



General  
Conference  
**Agenda 2010**

23–24 May Bournemouth International Centre



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# GENERAL CONFERENCE

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**23<sup>rd</sup> – 24<sup>th</sup> May 2010**  
**Bournemouth International Centre**

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## **Instructions to Delegates**

### **ADMISSION TO CONFERENCE**

Before leaving home make sure you have your Membership Card, Credential Cards and Agenda.

Admission to Conference is by the appropriate credential card **only**.

### **STANDING ORDERS**

*Read your Standing Orders thoroughly.*

If you have any doubt about any Standing Order consult the Standing Orders Committee.

### **HAND VOTING**

Votes are normally by a show of hand voting cards. Hold your hand voting cards high in order to avoid mistakes.

### **CARD VOTES**

Voting delegates - Ensure you have your Conference voting cards.

### **ADDRESSING CONFERENCE**

Position yourself 15 cms from the microphone and speak normally.

### **NOISE LEVEL DURING CONFERENCE**

Please keep as quiet as possible during the proceedings of Conference.

### **LUGGAGE**

If you need to bring bags or suitcases into the conference hall please do not leave them unattended. Please also ensure that bags and suitcases do not block aisles or stairways.

### **PROHIBITIONS**

The terms of Standing Order 10 are drawn to the attention of all delegates:

“Smoking and the use of mobile telephones are prohibited anywhere within the confines of the Conference Hall.

No documents or posters shall be circulated, distributed or displayed within the Conference Hall without the permission of the Standing Orders Committee”

### **NEW DELEGATES**

A briefing for new delegates will be held at the Bournemouth International Centre at 6 pm on the evening of Saturday 22<sup>nd</sup> May 2010.

## STATEMENT

Dear Colleague

On behalf of the General Conference Standing Orders Committee can I welcome delegates and visitors to this years General Conference of the Communication Workers Union.

As with previous years we have continued to set the layout in a manner to reflect the National Executive Council's sub-committee structures which was published in the NEC's Annual Report.

In preparing the Agenda and Timetable, the General Conference Standing Orders Committee has taken account of the serious financial situation facing the Union and have placed the Rule Revision and the Finance sections at the start of the 2 day agenda.

We have continued with our policy to ensure that each section is allocated time proportional to the number of motions submitted to it. It is hoped that this will continue to allow conference time to debate and decided policy on a wide range of issues within the time slots.

Due to the increase in the number of motions submitted to this year's agenda, under standing order 3.h which covers the time allocated to speakers, we have continued with 3 minutes. You will see that we have highlighted exceptional within the standing orders as we would urge delegates and the NEC not to abuse standing order 3.h and 3.k to allow conference to get through as much business as possible.

Time has been allocated to allow a guest speaker to address conference and the standing orders have accommodated a request from the General Secretary to allow some time for short presentations.

Finally, if delegates have any problems or queries regarding the General Conference Standing Orders or procedures please do not hesitate to contact the General Conference Standing Orders Committee.

On behalf of the Standing Orders Committee can I wish all delegates and visitors a successful conference.

Yours sincerely



**JOYCE STEVENSON (CHAIR)**  
**GENERAL CONFERENCE STANDING ORDERS COMMITTEE**

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# GENERAL CONFERENCE

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## TIMETABLE/PROGRAMME OF BUSINESS

### Sunday 23<sup>rd</sup> May 2010

09.00	Conference Opens			
09.10	President's Address and Obituary List			
09.15	Adoption of General Conference Standing Orders Committee Report (including reference backs)			
09.20	Section 10	Motions	115	- 137
11.30	Accounts			
11.45	Section 3A	Motions	44	- 52
12.45	Conference Adjourns			
14.00	Section 3B	Motions	53	- 58
14.40	Presentation Communications			
14.50	Section 5B	Motions	96	- 98
15.10	Presentation Training & Education			
15.20	Section 2	Motions	41	- 43
15.40	Section 7	Motions	101	- 109
16.40	Section 4B	Motions	67	- 74
17.20	Section 4A	Motions	59	- 66
18.00	Conference Adjourns			

### Monday 24<sup>th</sup> May 2010

09.00	Section 6	Motions	99	- 100
09.20	Section 1A	Motions	1	- 8
10.10	Section 1B	Motions	9	- 16
11.00	Section 1C	Motions	17	- 24
11.50	Section 1E	Motions	34	- 40
12.30	Guest Speaker			
12.45	Conference Adjourns			
14.00	Section 5A	Motions	92	- 95
14.15	Presentation Organising & Strategy			
14.25	Section 4D	Motions	84	- 91
15.25	General Secretary's address			
15.45	Section 4C	Motions	75	- 83
16.35	Section 1D	Motions	25	- 33
17.30	Section 8	Motions	110	- 114
18.00	Conference Closes			

**MEMBERSHIP OF THE CLERICAL CONSTITUENCY AND  
CLERICAL MEMBERSHIP WITHIN THE POSTAL  
CONSTITUENCY**

<b>REF</b>	<b>BRANCH</b>	<b>GENERAL</b>	<b>P/F</b>
08/005	Bristol and District Amal	1	1
10/023	South West Middlesex Amal	1	-
21/815	Thames-Wey	50	34
21/819	Central Counties & Thames Valley	173	118
21/827	South East Anglia	226	174
21/831	North Anglia	265	191
22/601	Albus National	1303	9
22/666	Birmingham, Black Country & Worcs	902	427
22/803	East Midlands	685	509
22/809	Coventry	189	143
22/832	North Midlands	65	25
23/404	South Yorkshire	1	-
23/665	Middlesbrough	212	105
23/669	Tyne & Wear Clerical	1203	865
23/685	Sheffield District Clerical	1281	875
23/727	Alliance & Leicester Leeds	100	89
23/808	North East	58	27
23/817	Lincolnshire	231	176
23/830	West Yorkshire	1294	1106
24/603	Northern Ireland Clerical	583	132
25/274	Manchester Combined	1	-
25/609	Girobank Bootle	1317	1238
25/646	Liverpool Clerical	1308	920
25/664	Manchester Clerical	2104	1243
25/801	Isle of Man	48	26
25/821	Central & West Lancs	476	252
26/628	Dundee Clerical	435	379
26/629	Tay Branch	136	9
26/825	Edinburgh, Dundee & Borders	220	197
26/829	Scotland No.1	1642	1371
27/049	South East Central	1	-

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## VOTING STRENGTHS

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<b>REF</b>	<b>BRANCH</b>	<b>GENERAL</b>	<b>P/F</b>
27/721	Alliance & Leicester Giro South	179	170
27/805	Meridian	476	349
28/814	Gloucestershire & North Wilts	95	68
28/828	Solent Branch	90	58
28/833	South West & Thames Valley	1729	665
29/424	The Welsh Valleys	1	1
29/807	Mid Wales, The Marches & N Staffs	497	388
29/816	North Wales & Chester Combined	115	93
29/823	South Wales	666	464
30/285	North East London	1	1
30/649	City & North East London Clerical	445	298
30/810	Capital	621	324
30/811	North West London	194	156
30/812	West London	125	44
<b>TOTAL</b>		<b>21,745</b>	<b>13,720</b>

**MEMBERSHIP OF THE ENGINEERING AND POSTAL  
TECHNICAL SERVICES CONSTITUENCY**

<b>REF</b>	<b>BRANCH</b>	<b>GENERAL</b>	<b>P/F</b>
05/006	Greater Manchester Amal	170	143
08/006	Gloucestershire Amal	32	24
08/013	Swindon Supplies	46	44
09/003	South East Wales Amal	42	31
21/006	South Central MT	128	115
21/066	Cambridge	466	333
21/815	Thames-Wey	429	286
21/819	Central Counties & Thames Valley	2210	1625
21/827	South East Anglia	1131	775
21/831	North Anglia	1127	711
22/032	Birmingham	1245	935
22/039	West Midlands & Worcestershire	931	716
22/238	Leicester & Midshires	1009	768
22/239	East Midlands MT	124	101
22/666	Birmingham, Black Country & Worcs	53	36
22/803	East Midlands	1139	857
22/809	Coventry	683	510
22/832	North Midlands	524	364
23/404	South Yorkshire	847	605
23/808	North East	1862	1388
23/817	Lincolnshire	339	220
23/830	West Yorkshire	1332	1019
24/024	Northern Ireland Engineering	1037	321
25/018	Lancs & Cumbria Combined	363	282
25/274	Manchester Combined	1752	1187
25/414	Merseyside & South West Lancs	1243	1048
25/801	Isle of Man	138	75
25/821	Central & West Lancs	1029	616
26/156	Glasgow & Motherwell	1084	839
26/157	Scotland MT	128	107
26/825	Edinburgh, Dundee & Borders	1191	966
26/829	Scotland No.1	1575	1193
27/049	South East Central	983	680
27/353	Portsmouth West Sussex & Isle of Wight	855	669
27/805	Meridian	832	613

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## VOTING STRENGTHS

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<b>REF</b>	<b>BRANCH</b>	<b>GENERAL</b>	<b>P/F</b>
28/021	South West Engineering	1024	731
28/053	Western MT	198	125
28/350	South Devon & Cornwall	643	417
28/459	Devon and Somerset	810	603
28/814	Gloucestershire & North Wilts	510	370
28/828	Solent Branch	994	701
28/833	South West & Thames Valley	97	59
29/424	The Welsh Valleys Branch	574	442
29/807	Mid Wales, The Marches & N Staffs	729	557
29/816	North Wales & Chester Combined	497	406
29/823	South Wales	1061	752
30/026	London South East	687	541
30/085	Croydon & South London	1152	842
30/122	London Regional MT	183	168
30/221	London South West Thames	464	381
30/250	A.T. Comms Enfield	65	33
30/252	Central London	2339	1806
30/255	London Postal Engineering	401	330
30/285	North East London	1827	1217
30/810	Capital	1978	1359
30/811	North West London	804	643
30/812	West London	761	606
<b>TOTAL</b>		<b>45,877</b>	<b>33,291</b>

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## VOTING STRENGTHS

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### MEMBERSHIP OF THE POSTAL AND OPERATOR & ANCILLARY CONSTITUENCY

REF	BRANCH	GENERAL	P/F
01/001	Essex Amal	2725	2106
01/002	Colchester and District Amal	653	542
01/003	Eastern No.3	1483	1271
01/004	Eastern No.4	1567	1121
01/005	Eastern No.5	1869	1506
01/006	Eastern No.6	1766	1431
01/008	Suffolk Amal	880	719
01/009	South Central No.1	1830	1461
02/001	Birmingham District Amal	3059	2695
02/002	Coventry Area	2280	2078
02/003	Leicestershire	1758	1229
02/004	Northamptonshire	1856	1572
02/005	Wolverhampton District Amal	2293	2019
02/006	Derbyshire Amal	1064	864
02/007	Midland No.7	1261	1130
02/008	Nottingham District Amal	2417	1841
03/001	Doncaster and District Amal	1895	1582
03/002	South Yorkshire and District Amal	2734	2431
03/003	Bradford and District Amal	1605	1374
03/005	Leeds No.1 Amal	3404	2989
03/006	York and District Amal	1304	1104
03/007	Hull and East Ridings Amal	629	522
03/008	Newcastle Amal	2655	2382
03/009	Darlington Amal	646	542
03/010	Cleveland Amal	1093	970
03/011	Durham County	445	393
03/012	North East Coastal Amal	422	402
04/001	Northern Ireland No.1	1612	1269
04/002	Northern Ireland East	430	315
04/003	Northern Ireland West	828	595
05/001	Merseyside Amal	2399	2229
05/002	Isle of Man	256	233
05/003	Cheshire No.1 Amal	880	581
05/004	North West Central Amal	2419	2167
05/006	Greater Manchester	3229	2864
05/007	Wigan Amal	432	401
05/008	Bolton and Bury	861	782
05/009	Oldham and Rochdale Amal	531	482
05/010	East Lancs Amal	600	544
05/011	North Lancs and Cumbria	3223	2944
06/001	Glasgow District Amal	4577	4029

