bush was quoted. Try telling it to the thousands of Iraqis who are victims of the US bombing raids in 2007 which quadrupled compared to 2006, rising from four attacks a week to four attacks a day.

It is the same story in Afghanistan where the Washington Post has reported that the numbers of their strikes in 2007 had increased to 3,570, an average of nearly 10 a day and in 2005 there were only 200 in the whole year.

We should never have supported George Bush in his military campaigns in the first place but we cannot change what has happened. We can, however, follow the lead of the Australian Prime Minister, Kevin Rudd, who recently made good on his election pledge to end the Australian combat role in Iraq: 550 troops are currently being demobbed as a result while Britain still has over 4,000 troops on active service in Iraq. It is time to bring them home. I second the motion.

UK SERVICE PERSONNEL

Motion 206

206. UK SERVICE PERSONNEL

That GMB sponsored MP's press home the need for the Government to withdraw all UK servicemen from the conflicts in Iraq and Afghanistan. Too many are being killed and wounded in matters which are no concern to the United Kingdom.

SOUTHEND BRANCH
London Region

(Carried)

SIS. D PETERSON (London): President, Congress, we ask that the GMB puts pressure on our sponsored MPs to press home the need for the Government to withdraw all UK servicemen and women from Iraq and Afghanistan. The wars are not our wars and there will be no winners and no victory. Still our troops are dying, fathers, sons, sisters, brothers, mothers and daughters. One person dying would have been one too many but this is multiplied by hundreds. The Government cannot even equip the troops properly. Brown should stop kowtowing to the States, think for himself, and get our troops out. Australia is already withdrawing their troops. They, like us, are part of the Commonwealth. Should we not stand with them? We are not the 52nd state of America, even if Bush would like to think we are. We cannot bring back the dead but we can bring back the living before any more join those dead. Bring our troops home. Please support. I move. *(Applause)*

BRO. R. POLE (London): Congress, Vice President, when we met a few years ago in Newcastle I had the privilege and honour to assist with a fringe meeting addressed by Rose Gentle, a name that may be familiar to many of you. She is the mother of a 19-year old soldier killed in Iraq and a moving and humbling experience it was. Like other parents, family, and friends of military personnel, she recognised the risks service personnel face, including the potential of the ultimate sacrifice, and accepts that risk when the conflict is justified. She, along with others, has fought long and hard to find a justification of the illegal war in Iraq, to date without success. Such is her determination she will continue.

Congress, unhappily last night the 100th British service personnel person lost their life in Afghanistan, a military exercise we were told by Labour would result in minimal casualties. Like Iraq, the population of the UK has been lied to and misled in respect of Afghanistan and that is why opposition to these wars will continue. It is time to withdraw UK troops from these conflicts and if ever a move would boost the fortunes of this failing government this would be a good start. Let's stop this senseless slaughter. Support Motion 206. Thank you.

IRAQ

Motion 207

207. IRAQ

Congress notes the unacceptable way in which our trade union brothers and sisters are treated in Iraq.

Despite regime change in Iraq, labour laws 150 and 151 implemented under Saddam Hussein have not been repealed. This means that for the 75% of Iraqi workers who work in the public sector, trade unions are still illegal. These repressive laws mean that unions cannot gather subscriptions or own property. It also means that they have to rely on donations and assistance from overseas.

Iraq's oil reserves account for 95% of all Government revenue. Iraq's oil is still in the public sector, as it has been for over 30 years and the unwillingness to repeal the labour laws should be seen in

the context of pressure from international Governments and business communities that have been urging the privatisation of Iraq's oil.

As trade unionists in the UK, we have both an opportunity and a responsibility to support the Iraqi trade unions and stand up in solidarity with the Iraqi people.

This resolution therefore calls upon the CEC to:

- Support the public sector Iraqi workers in their struggle for the restoration of trade union rights
- Support War on Want's work with the Iraqi trade unions to prevent the privatisation of Iraq's natural resources and the loss of important revenue to multinational companies.

W50 - WELLINGTON BRANCH
Birmingham & West Midlands Region

(Carried)

BRO. C. MURRAY (Birmingham & West Midlands): By the way I am not retired, although I know a lot of people in the Movement wish I was! Congress, I do not want to insult your intelligence, especially after the speech we had a few minutes ago. Look at this motion. If we cannot support our brothers and sisters in Iraq to get what they truly deserve and to get some of the labour laws repealed, and get them some freedom, some honesty - and we were told that along with WMDs one of the reasons we went to war in Iraq was to free the people and bring them democracy, so let's bloody well do it. I move.

Motion 207 was formally seconded.

SUPPORT FOR TRADE UNIONS INTERNATIONALLY

Motion 208

208. SUPPORT FOR TRADE UNIONS INTERNATIONALLY

Congress, throughout the world workers are being denied the right to organise and fight for social, economic and political justice.

In Iraq for example, trade unions are still illegal, whilst in China and North Korea, unions are not free and independent of the state.

Throughout Latin America, the situation for trade unions is little better in supposed democracies than it was under the former military dictatorships.

This Congress fully supports the backing given by the GMB to trade unionists throughout the world. It calls on the British Government to follow the GMB's lead and condemn the suppression of trade unions and violence against trade unionists. Congress believes the rights of trade unions should be made an issue by the Government in any trade talks it enters into.

Fair trade must mean free trade unions.

PARKGATE BRANCH
Yorkshire & North Derbyshire Region

(Carried)

BRO. I. KEMP (Yorkshire & North Derbyshire): President, Congress, *Workers of the world unite! You have nothing to lose but your chains. You have a will to win.* It is 160 years since Marx and Engels wrote that, we still have not won the world, and for most of our brothers and sisters throughout the world the chains are still tightly bound. In Iraq, for example, after the fall of Saddam Hussein the Americans repealed all his laws bar one, the ban on trade unions. Five years later and whilst the Iraqi government has lifted the ban, the right of trade union membership and representation is not universal, and those that do organise trade unions are at risk from the dark forces of reaction and sectarianism.

In China trade unions are part of the state apparatus, a state that walks over the rights of all its citizens and not just the Tibetans, as we have seen in the press, a state where the leadership is just as corrupt and as far removed from the workers and peasants as any landowner or capitalist.

Even in so-called democracies trade unionists find their rights being denied. At last year's Congress Mr. Rani told us about the verbal, physical, and sexual assaults on members of the Mumbai Dockworkers Union and their families.

Now, we are all aware of the persecution of trade unionists in various South American countries at various times, Chile, Argentina, Brazil, Paraguay, despite so-called democratisation throughout this region the situation has not necessarily improved. Striking dockworkers sacked and arrested in Argentina. Coca Cola workers in El Salvador assaulted. As we have just seen, in Colombia the life expectancy of a union activist can be measured in days and weeks yet someone is always there to pick up the baton.

Colleagues, we quite rightly honour those who have made outstanding contributions to the GMB and its members. I am sure you will all agree with me when I say every trade unionist in Colombia deserves a gold medal as big as a dustbin lid for such bravery. (Applause)

Colleagues, these examples, they are only the tip of an iceberg. The GMB can be justifiably proud of its internationalism, of its support to our brothers and sisters throughout the world, whether it is lobbying for the release of trade unionists who are in prison or the sending of computers to Colombia. However, there are limits to what the GMB can do, after all we have no gunboats to back up our diplomacy.

Many of these countries where persecution of trade unionists is endemic, they are not far away places of which we know nothing, most of them have historical and trading links with the United Kingdom, British firms buy and sell goods there, they even own factories in these places. That is why we urge this Government, a Labour government, to do more for the rights of workers and trade unions throughout the world, and not just for the rights

of the CBI to make profits from the exploitation of these workers and the death of our fellow trade unionists.

Fair Trade must mean trade unions free from assault, free from arrest, free from assassination, overseas workers rights before multinational company profit. Congress, I move. *(Applause)*

BRO. P. BROWNE (Yorkshire & North Derbyshire): We must make the British Government realise that trade union rights in any country are part of what makes a fair and decent society. The GMB is proud of its support of trade unions internationally through groups such as Banana Link union to union. The Government should support the unions in these countries because the regimes will not last for ever, and it is the fair and decent thing to do. I ask you to support the motion. *(Applause)*

IRAQ OIL MOTION

Motion 209

209. IRAQ OIL MOTION

Congress notes with concern the control being taken over the Iraq oil industry by foreign Governments and other outside industries.

Amid the daily violence suffered by Iraqis, oil companies and the US and UK Governments are taking advantage of the country's weakness to secure long-term control over Iraq's enormous oil reserves. The US and UK Governments, the International Monetary Fund and multinational oil companies have demanded the passing of a new Hydrocarbon Law in Iraq and have actively been involved in shaping its content. This process has taken place in secrecy and the majority of Iraqi people have not even seen it.

The fact that this law has not yet been passed can be seen as a victory for trade unionists' opposition in Iraq and the support their campaign has received internationally. However, if the Iraqi Government does eventually pass the Hydrocarbon Law, it will mean a radical restructuring of the oil industry. It would allow long-term contracts to be signed with foreign oil companies, with terms that may not be changed by future Iraqi Governments for decades to come. The oil companies will be immune from accountability in Iraqi courts.

Meanwhile, oil workers are being caught up in the violence and scant regard is paid to workers' basic rights. Oil workers have not only become military targets, but also suffer appalling working conditions with minimal safety equipment. The situation is worsened by the fact that the US used depleted uranium extensively in and around the oil fields during the first Gulf War, which continues to damage Iraqis' health and place peoples lives at risk. Iraqi trade unions have been actively campaigning against the hugely unpopular privatisation of Iraqi oil, as well as fighting to improve working conditions for oil workers.

As trade unionists in the UK, we have both an opportunity and a responsibility to support the Iraqi trade unions and stand up in solidarity with the Iraqi people. This resolution therefore calls upon the CEC to:

Support Iraq's trade unions and civil society groups in their continuing campaign to oppose the Hydrocarbon Law.

Support War on Want's work with Iraqi trade unions

W50 - WELLINGTON BRANCH
Birmingham & West Midlands Region

(Carried)

BRO. C. MURRAY (Birmingham & West Midlands): Congress, as you know, I am a man of few words and I ain't going to waste a lot. What is happening in Iraq is that our Western multinational companies, which are controlled in the main by Britain and the US, are trying to screw Iraq and the Iraqis. Maybe that is what the war was all about. What we are asking is that we take up the cudgel and we get this redressed. The motion is in front of you. Read it. Support it. I move.

Motion 209 was formally seconded.

PEACE AND STATEHOOD FOR PALESTINE MOTION 210

210. PEACE AND STATEHOOD FOR PALESTINE

This Congress calls upon the CEC of the Union to note with approval the long overdue call of US President Bush for an end of the occupation by Israel of remaining Palestinian territory held since 1967. Furthermore we ask that the GMB actively campaign to relieve the desperate suffering currently endured by the Palestinian people in the Gaza Strip enclave. In order to facilitate a viable and two state solution, and to avoid unjustifiable punishment imposed by Israel collectively against many innocent Palestinians, we also ask that the GMB request that the ruling leadership of Hamas act decisively to prevent further Qassam rocket and mortar attacks to be launched from within Gaza against Jewish civilian targets within Israel.

For the sake of its besieged, blockaded and impoverished Gaza constituency, Hamas as a governing body needs to take all necessary measures so as to be able to enter preliminary peace talks alongside the recognised Palestinian authority led by President Abbas in gaining widespread international support for a future Palestinian State in negotiating a just and lasting settlement to end the 60 year conflict.

113 MANCHESTER BRANCH
North West and Irish Region

(Carried)

BRO. D. WILSON (North West & Irish): I think it is the most intractable problem probably covered by the Congress agenda. As Lenin once remarked, "*You get one step forward and two steps back,*" and that seems to be the tale in this long intractable dispute. At the end of the day, there has got to be a Palestinian state put on the map. That historic reverse that the Palestinian people got back in 1948 at the expense of the establishment of the State of Israel has got to be acknowledged and there has got to be, as we say, justice and peace for the people of Palestine, not just in the West Bank but also in Gaza.

The American policy over the years, certainly recent years, tried to associate the problem with its war on terror but that is just not the case; that has been there long before Osama bin Laden came on the map. Where you can put George Bush, though -- he has got many failures but did nearly acknowledge at the start of this year that there should be total withdrawal by Israel from the state military occupied territories; they have been there for 40 years.

Why have we got no peace settlement? It does not help that the Palestinian Movement is split into two different wings. You know, there is almost as much enmity between the two divisions as they have between Israel and Palestine itself because obviously divide and rule, they are dangerous enough to take advantage of. Each of the three protagonists seems to feel they have a deal, and if the deal is concluded it is at the expense of another. That has got to be sorted and sorted fast. Obviously, in Gaza the situation now has been there for the best part of a year where the population is blockaded, there is no food going in, or very little food going in, there is unemployment, there are military incursions due to this, I think, crackpot policy by small armed groups. So they go to Israel sending these rockets over and what you get then is massive Israeli response, which I do not think can be justified. As we say, we were getting to what is regarded as collective unfair punishment on all the Palestinian population as a whole for the so-called actions of a few. Can the situation improve or is it going to get from bad to worse? Again, Palestinian factions have got to unite to recognise government authority that can be negotiated with. Hopefully, maybe with this new head, they have got an incoming president, we do not know who it is, if it is going to be President Obama in November, or next January, maybe that could be a fresh start for the Palestinian people. As we say, the problems have been there for 60 years, each side seems to have got their own rights and wrongs of the subject. In discussing it in our branch certainly and in the region most of the key points has to be settlement overdue, the checkpoints, free movement of people between the two territories, the wall, the so-called barrier, and also the right to return refugees, all this has got to be sorted fast but no real progress can be made until the Palestinians get the government and it is going to mean recognising in agreements, there has got to be recognition of each other's status, on the Israeli side of the Palestinians and likewise of the Jewish state that is based there.

So let's get the progress started. I am not expecting the GMB to go to Gaza to sort it out but we can make a simple start anyway and the sooner the better. I move. Thank you.
(Applause)

Motion 210 was formally seconded.

THE VICE PRESIDENT: I now call Bernie Taylor to reply to the motions on behalf of the CEC.

(Delegate requested to speak in opposition)

THE VICE PRESIDENT: Right.

BRO. R. POLE (London): I am speaking on behalf and at the request of my branch and not the region, I emphasise that - as we have a free vote on this - in opposition to Motion 210. My branch has a number of concerns with an Israeli solution. Principally, there is no mention of the illegality of the occupation, no mention of the illegal war which causes intolerable suffering, and no mention of the TU's position on self-determination for the Palestinian people. We also have problems with the phrase "unjustifiable punishment" as that suggests some punishment is justifiable. The resolution as it stands gives the impression that both sides are to blame for the current situation, which in my branch's view is clearly not the case. The TUC has expressed its support for the right of self-determination for Palestinian people and, incidentally, Hamas, like it or not, were elected by Palestinian people. The right of refugees to return to their homeland, the withdrawal of Israeli troops from all occupied territories, and the removal of the apartheid wall, these should be our demands and therefore I urge Congress to oppose motion 210. Thank you. (*Applause*)

THE VICE PRESIDENT: Thank you, colleague. Is there anyone else who would like to speak against any of those motions? No? Right. Thank you. Bernie?

BRO. B. TAYLOR (CEC, Manufacturing): First of all, the CEC oppose Motion 205 mainly because the Stop the War coalition supported Conservative candidates at the last election. However, the CEC are supporting Motions 206, 207, 208, 209, and 210 with a qualification.

So far as Motion 206 is concerned, we agree that the British troops should not have been sent to Iraq and that we should not have invaded Iraq because it was illegal. The GMB policy is for the troops to be withdrawn as quickly as possible but not at the expense of security. We think that troops should remain until they are no longer required by the democratically elected governments of Iraq and Afghanistan.

Motions 207 and 209, we would like to point out that this Union works in solidarity with the unions of Iraq and in coalition with the TUC and the TUC Iraq Committee. Also, the Iraq trade unions are opposing the privatisation of their oil industry and also they are actually calling for a referendum on this particular issue.

So far as Motion 208 is concerned, we support the essence of this motion but we ask that the word "supposed" in the third paragraph be withdrawn as it might be seen to imply a criticism of the democratically elected leaders in Latin America.

Motion 210, again we agree with the substance of the motion but again with a qualification. The GMB has little direct influence over the decisions of Hamas. However, we will pursue such policies through our international work. I would just like to add that, unfortunately, Tony Blair, who is now the Middle East envoy, has ruled out any talks with Hamas while they will not recognise Israel. This will not help the people of Gaza and it will only prolong the conflict.

Just on an interesting note of what happens to Palestinian people, there was an article in the Guardian last week which explained why seven Palestinian students who had won a scholarship to America were not allowed to go because Israel would not give them a visa. That shows the strength and power and what they can actually do to people.

I would just like to point out again that the CEC oppose Motion 205, but we support Motions 206, 207, 208, 209 with the qualifications that I outlined. Thank you. (*Applause*)

THE VICE PRESIDENT: Thank you, Bernie. Colleagues, as you heard the CEC are recommending oppose Motion 205. All those in favour of the motion please show. Sorry, right of reply.

BRO. D. FAITH (London): I exercise my right of reply and also sparing you the gory business of completely voting this resolution 205 out to oblivion, really, because I think it is going to lose quite heavily. Just briefly, it is not true, I believe, that the Stop the War coalition did support the Tory Party candidates. There is, however, a fringe meeting tomorrow lunchtime just across the road where I am sure they will be happy to answer your questions and I hope you will all attend, but we will be withdrawing the resolution at this point.

THE VICE PRESIDENT: Thank you, colleague. Congress, the motion has been withdrawn. Do you all agree with that? (*Agreed*)

Motion 205 was withdrawn.

THE VICE PRESIDENT: Motion 206 is being supported with a qualification. Does London Region agree the qualification? (*Agreed*) Thank you. Motion 207 is being supported with a qualification. Does Birmingham & West Midland agree? (*Agreed*) Thank you. Motion 208, with a qualification, does the Yorkshire & North Derbyshire agree? (*Agreed*) Thank you. Motion 209, with a qualification, Birmingham & West Midland? (*Agreed*) And Motion 210, with a qualification, North West & Irish Region? (*Agreed*) Thank you, colleagues. All those motions the CEC are supporting with those qualifications. I will take them in block.

Motion 206 was carried.

Motion 207 was carried.

Motion 208 was carried.

Motion 209 was carried.

Motion 210 was carried.

THE PRESIDENT: Thank you, Malcolm. Colleagues, our guests from Guyana are here. They are somewhere around the back. Would they like to stand up? Welcome to GMB Congress. (*Applause*)

GLOBALISATION MOTION 213

213. GLOBALISATION

Congress recognises that one effect of globalisation is the growing number of companies that establish operations in parts of the developing world in order to take advantage of low labour costs. Congress is concerned that the benefits of global trading should be distributed more evenly rather than concentrated in pockets of wealth that exist alongside large-scale areas of poverty.

Congress calls upon the CEC to work with international labour and trade union organisations and campaign to make sure that companies who establish themselves in developing countries are compelled to pay at least a living wage throughout the supply chain and ensure that their employees have the right to join a trade union.

HENGOED ENGINEERING BRANCH
South Western Region

(Carried)

BRO. K. JENKINS (South Western): President, Congress, I have been to Cardiff a few months after they closed the Burberry factory in Treorchy and somebody told me this little story. At a village school the teacher was reading out aloud about local history but every time the word “factory” came up the teacher said “actory”, “the actory opened in 1957, 200 people worked in the actory.” Then one little boy put up his hand and said, “Please, sir, where is the “f” in factory?” The teacher replied, “Well, round here there is no “f” in factory, the “f” in factory is silent.

Manufacturing factories have fallen silent across the UK affecting many communities, communities where the word “globalisation” has no glamorous image of promise of economical Utopia. It means that use of hard work and commitment to a company suddenly come to an end in heartbreaking circumstances, your job more than likely exported to a country where the cost of labour is low but the pain of labour is high, where capital can turn back the clock to the grim early days of industrialisation we experienced in the West. Globalisation is a complex issue but one thing is certain, the gap between rich and poor is widening to an obscene extent.