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## VOTING STRENGTHS

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REF	BRANCH	GENERAL	P/F
06/002	Scotland No.2	3323	2831
06/003	Grampian/Shetland Amal	845	769
06/005	Scotland No.5	828	777
06/006	Clyde Valley Amal	473	437
06/007	Orkney	58	50
06/008	Highland Amal	413	366
07/001	Southdowns Amal SE1	1143	926
07/002	Solent Amal	1350	1144
07/003	South East No.3	1442	1292
07/004	Kent Invicta	2149	1725
07/005	South East No.5	5865	4757
08/001	Western Counties	2921	2461
08/002	Plymouth/East Cornwall Amal	1681	1441
08/003	Bournemouth and Dorset Amal	1321	1119
08/004	Wessex South Central	1576	1427
08/005	Bristol and District Amal	3277	2755
08/006	Gloucestershire Amal	1184	1062
08/007	South West No.7	1663	1455
08/009	Jersey	268	177
08/010	Guernsey	208	108
08/011	Worcester and Hereford Amal	879	758
08/012	Cornwall Amal	617	530
08/013	Swindon Supplies	34	34
09/001	North Wales and Marches	1834	1681
09/002	Shropshire and Mid Wales	1133	996
09/003	South East Wales Amal	1724	1579
09/004	South West Wales Amal	1521	1456
09/005	Gwent Amal	891	735
10/002	Mount Pleasant	1971	1832
10/004	London West End Amal	619	592
10/005	London North Western C&C	419	295
10/007	London No.7	383	248
10/008	Watford No.1	762	666
10/009	Northern Home Counties Postal	1106	886
10/011	London Parcels & Station Amal	599	518
10/012	Northern/North West London	2074	1919
10/013	East London Postal	1597	1390
10/015	West London Postal	689	650
10/016	South East London Postal and Counter	1726	1564
10/017	London South West Postal	2509	2273
10/018	Kingston Area	753	554
10/019	Romford Amal	1476	1010
10/020	Harrow and District	1771	1353
10/021	South and East Thames Amal	1402	1160
10/022	Croydon and Sutton Amal	1211	937
10/023	South West Middlesex Amal	1298	1182

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**VOTING STRENGTHS**

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<b>REF</b>	<b>BRANCH</b>	<b>GENERAL</b>	<b>P/F</b>
21/066	Cambridge	1	1
22/239	East Midlands MT	1	1
23/808	North East	1	1
30/285	North East London	1	1
	<b>TOTAL</b>	<b>130,860</b>	<b>111,592</b>

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## VOTING STRENGTHS

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### O&A CONSTITUENCY MEMBERSHIP WITHIN TELECOMS BRANCHES

REF	BRANCH	GENERAL	P/F
01/006	Eastern No.6	8	2
02/003	Leicestershire Amal	7	1
02/004	Northamptonshire Amal	8	-
02/006	Derbyshire Amal	5	-
03/008	Newcastle Amal	194	1
22/666	Birmingham Black Country & Worcs	1	1
22/803	East Midlands	1	-
22/832	North Midlands	31	2
23/669	Tyne and Wear Clerical	53	45
23/817	Lincolnshire	130	71
24/603	Northern Ireland Clerical	66	13
25/664	Manchester Clerical	13	-
26/829	Scotland No.1	293	227
28/814	Gloucestershire and North Wilts	1	1
28/833	South West & Thames Valley	12	1
29/807	Mid Wales, The Marches & N.Staffs	40	24
29/823	South Wales	187	130
30/810	Capital	5	-
30/811	North West London	2	-
<b>TOTAL</b>		<b>1057</b>	<b>519</b>

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# GENERAL CONFERENCE PROCEDURES

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## NOTES ON CONFERENCE PROCEDURES AND AGENDA

The General Conference Standing Orders Committee has prepared the Standing Orders, Agenda and timetable/programme of business in accordance with its responsibilities under the terms of Rules 10.8.1 to 10.8.4.

The General Conference SOC has asked that the following procedural points be specifically drawn to the attention of delegates:

1. Each motion should be deemed to be prefaced by the words "THIS CONFERENCE INSTRUCTS THE INCOMING NATIONAL EXECUTIVE COUNCIL THAT..."
2. Motions have been categorised in accordance with Rule 10.8.3 para (iii)

THE GENERAL CONFERENCE SOC SHALL CAUSE TO BE PUBLISHED A CONFERENCE AGENDA INCLUDING ALL MOTIONS SUBMITTED BY THE NEC, BRANCHES, REGIONAL COMMITTEES, EQUALITY CONFERENCES, THE RETIRED MEMBERS CONFERENCE, YOUTH CONFERENCE AND REGIONAL HEALTH AND SAFETY FORA WITH EACH MOTION BEING DESIGNATED AS A, B, C, D OR X.

Category A: Those motions which in the view of the SOC require a decision by Conference;

Category B: Motions whose general point is to reverse policy decided at the previous year's Conference;

Category C: Those motions which in the view of the SOC seek only to confirm existing policy;

Category D: Those motions which in the opinion of the SOC could be dealt with in correspondence;

Category X: Those motions which in the opinion of the SOC are out of order. These shall be printed but shall not be admitted to the agenda.

3. Motions composited by the General Conference Standing Orders Committee are followed by the names of the sponsors\* included in the Composite.

The consequential rulings indicated alongside certain motions are those determined by the General Conference Standing Orders Committee in consultation with the Conference Chairperson (President).

\*The following may sponsor motions:

- NEC
- Branches
- Regional Committees
- Regional Health and Safety Fora
- Women's Conference
- Black Workers' Conference
- Lesbian, Gay, Bisexual & Transgender Conference
- Retired Members' Conference
- Disability & Special Needs Conference
- Youth Conference

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# STANDING ORDERS

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## GENERAL CONFERENCE 2010 STANDING ORDERS

1. The sessions of the General Conference shall commence in accordance with the timetable.

2. **TIMETABLE**

- a (i) President's Address  
(ii) Obituary List  
(iii) Adoption of General Conference Standing Orders Committee Report (including appeals/reference back)  
(iv) Sections of General Conference Business
- b Conference is divided into half-day sessions. If the business of any section is completed within the timetable, the Conference shall proceed immediately to the next section of business.

If all the business of the final section is completed within the timetable, the Conference shall return to the earliest uncompleted business.

- c A motion that has been called for debate by the Chairperson before the end of a section is reached, shall be moved, seconded, debated and decided upon, subject to Standing Order 3n. **No subsequent motions for the variation of the timetable to compensate for time lost by this procedure shall be admissible.**
- d All matters, with then exception of Rule Amendments contained within the agenda but not dealt with by the conclusion of General Conference shall be referred to the National Executive Council (NEC).

3. **PROCEDURE IN DEBATE**

- a Every member of the Conference must remain in their seat, except the one who may be addressing the Conference and, should the Chairperson rise, no-one else shall continue standing nor shall anyone else rise until the Chairperson has resumed the Chair.

### SPEAKERS

- b A delegate when speaking from the rostrum shall address the Chairperson. If two or more persons desire to speak at the same time the Chairperson shall decide to whom priority will be given. No person shall be allowed to speak twice on the same question.
- c All speeches shall be confined to the subject under discussion.
- d Delegates may only refer to documents which have a bearing on the subject under discussion
- e (i) Motions standing in the name of a Branch must be moved by a delegate or Branch Secretary from that Branch or by the Secretary of the Regional Committee to which the Branch is attached, if specifically requested to do so by the Branch responsible for the motion.  
(ii) Motions standing in the name of a Regional Committee, Equality Conferences, Youth Conference or the Retired Members Conference must be moved by a delegate from that appropriate body.  
(iii) Motions standing in the name of a Regional Health and Safety Forum must be moved by a delegate from the branch which moved the original motion at the Regional Health and Safety Forum in question.  
(iv) Motions must be seconded or else they shall be deemed to have fallen.
- f A motion may be seconded formally or by a speaker making a seconding speech.

- COMPOSITE MOTIONS**
- g All sponsors of a composite motion will be responsible for agreeing the allocation of moving and seconding speakers from amongst those named within the composite motion, notwithstanding the terms of SO3e (i) and (ii).
  - h The mover of a motion shall be allowed to speak for not more than 3 minutes and any other speaker (including the mover exercising the right of reply) for not more than 3 minutes. **In EXCEPTIONAL CIRCUMSTANCES a speaker may request the special permission of Conference to speak for a longer period, if agreed, it shall not exceed a further 2 minutes.**
  - i The moving speaker shall have the right of reply to the debate only if there has been opposition and shall not introduce any fresh matter but shall be limited to answering the debate.
  - j The NEC (including all Officers) shall in addition to moving and exercising the right of reply be allowed a maximum of one speaker (which may be the seconder) in a debate on motions standing in the name of the NEC (SO3i applies to the NEC).
  - k The NEC (including all Officers) shall only be allowed one speaker in debate on all other motions not standing in the name of the NEC. **EXCEPTIONALLY** and only with the permission of Conference, a second NEC speaker may be allowed. With the exception of Branches, Regional Committees, Equality Conferences, Youth Conference and the Retired Members' Conference moving and seconding a motion (under SO3e), Branches, Regional Committees, Equality Conferences, Youth Conference and the Retired Members' Conference are entitled only to one speaker in each debate.
  - l No motion shall be spoken upon except by the mover, until it has been seconded. The mover of a motion who sits down without speaking upon it shall lose the right of addressing Conference, but shall still have the right of reply (SO3i) applies. The seconder of a motion who sits down without speaking upon it shall not lose the right of addressing Conference.
- ENDING DEBATE**
- m Any delegate who has not spoken on the motion before Conference may move "That the motion be now put" on the seconding of which the Chairperson shall immediately and without discussion put this motion to the vote. In the event of it being carried by a simple majority of Conference, Conference shall proceed to vote on the question itself, subject to SO3k and the right of reply as stated in SO3i being exercised.
  - n Any delegate who has not spoken on the motion before Conference may move "That Conference proceeds to next business", on the seconding of which the Chairperson shall immediately and without discussion put this motion to the vote. In the event of it being carried Conference shall at once proceed to the next item on its agenda.
- WITHDRAWAL**
- o Any motion or composite motion may be withdrawn from the Agenda at any time by the sponsor(s) who shall notify the Chairperson of the Standing Orders Committee at the earliest opportunity. Once it has been moved and seconded, however, it shall not be withdrawn except with the agreement of Conference by a simple majority vote.
- POINT OF ORDER**
- p **POINT OF ORDER** - Any person wishing to question the proceedings of Conference may rise on a "point of order", and when called shall state the procedural point in exact terms, whereupon the Chairperson shall immediately give a ruling or refer the matter to the Standing Orders Committee for a decision. Any person raising points of order must seek to prove one or more of the following:-
    - (i) That the speaker is using unparliamentary language.
    - (ii) That the speaker is digressing from the subject of the motion.
    - (iii) That the rules of the Union are being broken.
    - (iv) That there is an infringement of the customary rules of debate.
    - (v) That there is an infringement of the Standing Orders (which shall be referred to the Standing Orders Committee).

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# STANDING ORDERS

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- q The Chairperson's ruling on a point of order shall be final unless it is challenged. The correct method of challenging the ruling shall be to move: "I wish to challenge your ruling." Such a motion shall be carried by a simple majority.
- r The Standing Orders Committee shall have the right to enter debate on all matters affecting the decisions and role of the Committee.
- s Debates in Camera which have not previously been notified in the Agenda can be requested by a delegate or the NEC prior to the commencement of the debate and if such a request is supported by a simple majority of the Conference.

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

- a Voting at the General Conference shall normally be by a show of hands in accordance with Rule 10.5.1.
- b A card vote may be called for either by the Chairperson of the General Conference or when 30 delegates are on their feet calling for such a vote immediately on the announcement of the decision of the hand vote.

When a card vote is taken it shall be based upon a count of Branch membership excluding retired members conducted as close to conference as possible. (Card votes on Motions in Section 8 – Political Fund Management, shall be based upon the paid up political levy paying membership.)

#### **DURING A CARD VOTE ALL PERSONS MUST REMAIN IN THEIR SEATS AND NO PERSON SHALL ENTER OR LEAVE THE FLOOR OF CONFERENCE.**

All card votes of the effective membership represented by delegates shall be collected by the Standing Orders Committee.

Procedure for a card vote shall be as follows. The voting delegate of each Branch shall be required to place in a ballot box a card indicating the effective voting membership of the Branch for, against, or abstention on the question requiring the decision.

On completion of the vote the General Secretary shall arrange for the counting of the votes and the issue of a circular to each delegate attending Conference recording the vote of each Branch and the result. When the motion being voted upon has a consequential effect on the following motion(s), Conference will proceed to the next item of business unaffected by the card vote result. When the card vote result is announced Conference will return to the earlier item provided it is within the timetable.

- c A motion will be deemed carried if it obtains a simple majority of the votes cast.
- d Annual Rules Revision Session – Any proposal to amend the rules must receive a two-thirds majority in support, including two-thirds majority within each of the following:
  - (i) the Postal and Operator & Ancillary Constituencies taken as a whole,
  - (ii) the Engineering and Postal Technical Services Constituencies taken as a whole,
  - (iii) the Clerical Constituency.

to be deemed carried and shall then become operative immediately following the closure of Conference.

#### **5. PROCEDURE FOR EMERGENCY MOTIONS**

- a Emergency motions may only be submitted for inclusion in the Agenda if they refer to a matter which because of the circumstances giving rise to them could not possibly have been submitted by the published closing date for motions. Such emergency motions will only be accepted by the SOC if they constitute a significant and important matter, which requires a decision by Conference.

- b Emergency motions must reach the Standing Orders Committee at CWU Headquarters by midday on **Tuesday 11<sup>th</sup> May 2010**. Branches and Regional Committees will be advised by the SOC whether or not the emergency motion has been accepted for inclusion to the Agenda prior to the commencement of General Conference.
- c Any emergency motion submitted after the above date must be notified to the Standing Orders Committee as soon as possible. Branches and Regional Committees will be advised by the SOC whether or not the emergency motion has been accepted for inclusion to the agenda as a matter of urgency.
- d A decision taken by Conference shall not be open to the emergency procedure at the same Conference.