The region calls on the CEC to continue to work hard with other international labour organisations and support trade unions in countries where workers struggle with appalling wages and conditions. We must not allow workers in one country to be pitted against those of another. Everyone everywhere is entitled to a decent standard of life.

So, we say to Gordon Brown, you currently have problems with three Fs – finance, fuel, and food. Well, here is a fourth – factories. Remember this, Mr. Brown, we will mark the grave of each well-paid manufacturing job lost in the UK with a cross. Those crosses at the ballot box would help you lose the next General Election. Do something to help manufacturing. Please support. *(Applause)*

Motion 213 was formally seconded.

WORKERS' RIGHTS IN THE HIGH STREET SUPPLY CHAINS MOTION 214

214. WORKERS RIGHTS IN THE HIGH STREET SUPPLY CHAINS

Congress, the garment industry has become synonymous with exploitation. The failure of the voluntary approach to self regulation to improve conditions for exploited workers has highlighted the need for Government legislation to prevent UK companies from abusing workers' rights overseas.

This resolution calls upon Congress to:

1. Support calls for legislation that will stop UK Companies and their suppliers abusing overseas workers and let them seek redress in the UK.
2. Work closely with War on Want in its new three year campaign to support workers rights in supermarket supply chains.

LONDON STORES GENERAL BRANCH
London Region

(Carried)

BRO. V. WEST (London): Congress, the garment industry has become synonymous with exploitation. The failure of the voluntary approach to self-regulation to improve conditions for exploited workers has highlighted the need for government legislation to prevent UK companies from abusing workers' rights overseas. War on Want latest report with labour behind the label, let's clean up fashion 2007, highlights the appalling conditions and stark injustices within the High Street fashion industry. The report highlights the hypocrisy of UK retailers including Sir Philip Greens' Arcadia Group Tesco's, and Marks & Spencer, for giving huge rewards to their Chief Executives and models whilst not even paying a living wage to the employees who produce their clothes and contribute to their huge and growing profits.

A few examples: Top Shop, Green's £1.2bn dividend was enough to double the salary of Cambodia's whole garment workforce for eight years. A worker making clothes for Green's Arcadia Group in Mauritius will need to labour for almost 4,000 years to gain the £3m that Kate Moss earned for her Top Shop range. The £4.6m in salary and bonuses for Tesco's Chief Executive, Sir Terry Leahy, could pay the annual wages of more than 25,000 Bangladeshi garment employees who supply its stores based on average wages of about £15 a month. Coleen, Wayne's fiancée - that is Wayne Rooney for those who do not follow the greatest football team in the world! (*Laughter*) - collected a reported £1.5m as a model for George in Asda's clothes range made in Bangladesh for 5 pence an hour. The £2.3m in salary bonuses for M&S Chief Executive, Stuart Rose, will pay the annual wages of around 12,000 Sri Lankan garment workers.

These budget retailers which have all promised ethical treatment to suppliers are routinely buying from factories where workers toil in appalling conditions to meet the ever more stringent demands of their retailers in the UK. In an industry where union membership often brings dismissal, participating in strikes takes great courage. The

National Garment Workers Federation in Bangladesh organised protests that won them a critical 50% rise in a minimum wage to £12 a month. This figure still falls short of the country's living wage of £22 a month.

When British supermarkets demand lower prices from factory owners year on year, there is only one thing they can cut, and that is labour costs. When squeezed by the buyers, owners will slash their costs anywhere they can. It is therefore critical that retailers like Asda, Primark, and Tesco's, stay in Bangladesh and ensure their suppliers are fairly treated and compensated.

The time has come for the British government to admit its policy of industry self-regulation has not worked, has failed, so that we need to introduce legislation that will protect workers at the beginning of the supply chain. Let's get legislation in place and support workers' rights in the supply chain. I move. (*Applause*)

BRO. M. FOSTER (London): I second Motion 214. President and Congress, year after year, Congress after Congress and sectional conferences after sectional conferences, we witness wanton abuse of workers by profit-crazy UK companies, companies which pay lip service to voluntary agreements in public but promote their abuse through change of holding companies and agents. We must stop debating. It is now time for doing. Voluntary agreements do not work. We need legislation now and we need legislation which is enforceable and has bite. Colleagues, there must be no place for the fat cats to hide any more. Please support.

GMB GLOBAL SUPPORT MOTION 215

215. GMB GLOBAL SUPPORT

We welcomed GMB's visit to Malawi to assist our fellow trade union from Textiles, Garments, Leather, and Security Services Workers Union (TGLSSWU) to facilitate contact with G4S Management. We believe GMB's assistance has helped Polish and Nepalese workers in G4S to reach collective agreement. Our contact with the ship breakers union in India has also extended our solidarity to overseas workers.

We call on the GMB and International Committee to continue global support to specific industries.

GMB LONDON SECURITY BRANCH

London Region

(Carried)

BRO. E. ELUM-SMITH (London): GMB, as the largest union within G4S, has an obligation to use its influence with the company to bring pressure to improve conditions in Malawi, Nepal, India, Poland and many other countries and work towards establishing a global agreement with employers such as G4A, Lumas and Securitas so that international employment standards can be achieved for all workers throughout the globe.

President and Congress, in moving this motion I would like to give you a brief account of the GMB delegation to Malawi which took place in December 2007 as part of our global effort to see our brothers and sisters within the global company, G4S. The delegation followed the main issues of concern: guards having been suspended without pay when the police investigated a robbery which happened on shift. Investigations of this type until conclusion can be very lengthy. Workers were only paid for ten hours after working for 12 hour shifts due to wrongly worded contracts on overtime payments; holiday leave was not granted or paid; evidence of racist abuse by some white South African managers within the company; wrongly worded contracts of employment and collective agreements. The workers on 48 hours a week were on just £3 above the minimum pay. Brothers and sisters, we believe that the GMB delegation has advised and helped TGLSSWJU – the Textiles, Garments, Leather and Security Services Workers Union -- colleagues to achieve in negotiations better conditions with G4S and help for some better working arrangements. The GMB also made financial donations to assist TGLSSWJU with basic office equipment and towards transportation needs. It is clear evidence of global support from our proud trade union. I am proud to move this motion and I urge GMB to continue to support the global army of workers.

SIS. C. HOLLAND (London): I am here supporting Motion 215. We are a global nation. We should, therefore, be supporting global nations and developing global nations ourselves through our union so they can also become part of the global world.

HUMAN TRAFFICKING MOTION 216

216. HUMAN TRAFFICKING

That Congress condemns the appalling growth in the trafficking of women and young girls to service the sex trade within the UK.

This practice is the fastest growing business of organised crime internationally with estimates of up to two million people globally being trafficked into the sex trade every year.

This is nothing short of 21st Century Slavery which is unacceptable by any standards.

Congress is therefore called upon to:

Seek co-operation of communications companies to work together ensuring that their networks are not being used and abused by traffickers.

To work with our international affiliates and links in highlighting the exploitation of women and young girls.

To campaign with other organisations opposed to the practice of human trafficking in exposing the reality and degradation to women in general.

Congress please support.

LANARKSHIRE 1 & 2 C&T BRANCH
GMB Scotland

(Carried)

SIS. A. DEAN (GMB Scotland): I move Motion 216 on Human Trafficking. The practice of human trafficking is an unacceptable blight on civilised society. No exact figures are available but estimates of around 1.5 – 2 million people, mainly women and children, are being coerced, bribed and kidnapped under various conditions and then transported around the globe to serve the growing sex trade industry or to work in conditions akin to slavery. It is the fastest growing international crime. These figures escalate at times of big sporting events and the like.

In 2000 research found that 1,400 women were trafficked into Britain every year. In the City of Glasgow limited statistics show that around 37 different nationalities of women are involved just in street prostitution. Other research shows that many women in prostitution suffer higher levels of traumatic stress disorder than soldiers involved in combat. It, therefore, follows that for those women forced into the situation in a foreign land and culture, the levels of traumatic stress disorder must be much, much higher. The situation of trafficked children is even more alarming. Only last month it was estimated that more than 400 of these young so-called asylum seekers had gone missing from major British ports and airports between 2004-2007. Concerns are growing regarding the welfare of these vulnerable children who originate from various African, Middle-Eastern, Asian and poorer European countries. Progress has been made in other European states. The Netherlands seems to be taking the lead in the provision of guardians, safe houses, counselling, education and legal representation for the children, to give some protection to any child who is identified as being at risk of such exploitation as a result of human trafficking. These protected children are one-third less likely to go missing than their counterparts in the UK. It goes without saying that the damage done to these children who are inevitably exploited in this clandestine form of slavery is inestimable and in itself is a life sentence. Despite pressures on the Government from within its own ranks to provide similar protection for those children, there appears to be no appetite within the Home Office to invest in this level of protection.

Congress, we seek co-operation of the various media companies to collaborate in an effort to prevent human traffickers from using their network to perpetrate their crimes and, when possible, to identify them to the authorities. We need to work with our international affiliates to further the cause of those organisations who seek to support the women and children so exploited and we need no reminding of that without the demand from men for these so-called ‘services’, this problem would not exist. The realities of

human trafficking need to be exposed and more pressure brought to bear and to protect these victims and prosecute the perpetrators. I move.

BRO. G. MacDOUGALL (GMB Scotland): President, I support Motion 216 on Human Trafficking. I speak in support of the motion as the escalation in so-called 'lap dancing clubs' is as a direct result of trafficking women into the UK. In some communities there are as many clubs as there are pubs. In fact, there are more than 300 in the UK. Prostitution and drug dealing are directly linked to this industry, and whilst communities have subsequently been blighted, changes in laws are required, re-classifying these clubs as sex establishments. Currently, they are not subject to the tight regulations that such establishments should require. Licensees should be much more vigorously scrutinised. They are currently placed in the same category as cafes, karaoke bars and pubs, and they are open to exploitation and abuse. It is in the interests of all these women, who are hoodwinked by human traffickers into this industry. Please support these vulnerable women. I ask you to support the motion.

LAND MINES MOTION 218

218. LAND MINES

This Congress opposes the use of land mines under any circumstances. Further, it believes the GMB should continue to oppose the involvement of any British company in the production and sale of any such weapons.

ASHTON 8 BRANCH
North West and Irish Region

(Carried).

SIS. Y. CARTEY (North West & Irish): I move Motion 218 on Land Mines. It is a bit of a sobering thought, really, that as all of us nice people sitting in this hall this afternoon listening to the deliberations, as we speak land mines are being laid in many, many countries throughout the world. In fact, there are so many land mines in the world that nobody has a got a clue how many there are or even where they are. There are seventy-five countries at least in the world which are significantly affected by land mines. The top ten are countries are Afghanistan, Angola, Burundi, Bosnia/Herzegovina, Cambodia, Chechnia, Colombia, Iraq, Nepal and Sri Lanka. As those land mines are being planted today, they lie there in wait, sometimes for generations, for their innocent victims to come along. They do not distinguish between a soldier, a child, a peacekeeper or an aid worker. The appalling thing about land mines is that they are not designed to kill people. They are designed – just imagine the person who thought about this! – to maim people and demoralise civilian populations. The point is that those who do survive, and most people do survive, often require amputations, long hospital stays and extensive rehabilitation.

Last year there were 20,000 new casualties. In other words, 20,000 people were affected by land mines. The other factor about land mines is that they prolong poverty. It deprives people in some of the poorest countries of land and infrastructure. They hold up

repatriation of refugees and displaced people, and they are an enormous strain on any country's resources. They kill livestock and wild animals and they wreck environmental havoc. They deprive communities and families of breadwinners, their young people and children. Comrades, these are vile weapons and we should not have any company in this country, in any way, involved in producing them. So I ask you to support this motion. I know that my President, who is going to second the motion, is going to talk more about that. Thank you for that. Please support the motion.

BRO. J. McDERMOTT (North West & Irish): I second Motion 218, Land Mines. President and Congress, the Ottawa Treaty of 1999, which was supposed to abolish land mines, is, as I see it, fundamentally flawed but it is all we have to work with. The Treaty obliges countries to destroy stockpiles within four years, to clean minefields within ten years, to assist mine victims and also to end the land mine production. It is great to call for a ban on production of land mines but what it does not address is what can replace this production and keep those trade union members in employment. This, I am afraid, is not a topic that I am well enough versed on to be able to offer alternatives. However, it is an issue that needs debating and, I am sure you will agree, is morally wrong. The perfect solution would be to honour the agreement, stop production of land mines and find alternatives of production which are more beneficial to the world and can showcase those workers' skills who are producing them. Please support.

THE PRESIDENT: Does anyone else wish to come in on the debate?

SIS. G. BAILLIE (Northern): I speak in support of Motion 216, Human Trafficking. Congress, I am appalled and deeply saddened that today we are still fighting to abolish practices of slavery in this country. We have recently seen in the news young children taken from their homes in eastern Europe and used to beg or steal in our cities. Yes, the perpetrators in this instance were caught and dealt with, but this is a drop in the ocean of what is going on behind closed doors. Women and young girls are also taken from their families with the promise of work and earnings which will enable them to support their families back home. Shockingly, they then quickly find themselves locked up, beaten and abused until they submit to their capturers' wishes. Frankly, these people are the scum of the earth and should be dealt with appropriately. It is appalling to think that at this moment hundreds, if not thousands, of young women and girls are imprisoned in the UK and used for the sexual gratification of others. I agree with all the sentiments of this motion but I also believe that we should treat those who knowingly abuse these poor, vulnerable women for their own sexual pleasure, with the same severity of punishment as we give to the traffickers. Please support this motion.

SIS. E. DALEY (CEC, Commercial Services): I am speaking on behalf of the CEC. President and Congress, we support Motions 214 and 215 with a qualification. Whilst GMB supports the call for legislation to stop the exploitation of overseas workers in the garment industry, we wish to state that some of the aims and objectives of War on Want cut across GMB policy work already underway in this area.

In regard to Motion 15, the motion welcomes the global support GMB gives to campaigns to assist our fellow trade unionists from abroad and calls on GMB to continue global support to specific industries. We think that decisions such as these should be in consultation with the section and the International Committee. Please support Motions 214 and 215 with these qualifications.

THE PRESIDENT: Does London Region accept the qualifications on 214 and 215?
(Agreed)

Does anyone wish to speak against? (No response)

In that case, I will put Motions 213, 214, 215, 216 and 218 to the vote.

BRO. R. POLE (London): I have a point of order. It is a question. Shouldn't we be taking the resolutions in a block, individually, rather than as a block as many delegates have a free vote on these issues or have been asked by their branch to vote in a specific way on many of the motions and cannot vote for or against a particular resolution if they are taken as a block. This happened in the first Standing Orders Committee Report yesterday when there were three positions, three references back and they were all taken as one. I wanted to vote for "Yes" on one and "Against" on the other two. In the International vote we have just taken now, I seconded one resolution and spoke in opposition to another, and yet they were all taken en masse. So how am I supposed to vote one way or t'other? It seems to me absolutely ludicrous. A number of people are getting really concerned about this and I would like some information or procedural points explained. I am in a quandary. I have been here a few times and it has not happened before.

THE PRESIDENT: Dick, I have no problem with taking resolution separately. The Standing Orders Report is as a block once we have dealt with the issues that have been raised. When you take Standing Orders Report, you vote for it or you vote against it as a block. Unless issues were raised, like we will just say you were opposing 219, I will take 219, which I did on Sunday, and 210. Congress voted against those, so therefore the Standing Orders Report was accepted by the whole Congress. On the others, I do not have a problem. I am going to put it to Congress.

Will all those in favour of Motion 213, please show? Anyone against?
Motion 213 was carried.

Will all those in favour of Motion 214, please show? Anyone against?
Motion 214 was carried.

Will all those in favour of Motion 215, please show? Anyone against?
Motion 215 was carried.

Will all those in favour of Motion 216, please show? Anyone against?
Motion 216 was carried.

Will all those in favour of Motion 218 – Land Mines – please show? Anyone against?
Motion 218 was carried.

THE PRESIDENT: I now move to Item 7. I have been joined on the platform by Dougie Henderson MP, President of the GMB Westminster Group, and Frank Doran MP, the Secretary of the GMB Westminster Group. Let me say that both of these MPs have worked tirelessly with us on many different issues and they are long-standing GMB members. They have joined us for the political debate. Thank you for joining us.

This section involves Motions 126, 127, 128, 129, 130, 131, 132, 135 and 136. I will then ask Tommy Brennan to come to the rostrum to speak on Motions 128, 129 and 136.

**POLITICAL – LABOUR PARTY
LABOUR PARTY LEADERSHIP CONTESTS
MOTION 127**

127. LABOUR PARTY LEADERSHIP CONTESTS

Congress is appalled at the expenditure incurred by candidates in the election of Deputy Leader of the Labour Party. At a time when the finances of the Party are in such a critical position and ever-greater demands are made of rank and file members, it is unacceptable that such huge sums of money are spent on internal elections. We call upon the National Executive Committee of the Labour Party to review the arrangements for all internal party elections and introduce rules governing procedures to be followed and financial limits in any such future elections.

CARDIFF AND DISTRICT BRANCH
South Western Region

(Carried)

SIS. J. SMITH (South Western): President and Congress, the last Labour Party internal contest highlighted some very worrying and serious trends. The majority of ordinary Party members must have been appalled and even gobsmacked at the level of expenditure spent by certain candidates on an internal election within the Party. It was an obscene waste of money and resources. We know the amounts involved are peanuts compared with the monumental expenses which run into millions incurred in the race to the White House, but at a time when the Labour Party's finances are in a crucial state and ever increasing demands are made on ordinary rank and file members, it is totally unacceptable that what are huge sums of money to ordinary members are spent on such elections within the Party. Have we all gone mad? Those members of the general public who do not have any political leanings probably think the Labour Party is slightly barmy to throw money at what were, in some cases, lost causes. After spending all that money, then not to get the mechanics of it right, they must wonder if we are safe to run the finances of the country. The whole affair was a debacle from start to finish, eventually making a nonsense of the powers we put in place to prevent such a manipulation of political parties with the power of the wallet, but that is another story.

The National Executive Committee of the Labour Party must review the arrangements for all internal Party elections and introduce rules governing procedures to be followed and impose financial limits or caps on expenditure for the future. We cannot allow ourselves to end up in such a mess. We always condemned other parties on their financial arrangements. We now need to step back, remove the blinkers and take a long, hard look at ourselves and get our house in order. Please support.

The motion was formally seconded.

LABOUR INTERNAL ELECTION SPENDING LIMITS MOTION 128

128. LABOUR INTERNAL ELECTION SPENDING LIMITS

This Congress asks the CEC of the Union to note with dismay the sad and embarrassing fiasco and potential legal fallout resulting from the 2007 Labour Deputy Leadership contest, due to the alleged irregularities by one or several of the candidates concerned. As is already the case when declaring the returns of candidates in local or parliamentary elections, we ask that the GMB call for similar cap's in spending limits, with the amount to be set by the Electoral Commission that individual candidates may spend. This would be the best way to avoid any more 'incompetence's' should any more Labour MP's or Minister's fancy their chances in running for high office of the Labour Party in the future.

113 MANCHESTER BRANCH
North West and Irish Region

(Carried)

BRO. D. WILSON (North West & Irish): I move Motion 128 on Labour Spending Limits. Remember the Deputy Labour Party Election from last year, or is it something we would all prefer to forget? We had five candidates, one winner and four losers, followed by the resulting fallout was the Ministerial scalp of Peter Hain MP, who having broken electoral law by not disclosing more than £20,000 in loans was advised to resign. He was not the only candidate to get egg on his face, but Peter's was the most serious as it has been passed on by the Electoral Commission to the boys in blue for Scotland Yard to investigate. As we heard, other candidates made embarrassing admissions of making late donations and their contributions made by anonymous or dodgy donors.