### **6. APPEALS/REFERENCE BACK PROCEDURE**

- a Written notice of appeals/intention to move reference back against decisions of the Standing Orders Committee as published in the Agenda regarding:-
  - (i) motions not admitted to the agenda
  - (ii) inclusion/exclusion of motions in a composite
  - (iii) the priority/placement given to a motion
  - (iv) timetable/programme of business
  - (v) the Standing Orders for Conference
  - (vi) the consequential rulings on motions

must reach the Standing Orders Committee at CWU Headquarters by midday on **Tuesday 11<sup>th</sup> May 2010**. Such written notice must advise of the intention to appeal/move reference back to alter the published agenda with details and reasons for doing so.

After consideration of appeals/reference backs by the SOC, Branches, Regional Committees, Equality Conferences, Youth Conference and the Retired Members Conference wishing to continue their appeal/reference back must seek to do so by addressing Conference at the commencement of business on **Sunday 23<sup>rd</sup> May 2010**.

All parties advised by the SOC that their appeal/reference back has not been accepted will also be sent an appeal card entitling them to address Conference when called to do so by the Chairperson of Conference during the adoption of the General Conference Standing Orders Committee report.

- b Challenges to other SOC decisions as printed or announced in supplementary SOC reports must be made at the time the supplementary report is moved. Such challenges can be made to Conference by a delegate, when called to the rostrum, advising Conference that they wish to challenge a decision of the SOC and giving the reasons why.
- c All appeals/reference backs will be deemed carried if they have the support of a simple majority of Conference.
- d The NEC will also be required to follow these procedures.

### **7. BALLOTS**

Ballots at General Conference will be conducted in accordance with the regulations approved by the NEC.

### **8. SUSPENSION OF STANDING ORDERS**

- a Motions to suspend Standing Orders shall only be allowed to deal with business or circumstances that could not have been foreseen when the timetable/Programme of Business was adopted.
- b The Chairperson may accept a motion for the suspension of Standing Orders provided no motion is on the floor being debated.

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# STANDING ORDERS

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Any such motion must state the Standing Order/Orders involved and also state the nature and urgency of the business as to why the suspension is required.

The Chairperson shall immediately refer such a motion to the Standing Orders Committee who shall express their view before the vote is taken. A motion for the suspension of Standing Orders will be carried if supported by a simple majority of the Conference.

- c At the end of the period of suspension of Standing Orders, the Conference shall return to the published timetable. No subsequent motion for the variation of the timetable to compensate for time lost by the suspension of a Standing Order/Orders or the discussion of such suspension shall be admissible.

**9. NEC ACCEPTANCE (Motion & Rule Amendments)**

- a The NEC will indicate, in an SOC document published prior to Conference, the motions and Rule Amendment proposals (excluding their own) which they are prepared to accept. When the SOC report is adopted, those motions will be deemed to be carried subject to SO 9d, and will not be debated. Subsequent consequential rulings will be applied accordingly.
- b Opposition to the acceptance can only be registered by advising the Standing Orders Committee prior to the Standing Orders Committee Report being moved at the commencement of Conference.
- c Challenges to NEC positions of "accept" referred to in subsequent supplementary SOC reports will be dealt with in accordance with Standing Order 6b.
- d The acceptance of motions and Rule Amendment proposals under the terms of this Standing Order shall not take priority over consequential rulings.
- e However, notwithstanding the provisions of 9a-d, all sponsors of motions do not have the facility to register opposition to acceptance of motions standing in their own name.

**10. PROHIBITIONS**

The use of mobile telephones are prohibited anywhere within the confines of the Conference Hall.

No documents or posters shall be circulated, distributed or displayed within the Conference Hall without the permission of the Standing Orders Committee.

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# NATIONAL EXECUTIVE COUNCIL AND OFFICERS

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## NATIONAL EXECUTIVE & OFFICERS

**General Secretary** W Hayes  
**Senior Deputy General Secretary** A Kearns  
**Deputy General Secretaries** A Kerr D Ward

### National Executive Council

**National President** J Loftus  
**National Vice President** D Bowman

C Alcock	M Exall	C Maden	K Rose
M Baulch	J Farnan	J Malone	B Shepherd
E Beese	G Heather	N McClean	F Simpson
P Browne	G Jones	L McLean	M Taggart
G Colk	S Jones	D Robertson	I Ward
P Donaghy	M Kavanagh	K Quirke	D Warren
A Eldred	P Keenlyside	B Roome	

### Officers

J Baldwin	R Ellis	D Joyce	L Roy
S Bridge	J East	T Lavelle	T Rupa
M Collins	A Furey	G Mitchell	S Sapper
N Cotgrove	B Gibson	C O'Callaghan	K Slocombe
I Cuthbert	B Healy	T Pullinger	

### Assistant Secretaries (Clerical)

+E Forrest	J Gavine	D Johnson	G Winestein
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+Until October 2009

*Details correct as of March 2010*

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## GENERAL CONFERENCE

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### AGENDA

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**1 CATEGORY A:** That this conference notes that employers are now exploiting "Dismissal and Re-Engagement", mechanism to unilaterally change employees' terms and conditions that have previously been protected under TUPE legislation. It is also being used as a threat to employees if they do not accept unpalatable changes to their terms and conditions. This Conference instructs the incoming NEC to campaign throughout the Labour Trade Union movement to strengthen the law so that workers rights are better protected following a TUPE transfer.

**Scotland No.1**

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**2 CATEGORY A:** Conference is concerned at the dropping level of voter turnout in UK Elections. Conference is particularly worried at the very low levels of participation from young people. Further we recognise that for many young people one of the reasons for non participation is a belief that "It does not make any difference" and that the political orthodoxy and the lack of real options under the First Past the Post political system drive disillusionment.

Conference further recognises that the two party system generated by our election system is not in the best interests of the Trade Union movement. Specifically First Past the post means that main stream parties inevitably have to concentrate on a very small number of swing voters in marginal seats.

Conference believes that this has fundamentally distorted the public policy agenda in the UK and has helped generate the draconian and restrictive trade union legislation in the UK.

Further conference feels that when compared to the public policy agenda generated by multi party systems in the Scandinavian Countries, Benelux Countries or Germany and France, the UK model is clearly shown to not deliver for working people and trade unions alike in the same way.

Conference resolves that an electoral system that promotes diversity of opinions would introduce more legislators who were sympathetic to a trade union agenda, and would at the same time encourage greater participation as people would feel able to exercise real options in elections.

Therefore Conference believes the policy of the CWU should be to support some form of proportional representation, and the NEC is instructed to work with electoral reform NGOs to determine which would be the precise best system to campaign on. Further the NEC is instructed to campaign within the Labour Party, TUC and with NGOs to facilitate the introduction of electoral reform.

**Plymouth and East Cornwall Amal**

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**3 CATEGORY A:** Conference notes the crisis in political representation for working people and trade unionists. Conference agrees that the CWU must explore all options available when considering how to gain effective political representation. This to include exploring discussions with the Trade Union and Socialist Coalition.

**Coventry**

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## **SECTION 1A : POLICY**

### **Monday (09.20 – 10.10)**

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**4 CATEGORY A:** This Conference instructs the incoming NEC to place a motion to the 2010 TUC Council/Conference to obtain a proper and correct constitution for the National TUC Pensions Committee.

**Eastern No.5**

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**5 CATEGORY A:** This Conference notes that the Digital Economy Bill was confirmed in the Queen's speech on 18th November 2009.

Conference fully supports the CWU "Delivering Digital Britain" campaign for economic Growth, Job Creation and Social Inclusion in a Digital Britain.

The NEC is instructed to do whatever is necessary to persuade the government to accept our campaign objectives within legislation.

**Liverpool Clerical**

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**6 CATEGORY A:** Conference is dismayed that a change to the gender balance of delegations to TUC equality conferences has not increased women's participation but has reduced the number of lay people participating. This includes the delegation to the Black Workers TUC where the only two engineering nominees were men for two available positions. This resulted in the nominee with the lowest vote not being elected, even though there was no woman nominee in that section. Conference asks the NEC to use some common sense when this happens and allow the two nominees to be elected to make sure minority are represented properly at equality conferences.

**West London**

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**7 CATEGORY A:** This Conference instructs the incoming National Executive Council that a Land Value Tax would be a much better revenue stream for public benefit, far superior than previous attempts by Labour Governments to tackle land taxation such as the 1947 Development Charge, the 1967 Betterment Levy, and the 1976 Development Land Tax. The taxes thus raised turned out to be severely complicated and costly to implement and generated considerably less revenue than had been expected.

A Land Value Tax has much greater revenue-earning potential that would provide the government and local authorities with funds to allow investments in infrastructure and public services for the benefit of all.

This in turn would provide the opportunity to reduce or withdraw other taxes that currently have an adverse impact on the economy and on welfare, including the potential to replace Council Tax as a first step towards introducing Land Value Tax on a wider scale and on a national basis.

Conference therefore instructs the NEC to promote this alternative Land Value Tax as a vehicle to tackle the housing crisis and provide much better revenue for general public development.

Additionally, the NEC to consider submitting this motion to the next TUC and Labour Party Conferences.

**Croydon and South London**

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**8 CATEGORY C:** The CWU's Delivering Digital Britain campaign acknowledges that digital inclusion can only be achieved through government intervention and public investment in superfast broadband.

Where there is public investment in telecommunications infrastructure; there must be accountability to the public and democratic control of that infrastructure and the services it provides, that involves the public consumers and telecoms workers.

The CWU will therefore continue to make the case for digital inclusion and public ownership of UK Telecommunications during the CWU's Delivering Digital Britain campaign.

**Central London**

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## **SECTION 1B : POLICY**

### **Monday (10.10 – 11.00)**

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#### **9 CATEGORY A: COMPOSITE MOTION**

*If Carried 10 Falls*

This Conference instructs the incoming NEC to lobby the Labour Party to work towards achieving the state pension above the official poverty level which in 2009 was £165.00 a week. This to be paid to all pensioners without any means testing and with future pension increases linked to earnings or prices whichever is the greater.

This to be financed through a number of measures including;

1. Using the surplus in the National Insurance Fund which currently stands at £46 billion and is forecast to grow to £114 billion by 2012.
2. Abolishing the upper earning limit on National Insurance Contributions - £8 billion.

*Derbyshire Amal  
Midlands Regional Committee*

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#### **10 CATEGORY A: COMPOSITE MOTION**

This Conference deplores the government's proposal to change the UK State Pension into a means tested benefit. Everyone has contributed towards their State Pension by paying into the National Insurance Fund thus saving towards their State Retirement Pension as a right and not as a means tested benefit.

Conference therefore instructs the NEC to work with the RMAC to oppose any attempt to means test the National Old Age Pension as this proposal will not only affect today's pensioners but will affect the pensions of everyone who retires in the future.

*Retired Members Conference  
South and East Thames Amal*

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**11 CATEGORY A:** Conference calls upon the National Executive Council to launch a campaign to increase the awareness and the importance of Pension Schemes amongst our members, especially our younger members and those members working in Companies where they do not have a recognised Pension Scheme.

The campaign should attempt to highlight the consequences of not having a Pension Scheme that covers cost of living of the individual upon retirement, or having to retire early due to ill health. It should also encourage involvement in a Scheme at the earliest possible age to ensure maximum benefit be achieved from it.

**Capital**

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**12 CATEGORY A:** This Conference instructs the incoming National Executive Council to campaign through its links with the Trade Union movement and the Labour Party for greater funding for research into Dementia.

The campaign whilst having an obvious focus on researching a cure should also look at improving support for dementia patients through greater investment in Carers and families.

**Birmingham**

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## **13** CATEGORY A: COMPOSITE MOTION

**This Conference agrees that the present system of monitoring the Care and Wellbeing of elderly people is not working. A new independent body, Society for the Protection and Care of Older People (SPCOP), needs to be set up.**

**The SPCOP must be independent of National/Local Government and the NHS. To have the right to enter all Hospitals, Nursing and Care Homes unannounced. To attend private homes together with the police when required. To have the same access to the Police as the RSPCA and Child Protection Agency presently enjoy.**

**Conference instructs the NEC to work with the RMAC, NPC and TUC to pursue this policy.**

***Retired Members Conference***  
***North Wales and Marches***

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**14** CATEGORY A: Conference instructs the NEC that the CWU will campaign through all avenues for all pensioners to have free access to homecare, for pensioners who are carers to receive the full carers allowance and that all UK pensioners have equal access to all treatments and benefits on the NHS without losing their homes or paying the so called 'death tax'.

**London Regional Committee**

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**15** CATEGORY A: This conference deplores any discrimination by the National Health Service based on where the patient lives and instructs the NEC to actively campaign for the urgent abolition of prescription charges for NHS patients in England.