When the storm surrounding Labour and its undisclosed donations broke many across the labour Movement will have suffered a mixture of shock, bemusement and bewilderment at the colossal sums of cash involved. My guesstimate is that the five candidates spent between them £466,000. As the deadline for the return of the ballot papers loomed last year, several of the favourite candidates seemed to go into a complete overdrive, despite having free coverage on BBC TV, on Newsnight and Panorama, etc, they just went into overdrive with full page colour adverts in the *Daily Mirror*, the *Guardian* and so forth. It still remains a puzzle as to why a candidate would be so desperate to win a contest by breaching the electoral law or even putting your house up as collateral to raise expensive loans. One can only assume that some of the candidates have bigger political ambitions than just being Deputy Leader of the Labour Party. The GMB members have a right to

be very angry and upset about how our money was donated and made in good faith to Peter Hain's campaign and now he is part of an on-going police investigation about how the money was spent and how it is to be accounted for. Hopefully, those problems will be sorted out to everyone's satisfaction but what are the lessons for the next time around? If any senior Labour figures want to stand for senior office in the future in the Labour Party I believe the situation is simple. They must stick to the rules set out in the statutory legislation, which the Labour Party introduced to avoid all these cock-ups. The legislation was introduced in order to ensure that donations to the Party are transparent and can be fully accounted for. When standing in an election as an MP or councillor the rules are clearly set on donations and the spending limits regarding the size of your constituency.

As I say, the Deputy Election left a bad taste in everyone's mouth, and the Labour movement cannot afford to be associated in any shape or form with Tory sleaze. We need all of that like a hole in the head. We would ask all future candidates to stick to the election rules, do not go mad spending other people's money that they cannot pay back, money which seems to be based on the size of their political ego and political ambition. I move.

The motion was formally seconded.

LABOUR PARTY LEADERSHIP ELECTIONS MOTION 129

129. LABOUR PARTY LEADERSHIP ELECTIONS

This Congress is appalled that candidates in the Labour Party leadership election spent up to £50,000 on their campaigning. This included taking out loans, mortgaging their houses and accepting donations from rich benefactors. £50,000 is 4½ times the annual national minimum wage for working people.

This type of American electioneering discriminates against and prevents working people standing for these posts. This Congress believes that future elections for Leadership and Deputy Leadership posts in the Labour Party, candidates should be limited to one double sided A5 leaflet to be distributed to all Party members in book form. The only other expenditure should be travelling expenses to attend Hustings meetings.

CROYDON C60 BRANCH
Southern Region

(Carried)

SIS. E. THEAKER (Southern): President and Congress, I move Motion 129. At last year's Congress in Brighton we had all the candidates for the Labour Party Leadership contesting for our support. This was a very successful hustings meeting and the delegates decided who they would support. Within days of Harriet Harman being elected we discovered that the candidates had collectively spent more than half-a-million pounds on promoting themselves in the election. Candidates had borrowed money, used fake research organisations to raise money and one even took out an additional mortgage on their house. One A5 leaflet is enough to promote yourself. The excess was not needed.

We believe this is what is wrong with the Labour Party. It has moved too far away from ordinary working people towards big business, rich benefactors and American electioneering methods. Would that half-a-million pounds have been better spent fighting the Tories and not each other? It also brings into question what chance do ordinary people have in standing for higher positions in the Labour Party when positions are based on the amount of money you can raise and spend as opposed to how good you are or even how principled you are?

Our members are questioning this behaviour. We have had enough excuses. We believe that Ken Livingstone was a victim of alleged Government sleeze when his expenses claims are well in excess of our members' wages. One report I read in the paper was a claim for hundreds of pounds for toilet rolls. Now, I don't believe everything I read in the paper but on this occasion it reinforced what I have thought for some time. They are full of crap! Just ask the Remploy workers. (*Applause and cheers*) No more sleeze, please. Please support.

SIS. A. PRICE (Southern): I second Motion 129. I don't know about the rest of you but for me the £50,000 spent by each of the candidates is a ridiculous amount of money to be spent in this type of campaign. Obviously, they do need to be able to communicate with the people who, they hope, are going to vote for them. I believe that unless limits are put on expenditures during these campaigns the process cannot be seen to be fair and open to all. Without a level playing field I believe we are limiting our choices to those people with access to this type of money. Otherwise we are, basically, expecting the candidates to put themselves into debt, which is not necessarily a wise thing to do at the best of times and certainly not with the current issues around credit getting harder to obtain. Even though the union can help out in these situations, I actually do not believe this does provide value for our members' money. I urge you to support this motion.

DIGBY JONES AND THE CBI MOTION 130

130. DIGBY JONES AND THE CBI

This Congress notes with extreme disappointment and condemns the appointment of former CBI Director General Digby Jones by Prime Minister Gordon Brown to Ministerial office in the Department of Business, Enterprise, and Regulatory reform (DBERR); notes that Digby Jones has previously called the unions "irrelevant"; notes with concern that the Government too often kneels down to the CBI whilst at the same time offers below inflation pay rises for public sector workers; further notes with concern that any continuation in an ultra-Blairite New Labour agenda will only increase the likelihood of a General Election defeat to a resurgent but ultimately unchanged Tory Party Under David Cameron; calls on the Prime Minister Gordon Brown to adopt stronger employment legislation, tighter regulation on business and more optimistic, progressive policies which many in the party supported him on the basis that he would move towards.

GMB LONDON CENTRAL GENERAL BRANCH
London Region

(Carried)

BRO. D. GREEN (London): I move Motion 130 – Digby Jones and the CBI. This Congress notes with extreme disappointment and condemns the appointment of former CBI Director General Digby Jones by Prime Minister Gordon Brown to Ministerial office in the Department of Business, Enterprise and Regulatory Reform. Digby Jones has stated in the past that the only protection that people need in a tight labour market with skill shortages is to be so adaptable, trained and so valuable that no employer would dare let them go or treat them badly. If he thinks this, he is so out of touch with reality that it is unbelievable. The more skilled you are, the more expensive you are and the less attractive you are to most bosses, especially in the public sector where they are trimming public workers' terms and conditions and cherry-picking contracts to make the service they provide more attractive to the private sector to come in and make a profit at the cost of the workforce.

Another one by Digby Jones: "The unions are irrelevant in a modern workplace". If unions are irrelevant in the workplace, it is only because the successive governments for the past 25 years have purposely striven to bring about that situation. So I say let's turn this around by getting Gordon Brown to appoint somebody who will fight for the public sector workers, not allowing them to accept below inflation pay rises, which has been the case for many years.

Gordon Brown's Labour was supposed to be re-connecting its working class supporters, but all we are seeing with Digby's appointment is Labour connecting more with businessmen. So, come on, Gordon. Pull your finger out. We need a positive agenda to restore our faith in the Labour Party which means standing up to the Confederation of British Industry because, as it stands, we are disillusioned and fed-up. We call on you again, Gordon, to keep your promise and adopt stronger employment legislation, which will be more optimistic. Let's do it before it is too late. I move.

BRO. S. MCKENZIE (London): Brothers and Sisters, I think that Labour is now at its lowest standing in the polls for years. I think we are only three points ahead of the Liberals. How have we ended up in this situation after eleven years in Government? Our old friend, Phil Woolas, didn't tell us, so I will have a go. To me the situation is simple, plain and straightforward. As far as we can see in the Solo branch, it has been things like pandering to the interests of big business and the likes of Digby Jones while ignoring the interests of the ordinary working people who put them into office in the first place. This individual and the organisation he led, the Confederation of British Industry, opposed the introduction of the National Minimum Wage even though it was set at a ridiculously low level. He and the bosses' organisation he led opposed even limited reforms in employment legislation, like the right of representation by a union at individual grievance and disciplinary hearings.

I will have to cut out half of what I was going to say because of the amber light. Comrades, Brothers and Sisters, I have said and I will say it again, unless Gordon Brown and the Labour Party ditch these pro-business policies and start representing the interests of the people who put them into office in the first place, and do it pretty quickly, we are

not going to have a Labour Government the next time round. Please support the resolution and dump these daft capitalist policies.

**WARWICK AGREEMENT
MOTION 131**

131. WARWICK AGREEMENT

This Congress is disgusted at the lack of commitment from the Labour government on the implementation of the Warwick agreement. The unions and the Labour Government sat down and had clear objectives following a series of meetings in Warwick.

These objectives were to be introduced and implemented. The unions have waited long enough for the implementation of the Warwick agreement and it is high time that the government implemented what they signed up to do.

Congress therefore instructs the CEC to campaign against the government's refusal to implement the Warwick agreement, and give an ultimatum as to whether the GMB give continued support to Labour.

ISLINGTON 1 BRANCH
London Region

(Carried)

BRO. G. SHARKEY (London): I move Motion 131 – Warwick Agreement – and this time with the support of my region. Conference, like most of you here today, I am delighted when we had the return of a Labour Government in 1997. Throughout that election campaign the GMB nationally and many of its activists played a significant part in getting Labour back into Government. During the campaigning years both Labour and the trade unions stood shoulder-to-shoulder and continuously fought off attacks on GMB members and those who were vulnerable by the Tory Government. We understood that things would take time to change. We were patient in our approach, and we wanted the Government to play their part in improving the terms and conditions for our members and, at the same time, assisting in building the labour Movement. Through negotiations it was proposed that both the Government and the unions would enter into an agreement to look at ways of dealing with continuing problems in employment, social and economic areas. A deal was struck in July 2004 at Warwick University between the Government and the unions over Labour policy and trade union law. It made peace between contented elements in the unions and the Government. It, thereby, averted the threat of mass disaffiliation from the Party by the unions and helped to secure union support for Labour at the 2005 election.

Colleagues, there was a serious of agreement right across the policy field on issues such as public services, manufacturing and pensions. For example, a Women at Work Commission was promised to investigate unequal pay and to report back in a year. There was a pledge to eliminate a two-tier workforce in the public sector that saw privately employed workers were paid left and to ensure that the vast majority of NHS services would be provided directly by the public sector, not being put out to franchise.

A series of changes were also made to the Private Finance Initiative to guarantee greater equality when choosing between investment by the PFI or conventional public spending. The Government agreed to protect pensions for workers moving from one employer to another. Labour agreed to support a new EU Agency Workers Directive and to introduce sector forums to bring together unions and employers in low paid areas, as well as ensuring that a new compact be provided for new workers advising them of their right to join a trade union and health and safety measures. Although there is now some kind of an agreement, it has taken four years to get there.

Workers on strike would not be allowed to be dismissed until 12 weeks after the start of the dispute instead of eight weeks. The Government gave the nod of the concessions to British manufacturing, with support for the sector to be reviewed. It also said it would help British companies benefit from Government procurement decisions and make new efforts to improve British workers' conditions in comparison with those of their European counterparts.

Colleagues, although some of the issues I have mentioned have been agreed and implemented, we have waited far too long and at a cost to our members. We now need a Labour Government to finalise the 2004 Agreement and to start to address issues like the Trade Union Freedom Bill. We must remove the shackles placed on the trade unions by the Tory Governments and start to listen to our members.

Conference, commitments were made 2004 and we now want delivery and then to move on to Warwick 2. However, we do not want promises and commitments made like those made to our Remploy members, who were misled by Labour and thrown on the scrapheap of unemployment. Let's hope Labour listens. I move.

BRO. D. LINDSAY (London): I second Motion 131. We are all very disappointed at the way the Warwick Agreement has been implemented and I want to go through some of the worst points. First of all, equal pay for women. We now find out that 20% - 30% of women's pay is behind that of men. There is still no strong legislation to prevent this from happening.

In relation to pensions, both occupational and private, there has been no legislation to police the financial sector. Many occupational pensions have been seriously underfunded and have been sold-off or shut down to new entrants when a company gets taken over. Private pensions have suffered by mis-selling and poor performance, which has resulted in them being shunted off and sold off into dead funds. Companies take these pensions on and live off the charges levied on the policies with no incentive to manage funds successfully. The current state of the mortgage and loans market, as has been seen recently, has suffered from mis-selling which has caused many repossession of property. We see all of this on the back of a £12.6 million pay-off of City bonuses, the highest ever recorded. The Warwick Agreement was supposed to correct this situation. The promise in the Warwick Agreement was that pensioners would always be able to collect their pensions from the local Post Office. Now we see half the Post Office network being shut

down at the end of this year. Our disabled workers were to have a new deal. Tell that to the Remploy members. The list goes on and on.

I am a member of the Labour Party and very few of us have bothered to join the Labour Party. This is one reason why we have lost influence in the Labour Party to take the Warwick Agreement seriously. However, we need now to support the Labour Party in these difficult times, because this is our only option. We cannot rely on a few activists to make the point in the Labour Party.

Just remember this. David Cameron is beginning to show his true colours. At the Nantwich by-election he made many, many references to Margaret Thatcher. Even in his victory speech he spoke of a classless society, yet he has 13 public school boys in his election team. We now know what to expect if he wins the government. This policy will always be cut and unemployment will be dressed up as a system of freedom and modernisation. We can expect new strike legislation. We have also seen this before. We have another two years to work together to support the Labour Party and make sure that the Warwick Agreement is implement.

THE PRESIDENT: Can you wind up, please?

BRO. LINDSAY: Our General Secretary first made the point that we do not have any other option. We have to have a Labour Government in office or we are all lost. Thank you.

SUPPORT FOR LABOUR MPs AT THE NEXT GENERAL ELECTION MOTION 132

132. SUPPORT FOR LABOUR MP'S AT THE NEXT GENERAL ELECTION

This Congress notes with disgust the continuing failure of the Labour Government to adequately represent the interests of working people.

The disgraceful failure to intervene to reverse the attacks on our members jobs at the same time as putting tens of billions of pounds worth of taxpayers money at risk, propping up companies like Northern Rock, epitomises the priorities of those who have been allowed to hijack our party.

The sleaze surrounding third party donations involving property developers and their ilk proves that the priorities of the unrepresentative clique leading the party are no longer representing the interests of organised labour.

In light of the resolutions passed at previous Congresses, calling for the withdrawal of physical and financial support of MP's and prospective Labour MP's, Congress now instructs the CEC to draw up a list of Labour MP's and prospective MP's to be distributed to all Branches guiding us as to who we should and should not be making an effort to support at the next general election.

GMB PROFESSIONAL DRIVERS BRANCH
London Region

(Carried)

BRO. T. FLANAGAN (London): I am very pleased to be able to move this motion today because the two MPs sitting at the top table have been very prominent in supporting our recent campaign on driver safety in Westminster.

We should be financing our MPs and backing them. The motion is quite extensive and I hope most delegates have read it, in which we express our disgust.

I think the General Secretary, Paul Kenny, gave a quite concrete commitment that he is going to support what we are asking for in that motion, and I would hope he does. I would remind him that Hendon is not too far from Edgware or Westminster, and I am based in Hendon. So make sure you do it, please.

The motion was formally seconded.

GMB SPONSORED MEMBERS OF PARLIAMENT MOTION 135

135. GMB SPONSORED MEMBERS OF PARLIAMENT

Congress supports the motion that all GMB sponsored Members of Parliament should agree that if requested all their expense claims, including traveling and office expenses, are fully auditable and accountable to their local constituency.

Further, should it be necessary, to offer the same accountability to an independent audit by the GMB if required.

EDMONTON & ENFIELD BRANCH
London Region

(Carried)

BRO. J. WHISTLECRAFT (London): I move Motion 135 – GMB Sponsored Members of Parliament.

President and Congress, GMB sponsored MPs should agree that on request their expenses, including travelling and office expenses, be made available to be audited and accountable to their constituents. Also, should it be required to allow the same accountability to an independent audit by the GMB, if so requested. This would then make the whole issue of expense claims much clearer and be transparent so as to prevent the recent scandals in the media and on TV of some of our sponsored MPs of late. Where MPs have been forced to reveal their expenses, it has shown that some have been making fraudulent claims. Our members expect the best from our Labour representatives in Parliament. It should be an honour to represent working people in the House of Commons and we should demand that those who are fortunate enough to be elected to represent us are fully accountable to those who they represent. Thank you.

BRO. D. RIGBY (London): I second Motion 135. Congress, the GMB sponsors quite a few MPs. Whilst I myself as a public service worker for my local authority have to justify any expenses that I incur while at work, surely, any GMB sponsored MP should

be able to justify their expenses when asked. They should have to produce any claims expenses to their constituency and/or to a senior GMB employee when needed or asked. If they cannot produce sufficient accountability, then we should cease to sponsor these Maverick GMB sponsored MPs. This is our money. I second this motion.

**GMB SPONSORED MPs
MOTION 136**

136. GMB SPONSORED MP'S

Congress is appalled at the decision by this Labour Government and Peter Hain MP GMB sponsored in their attitude towards the many disabled brothers and sisters who strive to be useful members of society. The decision regarding Remploy is a retrograde step and will only lead to many more disabled people being further disadvantaged.

Congress moves that any GMB sponsored MP who does not follow GMB policy should immediately have funding withdrawn both regionally and nationally.

LEEDS EDUCATION BRANCH
Yorkshire & North Derbyshire Region

(Lost)

BRO. H. RAJCH (Yorkshire & North Derbyshire): President, I move Motion 136. The motion has the support of the region. Let's be clear. The way the Remploy factory closures went ahead was a disgraceful betrayal of disabled workers by our Labour Government. It was a disgraceful betrayal! This motion is calling for action to be taken against any of our sponsored MPs who let us down by supporting the Government's decision to close thirty Remploy factories, particular ex-Minister for Work & Pensions, Peter Hain, who said at last year's Labour Party Conference: "Remploy has a good future with justice for employed workers". He lied!

Gordon Brown promised to look again at the planned closures. He lied, too. The disgraceful fact is that the Labour leadership takes our money, make empty promises but were not prepared to lift a finger to safeguard the jobs of disabled people. The GMB had a brilliant campaign. We fought really hard on that Remploy campaign. We had rallies, demonstrations and protests. We put every pressure on that we could to stop that decision made and those factories closing. Also the workers themselves fought hard, taking part in those activities and some actually going on strike to defend their factories. I have to add that it was with massive public support. When we had a rally in Barnsley, where I am from, people were queuing up to sign. We had no problem. The public did not want those factories to close. The campaign was brilliantly supported. However, unfortunately, the Government was not prepared to save the factories. We have to make it clear to the leadership of the Labour Party that we are not prepared to continue giving them our backing when they betray us in this way. The MPs, too, who we sponsor must be aware of public feeling, particularly Peter Hain who showed poor judgment in his

financial declarations when he stood for Deputy Leader, resulting in his Ministerial resignation. He has also shown poor judgement over the Remploy closures.

I understand that we have actually given Peter Hain financial backing, and I think we should ask for that money back. I think we should certainly kick him off our sponsored MP list. However, there is a fundamental problem and that is that New Labour has put profit before people and have pushed through a free market agenda. We have more than a hundred Labour MPs in our Parliamentary Group who are supposed to lobby the Government in the interests of GMB members. To be fair, many Labour MPs did support our campaign and did speak at rallies. There is no doubt about that. I am not talking about withdrawing support from them. I am not talking about taking action against those Labour MPs who supported us. We are talking about the ones who did not, who stood back and let it go through and supported the Government's decision. They are the people who we should not let off the hook.

I took on board what you said this morning, Paul, and I welcome what you said, but I think there is a danger that we are going to let those people off the hook now by waiting maybe a year or so before we give them a chance to put forward where they stand and go through whatever we are going to do. We must not let them off the hook. We should take action now. I can't see what's on your paper, but no doubt you will tell us. I think we need to do that now and we should not let them off the hook. We need to act on it, Paul, and not delay.

BRO. J. STRIBLEY (Yorkshire & North Derbyshire): I second Motion 136 with the support of my region. Last year this Congress trusted Peter Hain for Deputy Leader, but he misled the Labour Party Conference. He promised a moratorium, which only lasted six weeks. Factories were being closed which left 2,500 disabled people on the scrapheap, and in some cases those people will never work again. The 20 factory closures is only the start of it, unless we act now. The Government wants people off benefits and back into work. Remploy is an ideal solution for this. Not all disabled people can work in open employment. We need sponsored Labour MPs to take the GMB in line. If not, then we must step. We do not want to wait for our members to visit our Labour MPs' surgeries.

Peter Hain twice addressed Conference and stated that consultation would happen, which never did, with the trade unions. What he has done cannot be forgiven! We need to take back the Labour Party and take it back within -- to start again would take too long -- by addressing CLP meetings and putting trade unionists forward, not middle-class do-gooders, who have no understanding of the labour Movement.

Let us understand what this motion is about. This motion is about withdrawing money for GMB sponsored Labour MPs who do not support us. Let's support them who support us. Thank you.

THE PRESIDENT: Does anyone wish to speak in the debate?