**Manchester Clerical**

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**16** CATEGORY A: This Conference instructs the incoming National Executive Council to actively support the Royal National Institutes (RNID) campaign 'Read My Lips' by supporting the existing campaign and raising awareness of the service amongst our members and their families. Many of our members, such as operators, engineers letter sorting machine operators etc. are put at risk of deafness/reduced hearing function through the activities of their duties the CWU would be assisting them in their everyday activities to cope with such a problem. The government is proposing to reduce the funding for this

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**SECTION 1B: POLICY**  
**Monday (10.10 – 11.00)**

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Service which provides training for any individual who has hearing difficulties which are caused either as a result of natural deterioration or as a consequence of industrial noise contact, the campaign should use all the CWU influence to either stop them from reducing the funding or maintaining it.

**Shropshire and Mid Wales**

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**17** CATEGORY A: COMPOSITE MOTION

*If Carried 18 Falls*

Conference notes that the gap between rich and poor widened under the Labour Government. Conference agrees to campaign to end the current divisions in the minimum wage leaving young workers earning a pittance. Conference support campaigns endeavouring to end this anomaly and to fight for a minimum wage of £8 per hour to take young workers out of the poverty gap.

*The Welsh Valleys*  
*Coventry*

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**18** CATEGORY A: Conference is appalled and disappointed that the TUC General Council has failed to act on the recommendation from the TUC Young Members' Conference around collapsing the minimum wage bandings.

Conference believes it is antithetical to the aims, objectives and principals of the Trade Union movement to even tacitly support the idea of different minimum wages for people of different ages, often doing the same jobs as others entitled to the full rate.

This conference resolves that a minimum wage should be just that, and that anyone who works should be entitled to receive it. Therefore conference calls on the NEC to ensure that the CWU's national policy, particularly, but not only at the TUC General Council, is to support this position.

**Youth Conference**

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**19** CATEGORY A: Conference is aware that the CWU represents many thousands of Temporary and Agency Workers, and has actively campaigned for them to be given fairer treatment and greater security. Conference is concerned that the implementation of equal treatment for such workers is being delayed.

This Conference therefore instructs the NEC to ensure that the CWU campaign for fairness and justice for all Temporary and Agency workers, be brought to a successful conclusion, as soon as possible.

**Liverpool Clerical**

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**20** CATEGORY A: COMPOSITE MOTION

Conference notes that all the main political parties at the 2010 election agree on the need to cut public spending in the near future.

Conference believes that working people should not pay the price for an economic crisis created by bankers and bosses.

Conference instructs the incoming NEC

- To support all broadly-based initiatives against cuts in public spending, attacks on pensions, and job losses

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## **SECTION 1C: POLICY**

### **Monday (11.00 – 11.50)**

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- **To approach other unions and the TUC to organise a series of demonstrations and rallies in defence of public services, jobs and workers' rights.**

***Mount Pleasant International  
Bradford and District Amal***

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**21 CATEGORY A:** This conference commends the hard work carried out by CWU Branches, Regions and the National Organising Department in recruiting and representing members in the 'Non-recognised Sector' in recent years.

Conference continues to recognise the disadvantages encountered by workers in non-recognised companies, particularly in relation to servicing members in Grievance and Discipline cases. These disadvantages would be significantly addressed if union representatives in non-recognised companies had a legal right to time off for training and legally enforceable time to carry out representative duties.

The NEC is therefore instructed to launch a suitable campaign to lobby the Government, Labour MP's (PLP), Labour Party Constituencies and any other relevant body to effect a review and endorse changes in current employment law legislation to achieve this as a policy objective.

**Central and West Lancs**

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**22 CATEGORY A:** This Conference instructs the incoming National Executive Council to mount a campaign involving all members to encourage a boycott campaign against companies and organisations that use competitors for postal services rather than Royal Mail. CWU HQ will prepare a list of such organisations and encourage Branches, through the Regions, to use all means necessary to bring such organisations back to Royal Mail.

**London North Western C&C**

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**23 CATEGORY A:** This Conference instructs the incoming NEC to lobby government for the purpose of making St Georges Day a Bank Holiday in England. The branch recognise the multicultural and diverse country England is and feel that this day would be a great day to celebrate for people of all race, culture, religion and sexuality living together in harmony.

**Wolverhampton and District Amal**

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**24 CATEGORY A:** This Conference instructs the incoming National Executive Council to take account of CWU members abhorrence of the excessive pay and remuneration packages of some executives within the industries they work in. Further, our members are outraged at the level of pay and bonuses of banking industry senior executives.

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**SECTION 1C : POLICY**  
**Monday (11.00 – 11.50)**

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It is in the public interest to urgently establish a High Pay Commission to instigate a public and evidence based investigation into the effects of excessive pay on our economy and society.

The NEC is therefore instructed to actively campaign for and promote the call for a High Pay Commission, as proposed by Compass.

**South East Regional Committee**

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## **SECTION 1D: POLICY**

### **Monday (16.35 – 17.30)**

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**25 CATEGORY A:** This conference notes that the debate regarding assisted suicide is taking place in the public including a Bill to the Scottish Parliament, and we have also seen the Trade Union movement starting to debate the issues. We have already seen motions on the subject going to the CWU DSNAC conference, TUC Disability Conference and the STUC.

We recognise this is a subject that raises very emotive views, and must be handled sensitively. We call upon the NEC along with DSNAC to organise a series of meetings around the regions where an open and honest debate take place. Speakers will be invited from both sides of the debate to address our members and activists. The NEC will then draw up a report on this to be put to next years Conference where a policy decision will be made.

**Scotland No.2**

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**26 CATEGORY A:** This Conference notes the continuing homophobic attacks against LGBT people that have their origin in hatred, scapegoating and prejudice.

We note the vigil in Trafalgar Square on the 30th October attended by thousands of people to remember Ian Bayham, beaten to death in central London for being gay.

We further note that on the 12th November the House of Lords rejected Government legislation on Homophobic hate crimes. Instead they supported a wrecking amendment on "free speech" that compromises the law against incitement to homophobic hatred and makes it less effective than current legislation on race hatred.

We reject the view that prejudice against LGBT people is less important than other prejudice and hate.

This conference agrees to campaign for LGBT people to be protected by equal hate crime legislation.

**LGBT Conference**

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**27 CATEGORY A:** Conference agrees that at first sight, domestic violence or abuse seems to be a personal issue, concerned with people's private lives and nothing to do with trade unionism. But domestic abuse is so widespread that without doubt there are members of the CWU, whom it affects and are suffering in silence and whose lives and work are over shadowed by it. Domestic abuse is typically an ongoing pattern of abuse and controlling behaviour, which can take many forms. It can be: Physical, Psychological, Sexual, Emotional, Financial, Imposed isolation. It not only affects Women but Men also suffer from domestic abuse. Children may be involved too, either suffering or witnessing the abuse. Conference calls on NEC to work with the WAC, and all Branches to raise awareness of Domestic Violence in the work place, and making information on existing services available, with a stock of appropriate leaflets, posters, etc, and appropriate training and awareness for all CWU reps.

**Scotland No.2**

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**28** **CATEGORY A:** This conference recognises the positive impact of the consolidation of Equalities issues through the introduction of the Equalities Act. It is broadly recognised that the trade union movement have been key to pushing forward the equality agenda.

This conference also recognises the longstanding need to protect trade union rights through legislation. To succeed in this, we need to build a consensus that will enable parliament to move forward on this.

With this in mind, conference instructs the NEC to run a high profile campaign to amend the Equalities Act so as to incorporate Trade Union Rights. This should be a broad campaign, designed to engage the whole of the Labour movement.

**Bristol and District Amal**

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**29** **CATEGORY A:** Conference acknowledges the advances made in Youth engagement by the CWU in the establishing of the Youth Advisory Committee. The YAC has enriched the CWU and also been successful in mainstreaming the voice of Young members at the highest level. However if the CWU is to remain relevant and meet the challenges of continuing to empower Young Workers through the Trade Union movement against the background of the financial challenges faced by the CWU then we must be prepared to show leadership and be able to take difficult decisions that will protect the investment and progress that the CWU has made empowering Young Members.

Conference believes that how the structure of the YAC and Regional Youth Structure is organised should be unshackled from the rule book so that it retains the possibility of being dynamic and changing according to the differing needs and evolution of the CWU Youth Movement yet retains the right to exist and have input. Proposed rules changes will recognise the need for an all nationality Youth Committee meeting across the year that will reflect the geographic make up of the whole CWU that is not determined on a constituency basis. Any reorganisation of the YAC and the Regions must be cost neutral.

Conference believes that the regulations and rules ought to be determined by recommendation by the Youth Conference and implemented by the NEC.

Therefore the NEC is instructed to introduce appropriate rule changes as soon as possible.

**Youth Conference**

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**30** **CATEGORY A:** Conference acknowledges the great work done by this Union in developing Youth structures during the YES project that came from the Union Modernisation Fund. However conference is concerned at how the structure put in place will be able to be sustained and developed now that the significant financial resources put in by the government has ended.

Conference acknowledges that Regional Youth Secretaries will have a key role in ensuring that youth development in the field continues and helps ensure a rosy future for the representative structure of the CWU. At the same time conference recognises that it is unrealistic for the union to expect that

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## **SECTION 1D: POLICY**

### **Monday (16.35 – 17.30)**

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volunteers will be able to do all of this work exclusively in their own time.

Therefore the NEC is instructed to work with Regional Secretaries and the YAC to determine the best mechanism of supporting Regional Youth Secretaries in getting time to do their job, giving full consideration to both the existence of the new regional fund, and full consideration to the financial situation facing the CWU.

Further conference instructs the NEC to bring forth the necessary rules changes, or amendments to the Regional Constitution by Conference 2011.

**South West Regional Committee**

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**31 CATEGORY A:** This conference is concerned at the increasing number of fundamentalist Christian churches in Britain claiming to be able to perform exorcisms on lesbian and gay people to purge them of their homosexuality.

This casting out of demons that supposedly possess a gay person's soul has no place in a modern and progressive society. This superstition masquerading as religion supports homophobia and self-hate.

This conference therefore condemns this practice and calls on the NEC to work with the LGBT Advisory Committee and the relevant CWU departments, the TUC and LGBT groups to publicise the barbaric and outdated actions of such churches and call for those churches that inflict such superstitious practices to cease harming LGBT people.

**LGBT Conference**

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**32 CATEGORY A:** Conference carried motion 29 at General Conference in 2008 in the names of the CWU Black Workers Conference & South East Wales Amal.

This conference calls upon the NEC with the involvement of the RAC on how to pursue this policy and also produce a report and made available before CWU annual conference 2011 on how to achieve policy within the content of motion 29.

**South East Wales Amal**

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**33 CATEGORY A:** Conference notes the British National Party (BNP) is a fascist organisation that is for creating an all white Britain that is anti-trade union and anti-democracy.

The BNP polled a record number of votes at the last general election in May 2007 and managed to get two candidates elected to the European Parliament in June 2009. In all future General, European and Local elections there will now be a crucial requirement to secure a larger number of voters to oppose what the BNP stand for and they must be mobilised if the BNP are to be stopped from gaining more seats.

The BNP is primarily making its electoral advance through exploiting issues of

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## **SECTION 1D: POLICY**

### **Monday (16.35 – 17.30)**

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racism, prejudice and discrimination in all its forms has never been more important.

Conference instructs the National Executive Council to promote and intensify its anti-BNP work amongst all CWU members and throughout British society. To continue to support the important work of such organisations as Searchlight, Unite Against Fascism, Love Music and Hate Racism in order to defeat the BNP.

**Capital**

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## **SECTION 1E: POLICY**

### **Monday (11.50 – 12.30)**

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**34 CATEGORY A:** This Conference recognises the plight of thousands of Haitians as a result of the catastrophic earthquake.

Whilst Conference applauds the response of the international community and the outpouring of human kindness around the world, it condemns the logistical nightmare which is the UN aid agency.

This Conference further recognises the similarity with the poor response following Hurricane Katrina which devastated New Orleans and the surrounding area.

Haiti is the poorest country in the western hemisphere and no amount of aid will provide long term improvements in the quality of life of those caught up in this catastrophe whilst the country is shackled with international debt.

Therefore, this Conference calls upon the NEC to ensure the CWU nationally joins in the call for Haiti's debt to be written off to enable the citizens of that country to rebuild their lives free from the debt.

**Black Workers Conference**

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**35 CATEGORY A:** This Conference instructs the incoming NEC to campaign for changes to Section 44 of the Terrorism Act 2000 via all means at their disposal.

Section 44 currently allows the police to stop and search anyone in a specific area. In London, the Metropolitan police have named the whole of London as their stop and search area. This law was meant to be used against terrorism but the police are misusing this law to basically cover up lazy policing as it has taken away the need for the police to have reasonable suspicion before a person is stopped and searched. They are using this to harass peaceful anti-war, anti-arms trade and anti-capitalist protesters and even tourists taking photographs of public buildings.

Conference further notes Section 44 of the Terrorism Act 2000 was ruled to be in contravention of Article 8 of the Human Rights Act by the European Court of Justice in January of this year. It was also noted that the Metropolitan Police were found to have used Section 44 more than any other police force.

**West London**

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**36 CATEGORY A:** Conference is extremely concerned in regards to the treatment of women in the war torn countries of Iraq and Afghanistan.

In Afghanistan, since the fall of the Taliban Government in 2001, women should in theory have more freedom and equality, but the reality of the plight they face is much different.

Women still face the highest maternal mortality rates in the world, an 80% literacy rate, abuse and forced marriage. Women are still killed by the Taliban for going to work.

The situation in Iraq, which includes the semi-autonomous Kurdistan Region is

equally concerning, with women facing violence, systematic discrimination and being specifically targeted because of their gender.

Conference therefore calls upon the NEC to:

- Investigate and where appropriate develop links with the Iraqi and Afghan Women's Networks.
- Work with the WAC to lobby government ministers in regards to the situation of women in Iraq and Afghanistan, to ensure that their plight is not ignored during reconstruction activities.
- Report back to Regions and Branches with any progress by the end of 2010.

**South West and Thames Valley**

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**37 CATEGORY A:** Conference believes that the failure of the UN Climate Change Conference in Copenhagen in December 2009 to agree to internationally binding targets for sufficient levels of reductions in green house emission is a major setback for a real global commitment to measures that would avert climate catastrophe.

Conference further believes that the failure of the summit to agree meaningful action is due to the continuing commitment of governments to the neoliberal economic model which prevents them taking any action that would adversely affect corporate profits. The private sector cannot be relied upon to develop sufficient energy provision from renewal and carbon-negative means.

Conference further believes that a just, global and collectivised transition from a greed economy to a green economy is urgently required. Sustainability rather than profit should be the hallmark of success in any recovery from the economic crisis.

Conference congratulates the workers at the Vestas wind turbine plant on the Isle Of Wight, who highlighted climate change by occupying their factory during August 2009, and continued to campaign for the nationalisation of wind turbine and other green production even after the closure of the plant.

Congratulates the previous NEC on its support for the action against climate change and for its support for the million green jobs initiative.

Conference instructs the incoming NEC to:

- a. Continue to work with Stop Climate Chaos and Campaign against Climate Change.
- b. Continue to work to increase the number of environmental reps in branches and workplaces.
- c. Continue to work to achieve environmental and climate change agreements with employers.
- d. To organise a speaking tour for the million green jobs initiative.

**Mount Pleasant International**

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## **SECTION 1E: POLICY**

### **Monday (11.50 – 12.30)**

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**38** **CATEGORY A:** That Conference notes with great regret that there continues to be many negative perceptions of asylum seekers in sections of society across the UK and that many of these perceptions are perpetuated by the media and press of the UK. These negative perceptions have also been used and in some cases continue to be used by politicians and political parties to justify their policies of bitterness, blame and scapegoating of asylum seekers.

Conference agrees that the NEC will take the following steps :

Call upon the TUC, STUC, WTUC, ICTU and Regional TUC's across England to work together in examining the case for renaming asylum to 'Sanctuary';  
Work with the above organisations, their affiliates and other relevant interested bodies to set up both UK and National/Regional 'Sanctuary Summits' for the purpose of producing coherent strategies to assist Trade Union Officials, Reps, activists and lay members in ways of undoing negative public perceptions about asylum seekers;

These summits should also examine appeal rights and access to legal representation for asylum seekers; and  
Bring together the outcomes of all the summits to produce a statement of campaign priorities which are aimed at improving the situation of asylum seekers and refugees across the UK.

**Scotland Regional Committee**

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**39** **CATEGORY A:** This conference instructs the NEC to investigate and report back to conference 2011 on the plight of the expelled inhabitants of the island of Diego Garcia.

**The Welsh Valleys**

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**40** **CATEGORY A:** This Conference instructs the incoming NEC that the CWU must actively campaign through all available mediums to get the EU Package Travel Directive, changed to take into account the rise in budget airlines and the significant numbers of people booking flights, accommodation and tours directly from the internet, because the directive only takes into account "all in" package holidays from a travel agent and covers them but not those booked independently.

**York and District Amal**

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**41** **CATEGORY A:** This conference agrees that it is not in the best interest of the CWU membership for the Equality and Diversity course to be carried out online. Therefore the NEC is instructed to cease the Equality and Diversity online trial course immediately. As the Equality and Diversity course is mandatory for all CWU reps the course must be carried out in a class room environment.

**South East Wales Amal**

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**42** **CATEGORY A:** This Conference instructs the incoming NEC to put in place an Annual Award to be called the 'Ken McKenzie Award for Life Long Learning'. This will be presented every year to a ULR (Union Learning Representative) or group of ULR's who have made a significant contribution to Life Long Learning within the CWU. The award will be presented at either the CWU Annual Conference or the CWU ULR Conference.

**Scotland Regional Committee**

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**43** **CATEGORY A: COMPOSITE MOTION**

**That this Conference agrees that there is a need for a full understanding of the CWU accounts so representatives can make informed decisions on the CWU's financial future. To this end there is a need for more explanation and transparency and understanding of the accounts.**

**It therefore agrees that:**

- 1. That in future there will be a specialist CWU School set up for CWU representatives concerning understanding the CWU accounts.**
- 2. A session concerning the CWU accounts will also be included into existing schools where viable.**
- 3. Also the CWU will look to set up an online course on understanding the accounts be also set up on the CWU web site for CWU representatives.**

**The NEC is instructed accordingly.**

**Northern/North West London**  
**London South West**

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## **SECTION 3A : FINANCE**

### **Sunday (11.45 – 12.45)**

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#### **44 CATEGORY A:**

*If Carried 45 Falls*

That the NEC is authorised to present rule amendments at the earliest opportunity that ceases the death benefit for retired members and introduces "death in service" benefit for working members provided by an insurance company.

**National Executive Council**

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**45 CATEGORY A:** This Conference instructs the incoming National Executive Council to consider in consultation with Branches a fixed sum Death Benefit and puts forward a suitable Rule Amendment to the 2011 Annual Conference.

**Birmingham**

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#### **46 CATEGORY A:**

*If Carried 47 Falls*

Conference recognises the severe financial crisis the CWU is facing. If we are to have a chance of survival as an independent stand alone trade union hard choices must be made.

The NEC is instructed to identify and make savings in the delivery of the following areas:

- HQ staffing and structure
- National Officers
- National Executive Council and Industrial Executives
- Regional and Branch Structure
- Conferences
- Education
- Publications
- Death Benefit
- Core and Non-Core Work

The NEC is instructed to report back to Branches on their progress on not less than a quarterly basis.

**South West and Thames Valley**

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#### **47 CATEGORY A: COMPOSITE MOTION**

**Conference agrees that the future of the CWU is threatened by decreasing membership levels across the Union.**

**Conference acknowledges that the original NCU/UCW merger promised economies of scale that have never been fully realised.**

**Conference further recognises that the biggest expenditure within the Union is CWU Headquarters. Therefore, Conference instructs the NEC to**

commission an immediate independent review into the overall funding and costs associated with running CWU Headquarters.

The review will provide recommendations on how to reduce expenditure whilst ensuring that the union continues to prioritise its industrial role and representation in the workplace.

Conference instructs the NEC to publish the independent review report alongside its recommendations by no later than January 2011 and place an appropriate motion(s) to Annual Conference 2011.

*Northern/North West London  
South East London Postal and Counters  
London South West  
London Parcels and Stations Amal  
London Regional Committee*

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**48** CATEGORY A: COMPOSITE MOTION *If Carried 49 Falls*

This conference agrees that to ensure the success of the Regional Women's Committee adequate facility time is afforded to the Secretaries and Chair's of Regional Women's Committees. Conference is aware that motion 33 carried at general conference 2004 put in place funding for facility time to be met by CWU general funds.

Therefore this conference instructs the CWU Equal Opportunities Department to put pressure on the national executive council to carry out the full terms of motion 33 carried at general conference 2004 as a matter of urgency.

Conference calls on the WAC and the Equal Opportunities Department to ensure that at a time when our women members are under attack through their employers, the same does not occur through their own union. With this in mind, the terms of motion 33 to general conference 2004 must be implemented not later than 6 weeks following the closure of this conference.

**CWU Womens Conference**  
**South West Regional Committee**

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**49** CATEGORY A: This Conference instructs the incoming National Executive Council that the funding for Women's Regional Secretaries is to be met from the regional account and not in no way be detrimental to the branch they belong. As it stands the women's Regional Secretary's funding is being taken away from the Women's Regional budget, which in turn leaves fewer funds left for the Women's Committee to use in the promotion the work they do within the region and enable women to take part in regional, national or international events.

**Shropshire and Mid Wales**

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## **SECTION 3A : FINANCE**

### **Sunday (11.45 – 12.45)**

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**50 CATEGORY A:** The incoming National Executive Council is instructed to launch a Finance Best Practice Review in line with the existing Branch Best Practice Review within T&FSE sector.

The Review will include Branch Forums to identify best practice in areas of finance such as:

Running Branch Accounts/Sage Finance System  
Branch Financial Planning and Management  
Reducing Branch Running Costs  
Negotiating Best Prices Services and Provisions

This list is not exhaustive.

The main principle of the Finance Best Practice Review will be to identify areas to reduce expenditure, save money and help secure the future of the CWU.

**Tyne and Wear Clerical**

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**51 CATEGORY C:** Conference notes that there has been no action taken in respect of the carriage of Motion 45 at General Conference 2008. Conference believes that the terms of this motion now need to be actioned as soon as possible (with the exception of the dates as they refer to 2008/09) given the concerns being expressed by the SDGS about the state of the Unions' financial situation.

**Western Counties**

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**52 CATEGORY C:** This Conference instructs the incoming National Executive Council that conference reaffirms its commitment to Rule 11.6.3 and that Branch funds withheld shall remain the property of the Branch and its members.

**Birmingham**

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**53** CATEGORY A: COMPOSITE MOTION

*If Carried 54 Falls*

Conference acknowledges that the continuing operation of 3 separate pension schemes at CWU Headquarters is unsustainable. It is further acknowledged that this situation can not be allowed to continue because the union is experiencing a serious decline in income.

To this end Conference agrees that the Union must now set a deadline of 31st of March 2011 for the amalgamation of all 3 current pension schemes for retired and existing members of the schemes.

Conference further instructs the NEC to publish why the pension schemes need to be merged along with any legal advice on the amalgamations of the schemes by no later than January 2011.

*Northern/North West London  
London West End Amal*

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**54** CATEGORY A: COMPOSITE MOTION

Conference notes with concern that despite the carriage of Motion 60A at Annual Conference 2007 the CWU still operates with 3 separate pension schemes which has cost the union over £500,000 in administration costs since 2007.

Conference further notes that the CWU's pension deficit, like many other defined benefit schemes e.g. Royal Mail, British Telecom, is growing at an alarming rate and if left unchecked will eventually bankrupt the CWU.

Therefore Conference agrees the following:

1. That following Annual Conference the NEC immediately enter into a process with the 3 pension schemes with the view of finally amalgamating the 3 existing schemes into 1 by no later than Annual Conference 2011. The NEC will update branches on the progress on a regular basis.
2. At the same time the NEC will look into the future funding of its pension scheme in order to ensure that the CWU employee's pensions remain secure. However this must also recognise the fact that the union's income going forward will be greatly reduced. The NEC will therefore produce a report to Annual Conference 2011 with its findings and recommendations.

*London Parcels and Stations Amal  
South East London Postal and Counters*

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**55** CATEGORY A: COMPOSITE MOTION

Conference notes the current financial crisis, the drop in membership of the CWU and the impact on union finances. Conference therefore, agrees that along with other measures, a review of the number of national officers should be carried out along with a review of the salaries paid. A report should be provided to all branches with recommendations on how to proceed in making savings by Dec 2010.

*Coventry  
Scotland No.2*

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**56** CATEGORY A: COMPOSITE MOTION

Conference agrees that the revelations in the media about cheap mortgages for National Officers at the apparent rate of only 0.375% caused anger amongst our members.

Conference recognises that on occasions there is a legitimate need to assist Officers with resettlement loans , but Conference believes that there should be clear and transparent guidelines to ensure a full understanding amongst our members.

Conference therefore agrees that the Finance, Organising and Strategy Committee will draw up guidance which must adhere to the following principles :

1. Ensure that the interest rate fixed for any mortgage is not advantageous when compared with other mortgage products on the open market that might be accessible by CWU members. Such a rate could be set at the best mortgage product available at the time the mortgage was requested.
2. Ensure that such mortgages would not normally be offered when an Officer is only moving home within the same town/city other than in exceptional circumstances.
3. Ensure that the Union does not lose sight of the need to ensure that a National Officer may have legitimate need of a mortgage provided by the Union and that this principle be defended by the CWU.

Once the draft guidance is drawn up this will then be discussed and agreed by the NEC in the normal manner.

*Western Counties  
Devon and Somerset*

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**57** CATEGORY A: COMPOSITE MOTION

That following the Times On Line article dated 5th October 2009 titled “ Posties’ Leaders Use Union Cash For Homes ” conference agrees that existing agreements / contracts concerning personal financial transactions such as Mortgages / Loans etc between the CWU and its officers be published to branches in a report in time for the issue to be debated at Annual Conference.