BRO. A. MILLS (North West & Irish): Comrades, this is my first time at Conference. You have to feel bitter about this, totally bitter, and we should only be supporting those MPs who support us. I am an ex-convenor at Remploy, St. Helens. I am one of the ones who have been thrown on the scrapheap of benefits. We are being lied to, lied to and Remploy lied it. We have sponsored MPs who are still lying to us. They promised us full-time employment in mainstream industry. What a load of tosh! What did they give us? We have one leg disabled person/member, with 20 odd years at Remploy. They gave him a mainstream industry job collecting trolleys at Asda! Because he nearly got knocked over because of his disability, they gave him another job in Tesco's, packing carrier bags for customers. That is the mainstream industrial work they are giving us. It is not good enough.

We had a £12 million factory investment in St. Helens producing goods for the likes of Tesco's, Sainsbury's and Unilever -- I could go on for ever -- dealing with blue chip companies. What did they say? "We're going to shut you because we want to put you into mainstream industry and take you out of the sheltered workshop you are in". Four years later and £12 million, it has all been thrown away. The factory was handed over to another company to run to make the same goods that we were making but at a profit. That is not good enough, and it is certainly not good enough from a Labour Government.

Yes, I will hold my hand up and say that I am a Labour Party member. How long for, I don't know because we can't trust these people and we can't trust them any more. Support the motion.

BRO. J. HILLS (GMB Scotland): President, I have been working in Remploy for 38 years. I am a Labour supporter and I have been a member of the Labour Party for 22 years. I have to say now that I support this motion and I am asking Conference to support it. There are many people in Remploy Lanarkshire, where I work. Yes, there are some who might be able to get a job outside -- might! -- but there are many who have severe learning difficulties who will be shunned by outside industry. I do not want people to think "Oh, yes, he can get a job in outside industry", because no, you cannot. If you do, people in outside industry make a fool of you because they know you have a learning difficulty. There are people in Remploy who, I can assure and guarantee you, if Remploy closes, will be unemployed for the rest of their lives, or they will be pushing trolleys or doing some type of job that they do not want, simply because this Government is thinking of money only, not of people's lives. I ask you to support this motion. Thank you.

BRO. V. WEST (London): In using this debate, I would like to ask that our two colleagues from the GMB Group take a message back to the full GMB Group in Parliament and to the wider Parliamentary Labour Party, that when Parliament spends tens of thousands of pounds in legal fees fighting the Information Commissioner to block details of their expenses being published -- this is public money that you and I pay for in our taxes -- it looks like you have got something to hide. When Labour MPs who live within half-an-hour's commuting distance of central London or their constituency is within half-an-hour's commuting distance of central London are still able to claim a

second homes allowance, that is far outwith the expectations of ordinary working people. When Labour MPs who are millionaires or married to millionaires claim hundreds of pounds to have their windows cleaned, it looks sleazy. It is disgusting. I am a Party member, but you need to clean up your act. You need to get your expenses in order. You need to be open, transparent and honest about it and you need to have a regime in place that working people and the people who put you into Parliament can trust, because the longer this behaviour goes on the longer people are going to be dissuaded not from voting Labour but from not voting at all because it looks like you have all got your noses in the trough.

SIS. S. MEMMOTT (Southern): I am a specialist support assistant in a special needs school and have worked across all spectrums of the school. I see the deep dignity that these special needs pupils have and get from their joy in their work and their pride in their achievements, whether they are small or large. This Government has turned round and said, "You don't matter. We are closing all of the factories. Put them on the dole", and they say that we have trouble in society when they will not even support our most vulnerable members. I am not a member of the Labour Party and I don't think I will be joining shortly. Thank you.

BRO. T. BRENNAN (Northern Regional Secretary): I am speaking on behalf of the CEC. Congress, the CEC is supporting Motions 128 and 129 but with a qualification, and the CEC is asking Congress to oppose Motion 136.

Turning, first of all, to Motion 128, the CEC is in full agreement with the sentiment expressed in this motion. The amounts of money spent in the Deputy Leadership context were absolutely ridiculous. At a time when the Party is financially strapped, it is important that vital resources are used to fight the Tories, the Lib-Dems, the opposition, but not each other.

Similarly, with Motion 129, the CEC agrees with the sentiments but does not believe that the restrictions called for are achievable. The GMB will participate in the Labour Party internal review of the recent leadership election and will raise the concerns of Congress. We will endeavour to ensure that future Labour Party elections are fair and transparent.

With regard to Motion 136, we understand the emotiveness and we share the anger in relation to the Remploy issue. We understand. On a point of fact, the GMB, like other affiliated trade unions, does not sponsor MPs but we do sponsor constituency Labour Parties. We have a recent policy on how and which GMB MPs to support. This takes into account a number of factors, both at regional and national level. The GMB offers support to those MPs who work well with us and share our aims and values. Those who do not do not get our support and will not get our support, as clearly outlined, by the General Secretary in his address. No investment unless there is a dividend or added value to GMB organisations.

The reason for opposing is that the wording in this motion leaves no room either to support GMB ministers who are sympathetic but are bound by collective responsibility.

We should understand that. We should understand what collective responsibility means as an organisation, just as the CEC is bound by this democratic process, or those MPs who disagree on a specific issue, as we are sure to from time to time, yet in other ways support us wholeheartedly. Then lobbies respond to our communications and engage with our members regionally.

Congress, the days of the blank cheque for MPs who happen to be members of the GMB have gone forever. They must share our values and our members' aims and aspirations. MPs need to show us their passion for the trade union Movement, their passion for working people and their passion for fairness and social justice. If they show that passion, then we will support their constituencies. If not, we will not. It is as simple as that.

So, Congress, on the basis of what the General Secretary has said and the basis of the action that we have already taken, give us the licence to continue and give the best support to our members. We ask you, therefore, to support Motions 128 and 129 with the qualification, as outlined, and oppose Motion 136.

THE PRESIDENT: Thank you. I will take the votes.

Motion 127 was carried.

In relation to Motion 128, does North West & Irish Region accept the qualification? *(Agreed)* You do.

Motion 128 was carried.

In relation to Motion 129, does Southern Region accept the qualification? *(Agreed)*
Motion 129 was carried.

Motion 130 was carried.

Motion 131 was carried.

Motion 132 was carried.

Motion 135 was carried.

THE PRESIDENT: In relation to Motion 136, does the mover wish to exercise the right of reply? *(Declined)* The CEC is asking you to oppose Motion 136 for the reasons that Bro. Tommy Brennan gave you.

Motion 136 was lost.

MEMBERS OF PARLIAMENT – PAID OUTSIDE INTERESTS COMPOSITE MOTION 6

(Covering Motions 137 and 138)

137 – Members of Parliament – Outside Interests (South Western Region)

138 – Private Equity and Ministers (London)

MEMBERS OF PARLIAMENT – PAID OUTSIDE INTERESTS

Congress believes that MPs who also engage in paid work and consultancy whilst sitting as paid elected MPs is offensive and undermines our political process, institutions and democratic system.

This Congress condemns the profiteering of Ministers such as Alan Milburn MP and Patricia Hewitt MP who now hold, or are due to hold, positions on boards of private equity firms and notes with extreme sadness and disappointment that they were once fine radicals.

Congress urges the GMB to speak to colleagues in the union movement who fund these individuals to ask searching questions.

Congress resolves to raise this issue with Labour MPs, the Policy Forum and the Labour Party NEC to bring an end to this practice

(Carried)

BRO. K. HENDERSON (London): Colleagues, this motion is fairly self-explanatory. We believe it is sickening that ex-Ministers who have had access to stakeholders and other key groups decide to line their own pockets rather than to use this knowledge to address the issues. Also MPs who now hold or are due to hold positions on boards of private equity firms, who are some of the worst employers, is totally disgusting. We are also tired of people like Alan Milburn who used the trade union Movement to launch their careers and then crap on us from a great height. This is complete nonsense and it needs to stop.

All I say to delegates and Congress is do not just clap your hands when this speech finishes. Put your hands up in the air when it is time to vote in support of this composite. I move.

SIS. A. LEADER (South Western): I second Composite motion 6. Congress, engaging in paid work and consultancy whilst sitting as a paid elected Member of Parliament is offensive and undermines our political process, institutions and democratic system. I believe that MPs are pretty well paid and I have no doubt that there is not a single constituency in the country where there is not more than enough work for the sitting MP to do. We want our MPs in Parliament and in their constituencies working for us full-time. Some MPs and, sadly, some Labour MPs have taken on very lucrative consultancies. Grabbing the cash in this way undermines public faith in the commitment of politicians to their work as our elected representatives and creates the impression that they are all on the gravy train. Labour MPs should know better. We must ensure that they behave better. If they want other work, then they should not stand as Labour candidates. How can a Member of Parliament who takes on a lucrative consultancy not be influenced by the company he is working for? Does he or she really think that these companies want nothing in return? Quite frankly, this system of second jobs for the boys is, in my view, corrupt and is seen by the public as corrupt. It is time for these MPs to get their noses out of the trough and for them to stop doing full-time what they were elected to do – representing the people of this country.

Congress, we need to use all of our influence as Labour Party members and as an affiliated trade union to put an end to this practice and to raise the issue with Labour MPs, the Policy Forum and the Labour Party NEC to do it. Please support.

**LABOUR REPRESENTATION COMMITTEE
MOTION 139**

139. LABOUR REPRESENTATION COMMITTEE

This congress calls for the union to affiliate along with ASLEF, CWU, FBU, RMT, NUM and BFAWU to the Labour Representation Committee.

If Labour is to win the next general election there must be a shift away from the neo-liberal policies pursued by the government that favours the rich at the expense of working people.

The government and party must implement a programme of democratic socialist policies to win back those voters who have lost faith in this Government.

By joining the LRC the GMB will be playing its part in achieving this.

MILTON KEYNES CITY BRANCH
London Region

(Withdrawn)

BRO. J. HIOM (London): I move Motion 139 without the support of my region or the CEC. The original Labour Representation Committee was formed in 1900 to fight for political representation for the labour Movement. In Britain today we face a similar crisis of representation. The Labour Representation Committee has been re-formed to secure a voice for socialists within the Labour Party, the unions and Parliament. Never in the history of the Labour Party has there been a need so great as to make the case for peace and socialism. The advocates of global capitalisation and war have taken control of the political agenda. The task for today's LRC, founded on 3rd July 2004, is to fight for power within the Labour Party, the trade unions and appeal to the tens of thousands who have turned away from Labour in disillusion and despair.