It further agrees that all future publications of the CWU Annual Report and accounts show the outstanding loan and interest rates charged by the CWU on each property financed by the accounts.

*London West End Amal  
South East London Postal and Counters*

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**58** CATEGORY A: This Conference instructs the incoming National Executive Council that the NEC decision to suspend honorarium to Field Officers, National Committee members etc be reversed, honorarium be reinstated immediately, and any back monies due be paid.

**London North Western C&C**

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## **SECTION 4A : ORGANISING AND STRATEGY**

### **Sunday (17.20 – 18.00)**

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#### **59** CATEGORY A: COMPOSITE MOTION

Conference agrees that the published timetable for the 2010 CWU Annual Conference is in breach of National Rule 10.1.1 insofar as the time reserved for the Postal and Telecom and Financial Services Conferences is out with that detailed within the said rule.

Conference further instructs the NEC to implement, in full National Rule 10.1.1 for all future Annual Conferences.

*Eastern No.3  
Eastern Regional Committee*

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**60** CATEGORY A: The NEC is authorised to present rule amendments at the earliest opportunity to convene a General and Industrial Conference on a biennial basis.

**National Executive Council**

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**61** CATEGORY A: *If Carried 62,63,65 and 66 Fall*

The four Equality Conferences, as from June 2010, are convened at the same venue over one weekend with separate sessions for each conference.

**National Executive Council**

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**62** CATEGORY A: COMPOSITE MOTION *If Carried 63,65 and 66 Fall*

Conference is aware of the National Executive Council's decision to establish a Finance Scrutiny Committee which is looking at creating a 2 day Equality Conference.

However, this Conference reminds the NEC that the clear policy of the Union is to maintain separate Equality Conferences.

Nevertheless Conference is mindful of the need to reduce costs within the CWU, therefore Conference instructs the NEC that cost cutting measures regarding the Equality Conferences and Women's Conference should be fully investigated, but should remain within the current structure, and that those measures should include:

- Holding those Conferences which are appropriately sized at CWU Headquarters,
- Negotiating deals with hotels or other venues to cover all four Equality Conferences, and possibly the Youth and Retired Members Conferences
- Holding Conferences in CWU premises outside HQ where appropriate
- Seeking Sponsorship from Affinity Partners or others for the Conference

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## SECTION 4A : ORGANISING AND STRATEGY

### Sunday (17.20 – 18.00)

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When these investigations are complete the NEC is also instructed to liaise with the NEC and the Finance Scrutiny Committee to share its findings.

*CWU Womens Conference  
Birmingham, Black Country and Worcester*

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## **63** CATEGORY A: COMPOSITE MOTION *If Carried 65 and 66 Fall*

This conference is concerned that there is a move to change how the Equality conferences are held. Therefore in an effort to save the CWU money we propose that the two smaller of the Equality Conference be held over one weekend in a suitably sized venue which may include CWU HQ, Mechanics Centre, Manchester, The Conference Room in Birmingham's branch. Costs will be taken into account.

The larger two Equality conferences be held over one weekend in a venue that is suitable for the size of the two conferences, cost will be taken into account.

All future conferences will continue to be held on separate days thus ensuring they maintain their own identity and individuality, however this will enable a saving to the budget of CWU HQ, without preventing the participation of the lay members of the CWU who attend these conferences. The NEC is therefore instructed.

*Wolverhampton and District Amal  
South East Wales Amal  
Shropshire and Mid Wales  
Birmingham District Amal*

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## **64** CATEGORY A: This Conference agrees that the Union's Annual Conference in its current format no longer best serves the representatives and members.

The NEC is therefore instructed to publish a report including suggested Rule Changes after consultation with the Regions and Branches by 1st December 2010 that considers;

- a) Splitting the General/Rules and Industrial Conferences
- b) Changing the Conference to other months outside of the current traditional months of May/June
- c) Number of delegates

This list is not exhaustive.

**Greater Manchester Amal**

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## **SECTION 4A : ORGANISING AND STRATEGY**

### **Sunday (17.20 – 18.00)**

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#### **65** CATEGORY A:

*If Carried 66 Falls*

Bearing in mind the serious financial challenges the Union faces the Executive is instructed to look at the cost savings if the Equality Conferences were all held over the same weekend in the same location. The Conferences would need to be run separately and at different times to allow delegates to attend more than one conference and to allow each conference to maintain its own identity. If there is a cost saving and by arranging the conferences over one weekend there is no dilution to their business, these future arrangements should be made as soon as possible.

**Liverpool Clerical**

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**66** CATEGORY A: This Conference recognises the important work being done by the equality conferences in empowering members to challenge discrimination, both in the union and in the companies our members work in, by encouraging and supporting new activists to take part in the CWU. We feel this is not the right time to try and bring all the equality strands together as each equality conference is unique to the membership it represents and we would ask Conference to oppose any move to a single equality conference at this point in time.

**London Regional Committee**

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## **SECTION 4B: ORGANISING AND STRATEGY**

### **Sunday (16.40 -17.20)**

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#### **67** CATEGORY A: COMPOSITE MOTION *If Carried 69, 71 and 73 Falls*

This conference agrees that if the CWU wishes to remain a stand alone Union in the Communications Sector then we must review the responsibilities and services of CWU headquarters and we must seriously consider a de-centralised and downsized Union structure that meets the needs of our members.

The NEC must produce a report on how this can be achieved and should be placed before Branches by December 2010. The report must contain all options and the views of the branches and should consider:

- the leasing of more space in headquarters to raise revenue.
- the possible reduction of Headquarters staff to reflect our reducing number of members and a staff impact analysis.
- the Merging of departments and the possibility of sharing services with other unions.
- the selling of Union Headquarters in Wimbledon and moving to a much more efficient accommodation or building for a union of our size, with consideration given to moving outside of the London area.
- the feasibility and separation of suitable CWU HQ departments and relocation of some member services to Regional bases

Further more the report should present a feasibility study for a number of alternative locations for a new redefined Union Headquarters staff and services.

**North West Regional Committee  
Oldham and Rochdale Amal**

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**68** CATEGORY A: This Conference instructs the incoming NEC that a report be produced by January 2011 on amalgamation of the Education & Training department back into the Organisation Department, with one Officer only for the combined Department. The report will be commissioned from the SDGS Department that will look into the feasibility and potential savings from one department, this will be made available to all Branches for voting on its recommendations.

**York and District Amal**

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**69** CATEGORY A: *If Carried 71 and 73 Fall*

This Conference recognises that the survival of the CWU as a stand alone Union is under real threat through a long term declining membership. Since the merger of the UCW/NCU there has been no real open review of the structure at CWU Headquarters, which has left the Union with a top heavy structure.

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## **SECTION 4B : ORGANISING AND STRATEGY**

### **Sunday (16.40 – 17.20)**

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To enable the CWU to remain an Industrial force in every workplace where we have members a review of CWU Headquarters and the structure at National level must take place immediately.

Conference therefore instructs the NEC to commission a full independent review and for the contents and recommendations of that review to be the subject of a report to Annual Conference 2011 for ratification and or amendment.

The review must have the main objective of sustaining a strong and independent CWU presence in the workplace and ensure we are able to represent our members interests for future years.

The Review must also consider a long term view of how to reduce the number of National Officers and Assistant Secretaries across the Telecom and Postal Sections and it must also consider how to reduce the National Executive Council.

This list is not exhaustive.

**Kent Invicta**

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## **70 CATEGORY A:**

***If Carried 71 Falls***

This conference agrees that should merger talks with one or other Unions be deemed desirable, such discussions should be on the basis of our creating a wider industry based union i.e. communications and media and not on us being part of a large amalgamated Union such as Unite.

**Manchester Clerical**

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**71 CATEGORY A:** This conference instructs the NEC to produce a report published no later than December 2010 with regards the future vision of the union in the next five to ten years.

The Report to contain the various options:

1. To remain a stand alone union
2. To merge with another union in the Communications Sector
3. To merge with another union in the Financial Sector
4. To merge with another union in the Transport / Warehousing Sector
5. To merge with a big organising union

This List is not exhaustive and any other views or ideas to be included in the report. The report must also include the view of branches and regions.

**Merseyside Amal**

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**72 CATEGORY A:** Conference believes that whilst the membership we represent has increasingly diversified our structures remain predominantly aimed at BT and the Post Office. Combined with a decline in traditional membership, this leaves us at a serious risk of failing to be genuinely representative. Therefore the NEC is instructed to review all of the union's current structures and practices in consultation with regions and branches.

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## **SECTION 4B : ORGANISING AND STRATEGY**

### **Sunday (16.40 – 17.20)**

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The review should aim to identify ways to create a structure that ensures the widest possible involvement of all parts of its membership, and incentivises those Branches who recruit and organise outside the traditional membership areas.

The NEC is further instructed to begin this exercise immediately following conference and give regular, no less than quarterly, updates.

#### **South West and Thames Valley**

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**73 CATEGORY A:** This Conference instructs the incoming NEC that if the CWU wishes to remain a stand-alone Union in the Communications Sector then it must re-organise all its structures including Headquarters.

A report with recommendations on how best to achieve this to be published by 1st October 2010. The report must contain all options and the views of the Branches, Regions and Field Officers.

A one-day seminar will be held to present the report before 31st October 2010. Attendance will be limited to one delegate per Branch.

#### **Greater Manchester**

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**74 CATEGORY A:** Conference is concerned that nearly a generation after the merger that created the CWU in many ways our Branches have a tripartite structure with separate branches for Postal, Engineering and Clerical members.

Conference believes that one of the central tenets of Trade Unionism is the principle of standing together and solidarity and that maintaining a tripartite branch structure can make this difficult even within our own trade union.

Further against the financial backdrop facing the CWU the maintenance of overlapping branch structures', often replicating the same work in the same area, is not in the interest of the union and its membership.

However Conference recognises that the principles of like for like representations, and the right where that decisions only affect one group of members for that group to take those decisions are also important principles.

Therefore the NEC is instructed to investigate how we can move to a branch structure in which the principle determining factor of branch membership is geography, and to bring forth the necessary rule changes at annual conference 2011.

#### **Plymouth and East Cornwall Amal**

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## **SECTION 4C: ORGANISING AND STRATEGY**

### **Monday 14.25 – 15.25)**

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#### **75** CATEGORY A:

*If Carried 81 Falls*

The NEC is authorised to present a rule amendment at the earliest opportunity which significantly reduces the size of the NEC.

**National Executive Council**

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**76** CATEGORY A: The NEC is authorised to present a rule amendment at the earliest opportunity which significantly reduces the size of the Industrial Executives.

**National Executive Council**

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#### **77** CATEGORY A:

*If Carried 80 and 81 Fall*

The NEC is authorised to present rule amendments at the earliest opportunity to elect the NEC and Industrial Executives on a biennial basis.

**National Executive Council**

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#### **78** CATEGORY A: COMPOSITE MOTION

This Conference notes that amendments to Rule 2 were passed at the 2004 Rules Revision Conference reinforcing the need for positive action within the CWU to achieve equality. Specifically Rule 2.1.5 and Rule 2.1.6 introduced the need for proportionality and for positive action "until such time as the Union is satisfied that its structure reflects and supports the gender and racial balance of the members it represents". Conference is therefore disappointed to note that despite these rules having been introduced into the Union's Rule book 6 years ago, replacing the previous Rule 2.1 (d), there has been little progress in achieving those ends. In fact, there are now no ethnic minority members on any constituency executive. Conference therefore instructs the NEC to work with the RAC to ensure that the situation never arises again by introducing positive action on discrimination, reserved seats or whatever means necessary, until the hierarchy of this union reflects the members it is supposed to represent.

**Black Workers Conference**  
**West London**

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**79** CATEGORY A: This Conference instructs the incoming NEC that the position of Head of Communications shall be an elected position, the office shall be for a 5 year term. The election shall be held as soon as practicable after annual conference.

**Eastern No.5**

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## SECTION 4C : ORGANISING AND STRATEGY

### Monday (15.45 – 16.35)

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#### **80** CATEGORY A: COMPOSITE MOTION *If Carried 81 Falls*

Conference notes recent presentations from the NEC highlighting that yet again the CWU is in financial difficulty and faces the prospect of bankruptcy by 2011 if spending and membership decline go unchecked. Conference instructs the NEC to change national elections from taking place annually to biennially. This will take effect immediately with the next elections taking place in the spring of 2012.

*North West Regional Committee  
Oldham and Rochdale Amal*

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#### **81** CATEGORY A: COMPOSITE MOTION

This conference agrees given the changes taking place within the CWU and wider world there is a need to reduce the size of the NEC. Such a reduction should be significant and meaningful. The NEC is instructed to consult with Branches, as to the size, composition, method and period of office for NEC members, the consultation to be concluded by October 2010. Once having consulted Branches the NEC shall bring forward a rule change at the earliest opportunity.