Therefore, we are calling upon all socialists, the Labour Party, trade union members, constitutional Labour Parties and union branches to join our campaign to join or affiliate to the LRC. The LRC is an open democratic organisation committed to the development of a radical policy agenda for the Labour Party and the trade unions.

In particular, the LRC supports an economical policy based on public ownership and the democratic control of key sectors of the economy, including an end to further privatisation, PFIs, direct investment in council housing and the public services, the re-nationalisation of rail, support for public service broadcasting, the development of an energy and environment policy for the needs of the whole community, a social policy based on the re-distribution of wealth and power, including a full restoration of the trade union rights and an increase in the minimum wage, a decent State pension and the restoration of the link with earnings, the restoration of student grants, top-up fees and the restoration of local government, the restoration of effective local government, the defence of the rights of asylum seekers, the continuing fight against racism, sexism, homophobia

and those with disabilities, a foreign policy based on peace, nuclear disarmament, human rights and an end to Labour support for the US Republican right-wing. The Labour Representation Committee also supports the withdrawal of Britain's forces in Iraq and Afghanistan, the struggle against corporate globalisation, a Labour Party policy based on the strength of the Labour Party/trade union link and the restoration of Labour Party Democracy, the role of conferences and local activities in the policy-making process. This is what the LRC is campaigning for.

The CEC are not supporting this motion because they say that the GMB already affiliates to a number of organisations which provide a quorum for trade unions to work together to develop a radical policy agenda for the Labour Party. They say: "We do not believe that joining the LRC", dare I say, "which attracts its support from smaller unions adds to our political objectives or enhances our ability to pursue progressive policies on behalf of our members. Furthermore, the CEC opposes any resolution which seeks a commitment in funding without reference to the Finance Committee".

Isn't the CWU the fifth largest union? The GMB is made up of smaller unions. That is what has made us so great. There is an old saying: "United we stand, divided we fall". Five hundred pounds is what it costs to affiliate to the LRC. Is the CEC saying that we cannot afford £500? I am sorry to say but I don't believe it. I move.

THE PRESIDENT: Jim, that is the first time I have heard a member move the motion and also move the CEC reply. Well done.

BRO. S. McKENZIE (London): Comrades, Brothers and Sisters, this is a deadly serious issue, which is why I do not agree with what one of the sisters said earlier, although I totally agree why she said it. I believe that we have got to get inside the Labour Party if we are going to change it. You are not going to change it from the outside. As trade unionists, I think we have got to get in there and reclaim back our Party. It is all pretty clear to me what we have decided today. You only have to look at the press reports. We have said that enough is enough. There will be no more blank cheques for Labour unless they are doing the business for our members. We are sick of New Labour, we feel let down by Gordon Brown and we are demanding changes in policy and approach.

The problem is that if we are going to do one thing, which is to drop the pro-business policies, which are leading us into the abyss, we have to replace it with something else. Last year Gordon Brown was anointed leader of the Party and that started with the first of a long catalogue of mistakes. John McDonnell, MP for Hayes and Harlington, who is a leading light in the Labour Representation Committee, was unable to get enough nominations to amount a challenge. Many of you will have heard John speak at a fringe meeting at Brighton last year and know what a damned good socialist he is. He is speaking with Paul at a fringe meeting tomorrow. I think the leaflets have been put out on the desk. I have gone one here. I would urge absolutely everyone to attend that meeting.

While not being dragged into the nonsense of elevating the role of the individual over the importance of policy, let me make this point. I think Jim and I both know that this resolution is going to go down, which is a shame, but how about we invite John to the Congress next year and hear from the horse's mouth what the LRC is all about and what policies it wants the Party to promote? We could then decide after a democratic debate what, if any, action we wanted to take to back the ideas that the LRC is putting across.

ARMED FORCES HEALTH & SAFETY MOTION 140

140. ARMED FORCES HEALTH & SAFETY

Public Services Section Conference calls on the British Government to provide adequate up to date equipment for all personnel serving in the armed forces. In keeping with the best trained armed forces in the world.

RETFORD GMB BRANCH
Yorkshire & North Derbyshire Region

(Carried)

BRO. R. ALDERMAN (Yorkshire & North Derbyshire): I move Motion 140.

President and Congress, this Government should hold its head down in shame at its failing of duty towards our Armed Forces, who have to go to foreign countries to fight a war for whatever reason. This Government's treatment of our Armed Forces is appalling. They are asked to defend our homeland and other countries but are treated like second class citizens. Troops from other countries are properly equipped with protective gear, quality uniforms and rations. I think we need to keep the Remploy factories going to produce the quality uniforms that our troops need. In some cases they do not get any supplied at all.

Lord McKenzie yesterday, in his speech, said that. The health and safety for the people of this country is high on the Government's agenda. All I can say to him is this: Lord McKenzie, get off your posterior, go down and get some of your health and safety cronies and have a trip out to Afghanistan and Iraq, and then come back and tell this Government what the health and safety of our people really means. We must provide our soldiers with the equipment they so rightly deserve.

In a landmark ruling in April of this year a High Court Judge ruled that our soldiers could sue the Government for sending them into battle with sub-standard equipment. It is a brilliant idea and I hope they take it forward and see it right through to the end because they rightly deserve the proper safety equipment. They are putting their lives at risk.

Mr. Brown also tried to gag coroners for their criticism of failures and blunders of this Government to look after our troops abroad without their having proper protective equipment. It costs £167 to equip each soldier with the proper equipment to help ensure their safety while fighting in war. The travesty is that we have MPs, like ex-Mr. Blair, Mr. Brown, Mr. Prescott and other MPs who are claiming astronomical sums of money for their second homes, cleaning, food, telephone, mortgage and Community Tax. It is

an absolute travesty of justice. They are spending, literally, thousands of pounds on things that, really, should be put into looking after troops abroad by ensuring that they have proper protective equipment. It is an absolute disgrace. I ask Congress to support this motion.

BRO. R. WHITEHEAD (Yorkshire & North Derbyshire): President, this is the first Congress I have ever attended. Thanks very much for putting me on last.

THE PRESIDENT: I can assure you it was not intentional.

BRO. WHITEHEAD: I am seconding Motion 140 for the following reasons. A nation which sends its young men and women to war has a duty to minimise their casualties. That duty has been criminally neglected. People have died in Afghanistan because their body armour was not good enough, while their armoured vehicles were hand-me-downs designed for much earlier conflicts and no longer fit for purpose. Other soldiers have died because there were not enough helicopters, whilst new helicopters are left in storage. Today's Armed Forces are entitled to today's technology. Thank you.

THE PRESIDENT: Well done. Does anyone wish to come in in the debate?

BRO. G. SMITH (North West & Irish): This is my first Congress and the first time I have spoken. Since he has had a go, I thought I would have a crack of the whip. (*Applause*)

As an ex-soldier myself who has been on numerous operational tours, I understand just how demoralising it is when you go to a war zone to fight for your Government only to get there and find that the equipment you are supplied with is inadequate for the job in hand. How can we expect these brave Servicemen and women to protect our interests when they have not even been supplied with the basic kit to protect themselves?

I will tell you a story. When you are out *there* the MPs come out to see you. They pat you on the back and give it one of *them*. They say "Oh, you are doing a good job, lads", before they fly off in their helicopter again to have a three course meal or something like that. When they get off the helicopter they have got three body armour jackets and we had none. They can get their hands on their jackets. Please support this motion and thank you. (*Applause, cheers and whistles*)

SIS. J. COOPER (GMB Scotland): I speak in support of Motion 140 – Armed Forces Health & Safety. One hundred lives! That is the number announced this morning. That is the number of Servicemen killed in Afghanistan to date. My brother has recently returned from overseas and I was appalled at some of the near miss situations he was placed in, but not reported in the press. I was also disturbed to hear that young men are allocated a maximum luggage allowance and were expected to include all items which would help ensure their safety; body vests and other essential equipment. We all know how hard it is to pack for holidays and stay within weight limits. Some of the men were removing the plating from their body vests to enable them to take what they considered to

be essential items. Accommodation was another issue. Unexploded bombs were in the area in which they were living. My brother made it back a great deal thinner and greyer but safe. One hundred other families cannot say that. Congress, please support this motion.

BRO. M. AKBAR (London): I am supporting Motion 140. My point is very simple. Do not forget the moments of friendly fire. No matter what health and safety is provided to them, we also need to be out of that war because friendly fire has killed a lot of our soldiers. Let us back this motion, please.

SIS. S. BEARCROFT (CEC, Manufacturing): I am speaking on behalf of the CEC. To my two brothers from London, yes, we do need to take the Labour Party back, but let us do it in the right manner. The CEC is opposing Motion 139. The GMB already affiliates to a number of organisations which provide forums for the trade union to work together to develop a radical policy agenda for the Labour Party. Currently, we are working through TULO, where we ensure that trade union policies are being fed into the Labour Party. Through TULO we were able and are able to co-ordinate the message and policies we want to see the Labour Party adopt. We also work closely with other major trade unions to ensure that a clear and consistent message on issues that matter to our members is delivered to our Government. The CEC does not believe that joining the Labour Representation Committee which attracts its support from the smaller unions adds to our political objectives or enhances our ability to pursue progressive policies for our members. We will, however, continue to support their campaigns and speak at their events when they are in line with GMB policies.

Also, colleagues, the CEC opposes resolutions which seek commitments on funding without reference to the Finance Committee. The CEC asks you to vote against Motion 139. Thank you.

THE PRESIDENT: Does the mover of Motion 139 want the right of reply?

BRO. J. HIOM (London): I would like to withdraw the motion.

THE PRESIDENT: Thank you, Jim. Does Congress agree?

Motion 139 was withdrawn.

Composite Motion 6 was carried.

Motion 140 was carried.

THE PRESIDENT: I remind delegates that tomorrow and Wednesday morning you will be going to your section conferences. I will reconvene Congress promptly at 2 o'clock on Wednesday.

Congress adjourned.