*Merseyside Amal  
York and District Amal*

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#### **82** CATEGORY A:

This Conference instructs that before any National Officer position that becomes vacant is advertised the NEC will undertake a review as to the necessity of the filling of the position, including seeking the views of the Branches. The contents and conclusions of the review to be reported to the Branches.

**Greater Manchester**

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#### **83** CATEGORY A:

Conference agrees that the current arrangements for the election of area reps in Royal Mail Group where two branches are involved often result in one candidate being given an unfair advantage. Conference therefore agrees that in future each candidate will be allowed to circulate their election address and biographical details to members in every unit that is involved in an election". The NEC is instructed accordingly.

**Bristol and District Amal**

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## **SECTION 4D : ORGANISING AND STRATEGY**

**Monday (14.25 – 15.25)**

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**84** **CATEGORY A** This Conference instructs the incoming National Executive Council to bestow National Honorary Membership upon Paul Olden former Chair of the General Conference Standing Orders Committee, Jimmy Machin, former member of the General and Postal Conference Standing Orders Committee, John James former member of the General Conference and Telecoms and Financial Services Standing Orders Committee and Dave Walton, Members Auditor.

**National Executive Council**

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**85** **CATEGORY A:** This conference instructs the incoming National Executive Council seeks to withdraw honorary membership from (Lord) Tony Young by whatever means necessary, for his endorsement and support of the part privatisation of Royal Mail.

**Eastern No.4**

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### **86** **CATEGORY A: COMPOSITE MOTION**

**Conference recognises that within both Royal Mail group and British Telecom there are in the region of 40,000 non members.**

**Conference therefore instructs the NEC to mount a serious and sustainable Membership recruitment drive in Royal Mail Group, British Telecom and related businesses.**

**To this end, the NEC will coordinate with the Regional Secretary's and the various industrial groups in order to ensure each Branch has a plan in place to mount a serious recruitment drive within all work places by cross referencing staff in post with up to date membership lists.**

**Conference instructs that this recruitment initiative will take place no later than September 2010. Conference further instructs the NEC to publish all Branch plans, success statistics and results to all Branches by no later than November 2010.**

***London West End Amal  
London South West***

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**87** **CATEGORY A:** Trade Union membership has continued to fall for the last number of years and there is now a serious need to restore the balance of Trade Union membership within the industries and businesses in the UK. Despite having three successive terms of a Labour Government, unions have been unable to count on enthusiastic support of a so called sympathetic party.

Non-unionised companies only assist unionised companies to keep terms and conditions at the lowest common denominator and this is becoming demoralising to many union members and proving a major obstacle in recruiting new members into our unions.

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## **SECTION 4D : ORGANISING AND STRATEGY**

### **Monday (14.25 – 15.25)**

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It is now vitally important to reverse this as a matter of urgency and in order to change the mindset of workers and encourage non union workers to join a Trade Union, action needs to be taken.

This conference therefore instructs the NEC to put a motion to the next National TUC Conference, calling on:

- a) The TUC to co-ordinate a national publicity and recruitment campaign in all major industries, companies and small businesses as a matter of urgency.
- b) To have a TUC sponsored advertisement or broadcast on both the National TV Channels and National Newspapers to highlight what Trade Unions have to offer.
- c) The TUC to hold an Annual May Day Parade for union members covering not only separate unions but separate companies, with the parade concluding with a rally in a major public place.

The list is not exhaustible.

**Central and West Lancs**

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**88 CATEGORY A:** In acknowledging the significant progress made by Branches and CWU Organisers, working together in recruiting and developing members in Vodafone to establish a self sustaining union structure, the NEC is instructed to ensure the Union properly supports such members across the CWU in building these new structures and to safeguard the future of the Union by ensuring Branches have adequate facilities to develop and maintain these membership structures outside of British Telecom and Royal Mail.

**North Midlands**

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**89 CATEGORY A:** This conference instructs the NEC that in order to make continuing progress, including the expansion of the initiative into other areas of the union's branch members, it is vital that Union Learning Representatives (ULR's) receive the fullest range of training and support required to effectively carry out their responsibilities. It is with this in mind that this conference also agrees that nominations for all ULR positions be called for on a two yearly basis; thus providing continuity and a reasonable timescale in which ULR's can achieve the appropriate training, qualifications and experience. Any subsequent rule changes to be applied accordingly.

**Merseyside Amal**

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**90 CATEGORY A:** This conference agrees in accordance with Rule 13 that no Branch/Division or Region taking action in direct support of members will be nationally repudiated without the matter being referred to the General Secretary's office. Moreover, no national repudiation should take place before the respective Branch, Division or Region has been informed and, where possible, properly consulted. Finally, in the event of repudiation the Union should nationally write to all the members involved explaining the terms of, and reasons for, the repudiation.

**Manchester Clerical**

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## **SECTION 4D : ORGANISING AND STRATEGY**

### **Monday (14.25 – 15.25)**

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**91** **CATEGORY A:** Conference congratulates the Organising department on the 'New membership system', which commenced in January 2010.

However access to the system needs to be addressed, enabling Branch Secretaries easy and speedy navigation of the system.

The NEC is instructed accordingly.

**Eastern No.6**

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**92 CATEGORY A**

*If Carried 93 Falls*

Conference agrees that the support given to Branches and members in the area of employment law needs to be improved. The NEC will review the employment law services provided by the CWU and have this completed with recommendations by 1<sup>st</sup> Oct 2010.

The review will take into account the following requirements of Branches:

- All requests for representation for members at Employment Tribunals to be assessed and the Branch informed within 28 days of the ET3 being received by the employment law department.
- A service to provide support, advice and representation for members attending Employment Tribunal pre-hearings and/or case management hearings.
- A service available by telephone and e-mail to provide advice and information on employment law issues for Branch Officers.

**West Yorkshire**

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**93 CATEGORY A:** This conference agrees that more stringent timescales must be put in place when members request legal representation from the CWU HQ at employment tribunals. When members have made the request for legal support, they must be given a response from the Legal Services Department which allows sufficient time for them to seek legal representation from outside of the Union in cases where it is felt that representation will not be granted. Dates must be prioritised to ensure that our members receive a timely response from the Legal Services Department at CWU HQ.

**Northamptonshire Amal**

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**94 CATEGORY A:** This Conference instructs the incoming National Executive Council to automatically fully support financially, legally, morally and otherwise any member who has been denied the statutory right to the accompaniment of an appropriately accredited CWU activist when at Statutory Discipline or Grievance Hearings in the Jurisdiction of Northern Ireland and whilst those statutory provisions remain extant.

**Northern Ireland Clerical**

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**95 CATEGORY A:** This conference instructs the incoming National Executive Council to

- (a) robustly challenge allegations of unprofessional behaviour and/or bullying levelled against Officers of the Union, and/or members of the Union at National, Regional and Branch level when such Activists are engaged on Union Business and/or Representational duties in companies where we organise and/or seek to organise.

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**SECTION 5A : MEMBERSHIP SERVICES**  
**Monday (14.00 – 14.15)**

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- (b) establish an independent, credible, foolproof and transparently fair process for investigating allegations of unprofessional and/or bullying behaviour against Union Activists.
- (c) fully support, financially, legally and morally Activists in seeking a legal remedy where such allegations are deemed to be malicious, slanderous, libellous and may amount to defamation.

**Northern Ireland Clerical**

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**96** **CATEGORY A: COMPOSITE MOTION**

Conference congratulates both the Postal and Communications Departments, for the initiative to use a DVD as part of the union's campaign strategy to secure a 'Yes vote' in the lead-up to the Postal dispute of 2009.

Furthermore, Conference believes that this approach should be considered again, in any future industrial campaign that requires individual membership support.

Conference understands that this was an opening attempt to use this approach to membership communications, and improvements can be identified and made.

Conference therefore instructs the NEC to ensure future use of the DVD form to our membership will make provisions for our members that suffer from a communication disability. This can be achieved by making a number of editions available that contain the sub-title facility. Information alerting our members that these versions are available will be supplied and appropriately circulated.

*Eastern No.6*  
*Eastern No.4*

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**97** **CATEGORY A:** This Conference instructs the incoming NEC that copies of the Link magazine shall be sent to the home addresses of all members over 55.

This shall commence with the next publication after Annual Conference 2010.

**Eastern No.5**

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**98** **CATEGORY A:** The incoming National Executive Council is instructed to launch a Members' On-Line Notice Board as part of *www.cwu.org*.

This benefit will allow members to log in and post notices of, or requests for, personal recommendations and referrals for services such as Plumbers, Builders, Removals etc. This can also be used to request or offer available items.

This can also be used to post notices of events, charitable fundraising etc. These examples are not exhaustive.

**Tyne and Wear Clerical**

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## **SECTION 6 : EQUAL OPPORTUNITIES**

### **Monday (09.00 -09.20)**

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**99** **CATEGORY A:** That conference agrees that some of our disabled members have fallen foul of the various sickness absence policies that their employers utilise.

Therefore Conference instructs the NEC to work with a selected working party from the DSNAC to produce a "disability leave policy".

The policy to be based on the spirit and intent of the one initiated by RNIB and which the TUC has been campaigning for since.

Once the draft copy has been agreed by the DSNAC working party, it will then be put to the NEC and the appropriate National Officers for ratification, prior to negotiations of the policy taking place with the relevant employers.

The DSNAC will offer any support/advice as required.

#### **Disability and Special Needs Conference**

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**100** **CATEGORY A:** This conference welcomes the developments concerning the Equality Bill and the bringing together of the 9 pieces of discrimination law under the umbrella of one piece of legislation.

The CWU have acknowledged that the Bill could have gone further in many areas. However, the progress on issues pertaining to a case where an individual has suffered more than one type of discrimination has seen a big shift from the previous position to what is now known as 'double discrimination'.

Clearly there are more than two strands of discrimination but this still represents a move in the direction that trade union lobby movement has been shouting about since the Discrimination Law Review.

In light of these expected developments, this conference instructs the NEC to liaise with the DSNAC to ensure that the appropriate capacity building measures are put in to place to ensure our CWU reps are well prepared to make good use of the 'double discrimination' clause. Measures can include:

- The creation of a fact-sheet
- Arranging a legal session at a future Equality Officers seminar
- Briefing reps via the E-bulletin

The above is not exhaustive.

#### **Disability and Special Needs Conference**

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**101** **CATEGORY A:** Conference agrees that many thousands of tons of waste is generated by companies in which the CWU has members, much of which can be recycled. Items such as paper, cardboard, strapex, plastic and other recyclable materials are seen as commercial waste and much of it ends up in landfill sites. It is now time that our employers address this matter.

Conference calls on the NEC to develop solutions, including the setting up of a network of local CWU Environmental Reps across the industries where we have members, and present to our employers solutions to enable them to reduce their carbon foot print by making provisions for recycling all waste they generate.

**Gloucestershire Amal**

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**102** **CATEGORY A:** Conference notes the increasing use of mobile display screen equipment technology such as laptops, PDA's, GPS etc, in all sections of commerce and industry by our members.

The growth in the use of this technology has been accompanied by increasing concerns regarding a wide range of physical and psychological health problems that may be associated with Visual Display Unit work. These include:

- Eyestrain and visual fatigue
- Mental and physical fatigue
- Musculoskeletal problems
- Stress

Conference agrees that the Display Screen Equipment Regulations 1992, as amended in 2002, no longer affords the same standards of users care and assessment for our members using this ever increasing mobile technology, as originally intended by the spirit of the above regulations.

Conference therefore instructs the NEC to:

- Actively campaign to all relevant bodies including the HSE, TUC and the government for the purpose of improving the Display Screen Equipment Regulations and associated guidance, to offer better protection to those DSE users who do not work at a static station. This would include the use of laptops, PDA's GPS units etc.
- Negotiate with employers, where the CWU is recognised, to obtain free eye and eyesight tests by optometrists or doctor, for anyone working with DSE.
- Ensure that if corrective eye wear is required as a result of using DSE, 'reasonable' charges including those which meet or exceed the cost of basic frame and lenses will be reimbursed by the employer.

A report is to be given to Branches on the progress of this motion by 31 December 2010.

**Eastern Regional Health and Safety Forum**

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## **SECTION 7 : HEALTH, SAFETY AND ENVIRONMENT**

### **Sunday (15.40 – 16.40)**

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**103 CATEGORY A:** This Conference applauds the work that Branches and organisers are doing in non-recognised workplaces and the training they provide.

This Conference also applauds the work that hundreds of CWU Safety Reps do in recognised workplaces and the recognition the CWU has gained through the TUC Safety Rep of the Year awards on numerous occasions.

This Conference therefore instructs the NEC to provide specific guidance on the legal rights of Safety Reps in non-recognised areas. Specific training for potential Safety Reps who work for employers with whom we are seeking recognition.

**North West Regional Health and Safety Forum**

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**104 CATEGORY A:** This conference agrees that the arrangements for reporting near miss incidents across the industries where our members are represented, are neither suitable nor sufficient, therefore failing to effectively protect our members from potential future accidents. Additionally, some members that currently report these incidents are found 'blameworthy' and subject to threats of disciplinary action.

Conference calls for the NEC to enter into negotiations with all employers where members of the CWU are represented, to ensure that a standardised near miss reporting procedure is introduced. This procedure must be able to identify the systemic failures of the employer, in addition to any individual issues, and ensure the involvement of CWU safety representatives within the investigation process. Means to ensure appropriate preventative measures are put in place to prevent reoccurrence and potential injury to our members, must be included within the procedure.

The procedure must also be designed in a way that actively encourages the reporting of near misses without fear of recrimination or victimisation.

A report to be made to branches by 31/12/2010.

**Eastern Regional Health and Safety Forum**

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**105 CATEGORY A:** This conference instructs the incoming NEC to campaign via the TUC & Government for a complete ban on Trans-fat & Industrial fats added to food which have no nutritional value but are very damaging to heart & health.

**North East Regional Safety Forum**

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**106 CATEGORY A:** This conference is concerned regarding the lack of progress regarding motion 93 carried at General Conference 2009.

In addition, the introduction of new equipment and the expansion of peripatetic working for our members in all business's has meant that potentially thousands of additional members have now been put at risk of injury and ill health since

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## **SECTION 7 : HEALTH, SAFETY AND ENVIRONMENT**

### **Sunday (15.40 – 16.40)**

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the carriage of this motion.

Therefore the NEC is instructed to produce a comprehensive report to Branches detailing our occupational road safety strategy by 31 September 2010.

**Eastern Regional Health and Safety Forum**

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## **107** CATEGORY A: COMPOSITE MOTION

This Conference is disgusted at the Conservative Party's approach and plans made out in their 'reducing the burden and impact of Health & Safety'. To give employers the opportunity to 'self-police' and 'make their own decisions' and the promise to 'remove excessive rules'. All this being said in a society where 180 are killed at work, 131 895 injuries are reported to the HSE, 246 000 actual injuries occurred and 29.3 million days were lost overall – 24.6 million in relation to work-related health and 4.7 million due to workplace injuries.

This Conference instructs the NEC to campaign hard to hold onto and seek improvements to all H&S legislation.

*North West Regional Health and Safety Forum  
Scottish Regional Health and Safety Forum*

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## **108** CATEGORY A: COMPOSITE MOTION

That Conference notes the disturbing trend amongst employers to under report RIDDOR reportable incidents by failing to ensure that those incidents "where a person at work is incapacitated for work of a kind which he might reasonably be expected to do, either under his contract of employment, or, if there is no such contract, in the normal course of his work, for more than three consecutive days...", are properly reported. Our members are being encouraged to work on 'other' duties for in excess of the 'three days' criteria, in many cases, without a RIDDOR report being submitted.

This cynical and misleading approach has the effect on minimising the resource applied in accident investigation and prevention in these cases. It falsely gives an impression of significant improvements in safety performance and it can undermine our member's access to their statutory rights.

The NEC is instructed to coordinate the gathering of information from representatives on this management failing with view to formally challenging the efficacy of the safety management systems of the respective employers and where necessary raising examples with the relevant authorities.

*North East Regional Safety Forum  
Scottish Regional Health and Safety Forum*

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## **SECTION 7 : HEALTH, SAFETY AND ENVIRONMENT**

### **Sunday (15.40 – 16.40)**

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**109** **CATEGORY A:** This conference notes the constant concern in society and through the media in relation to the state of working life in Britain and the effects on social and personal health. Recent events in the financial markets have resulted in an increase in concerns and awareness of personal cases and the tragic consequences that can result.

The NEC is instructed to campaign both industrially and politically to improve the mental and physical wellbeing of workers. To this end to work with appropriate organisations, the labour movement, to lobby MP's and to hold employers to account where we have recognition rights.

**Croydon and South London**

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**110** CATEGORY A: COMPOSITE MOTION

Conference instructs the NEC to conduct a review of the Political Levy by September 2010 with a view to introducing a new classification of Political Levy Payment to enable members to continue to pay a Political Levy without contributing to affiliation of whichever political party is prescribed by virtue of relevant rule and/or conference decision.

Conference further instructs the NEC to do this by, either introducing a second, lower, rate of levy which would not include a contribution to any affiliation fee; or by the "partitioning" of the Political Fund as is the case of some of our sister unions.

*Eastern No.3  
Northern Home Counties Postal  
Eastern Regional Committee  
Eastern No.6*

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**111** CATEGORY A: COMPOSITE MOTION

Conference agrees that it is essential that the CWU has a political as well as industrial voice in order to influence decisions on behalf of members both at work and in society as a whole.

However, conference also recognises that our current Parliamentary Panel process and set up does not reflect the selection changes made in recent years and does not provide the best vehicle to get CWU members selected as candidates therefore maintaining a strong CWU Parliamentary voice.

In light of that conference agrees the following:

- Re-new and re-fresh the Parliamentary Panel immediately with a fresh selection and appointment of candidates
- That the new Parliamentary Panel be regionally based with Panellist working in liaison with the Regional Secretary in order to maximise TULO support
- That an annual presentation be given to the GS/PFMC identifying seats in each region for targeting and a level of work being conducted e.g. through the local press and media, with the local party membership and with local CWU Branches
- All current MP's and future MP's with CDP's must demonstrate a level of organisation and working with local CWU Branches to maintain contact and keep a level of Labour Party membership within CWU Branches in order to influence any future selection in seats that have a long tradition of CWU resource

The NEC is instructed accordingly.

**Midlands Regional Committee  
Northamptonshire Amal**

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## **SECTION 8 : POLITICAL FUND MANAGEMENT**

### **Monday (17.30 – 18.00)**

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# **112**

**CATEGORY A:**

**If Carried 113 Falls**

Conference notes that the 2008 conference passed motion E6 as follows:

*"Conference condemns the recent submissions by Postcomm and Royal mail to the Hooper review received at CWU HQ on 23rd May calling for privatisation of Royal Mail.*

*Conference further notes that within Royal Mail's submission to the Hooper Review it states that Royal Mail may have to alter the pension scheme again within 3 years.*

*Conference reaffirms its total opposition to privatisation in any form. This includes outright privatisation, joint ventures, splitting the business and allowing private companies to take over parts of it or infusions of private capital. We demand that the Government rules out privatisation as a possible outcome of the review. Conference regards the issue of ownership as outside the terms of reference given to Hooper's team.*

*Conference therefore instructs the NEC to launch an immediate unprecedented campaign amongst the public, politicians, business, media, and CWU members to maintain Royal Mail as 100% publicly owned company.*

*Conference further instructs the NEC to lobby the Government in order to achieve our vision of a wholly publicly owned Royal Mail – continuing to provide an end to end postal service in the interests of the public – with clearly defined social obligations that can operate in a commercial market with a level playing field, and where the cost of maintaining the USO is met by all.*

*Conference also instructs the NEC to apply pressure on the Government to force them to face up to their responsibility as the shareholder in order to protect and maintain the final salary pension scheme in line with other public sector workers.*

*Conference also instructs the NEC to lobby the Government to protect the Post Office Counter Network, including calling for a judicial review.*

*Conference further agrees that if the Government fails to agree to the full terms of this motion by March 2009, then the CWU membership will be balloted on whether they believe the Union should fund the Labour Party at the next General Election".*

Conference is surprised and concerned that, although the "full terms of this motion" had clearly not been achieved by March 2009 that there was, by January 2010, no move towards holding a ballot on funding Labour at the 2010 election.

Conference believes that the fact that the Tories are an anti-working class party and anti-union party should not stampede us into unquestioning support for Labour.

Conference instructs the NEC to move immediately to hold a ballot on the future funding of the Labour Party by the union.

**South Central No.1**

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**113** **CATEGORY A:** Conference notes:

1. That the Labour government has allied with Royal Mail to attack postal workers and the public service. The Government has also encouraged attacks on pay, jobs, conditions and pensions in the private sector.
2. That the millions of pounds that the CWU gave to Labour helped a government that then attacked us.
3. That the RMT union does not financially support the Labour Party, but has been very effective in defending its members.
4. That the PCS union does not support the Labour Party and is balloting its members on running trade union candidates at elections.

Conference believes:

1. That we do not get value from the money we give to the Labour Party.
2. That some Labour MPs have supported us, and deserve continuing support.
3. That MPs, councillors and activists from other parties also supported us and should be considered for support.
4. That the test should be to support only those representatives who broadly support the policies of the CWU as decided by the relevant Branch.

Conference resolves:

1. To instruct the national executive to cease affiliation forthwith to the Labour Party. The union should use its political fund for campaigns and to support MPs who support our policies.
2. That money should go only to those MPs, MSPs, MEP'S, AMs, councillors (and candidates for these posts) who, as a minimum, oppose the privatisation of Royal Mail and all public services, vote against it wherever possible, and support the trade union freedom bill.
3. That no monies in any circumstances should go to members of the BNP or other fascist organisations.
4. That the CWU should work with unions who are members of the Trade Union Co-ordinating Group (PCS, POA, RMT, FBU, NUJ and others). These unions are working together to have effective representation.

**South Central No.1**

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**114** **CATEGORY A:** Conference instructs the NEC to undertake a review of the current political rebate system to Branches and Regions.

Such a review shall examine the rebates required to maintain and improve our current political lobbying process based on the following:-

- A further rebate to be paid pro-rata dependant on the number of Labour MP's within a Branch area
- A further rebate to be paid to Regional Political Funds dependant on the number of Labour MP's within the Region

Further, the NEC is instructed to seek the views of Branches and Regions, and to produce a report to Branches by no later than 31st January 2011.

**Newcastle Amal**

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**SECTION 9 : NATIONAL DISCIPLINE COMMITTEE**  
**NO MOTIONS SUBMITTED**

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**115** CATEGORY A: Amend Rule No.9 – Delete Rule 9.8

Delete Rule 9.8 in its entirety.

**National Executive Council**

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**116** CATEGORY A: Amend Rule No.9 – Delete Rule 9.6.4 b

Delete Rule 9.6.4 b in its entirety.

**National Executive Council**

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**117** CATEGORY A: Amend Rule 8 – add new Rule 8.1.1 e

The NEC shall have the full authority to determine and implement whatever actions they deem are necessary to ensure that the CWU remains a financially viable organisation.

**National Executive Council**

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**118** CATEGORY A: Add New Rule 7.8

Add new rule 7.8 as follows:-

Regional Organising Committees

1. There shall be a cross Constituency Organising Committee in each Region.
2. The Regional Organising Committee shall adopt and operate the Model Constitution approved by the NEC
3. Delegates to the Regional Organising Committee shall be the Branch Organising Secretary (or nominated representative of the Branch)
4. The purpose of the Regional Organising Committee shall be to :
  - a. Encourage and promote organising activity within the Region
  - b. Report to the Regional Committee on matters raised at the Regional Organising Committee
  - c. Work with the Regional Officers to promote the Union's organising objectives

**Newcastle Amal**

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**SECTION 10 : RULES**  
**Sunday (09.20 – 11.30)**

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**119** CATEGORY A:*If Carried 120 and 121 Falls***Amend Rule 8.16.1**

The Youth Advisory Committee shall consist of four members of the NEC and ten lay members elected annually from nominations on the following basis;

- a) The candidate from each of the ten regions with the most number of votes will be elected
- b) In the absence of a nomination from a region, the remaining candidates from the other regions with the most votes will be elected in descending order of votes until all positions are filled.

All candidates shall be under the age of 30 at the time of the election.

**Capital**

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**120** CATEGORY A:*If Carried 121 Falls***Amend Rule 8.16.1**

The Youth Advisory Committee shall consist of four members of the NEC and ten lay members from each of the CWU regions. Nominations and elections will take place within each region for their National Candidate. In the event of a Region/or Regions not fielding a candidate, a national election will take place to fill that position and will be open to all regions.

All candidates shall be under age 30 at the time of election.

**Tyne and Wear Clerical**

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**121** CATEGORY A: **Amend Rule 8**

Amend Rule 8.16.1 Youth Advisory Committee. Delete first paragraph and replace with:

The Youth Advisory Committee shall consist of four member of the NEC and 10 lay members elected annually from nominations on the following basis; one from each of the 10 Youth Members' Regional Committees. All candidates shall be under age 30 at the time of election.

**Western Counties**

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**122** CATEGORY A: **Amend Rule 10.10.7a**

Each Branch shall be entitled to submit up to eight motions to each of the industry based conferences in which they have members, up to a maximum of four motions for each separate business.

**South West and Thames Valley**

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**123** CATEGORY A: Amend Rule 10.1.1

In first paragraph delete all after "policy" in line 2.

**National Executive Council**

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**124** CATEGORY A: Amend Rule 10.1.1

Delete from line one the text "in or about May/June" and insert:-

"at a date determined by the NEC"

**Plymouth and East Cornwall Amal**

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**125** CATEGORY A: Amend Rule 10 – Delete Rule 10.8.3 ii

Rule 10.8.3 ii delete entirely.

**National Executive Council**

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**126** CATEGORY A: Amend Rule 10.11.4

Delete all after "constituency" in line 2.

**National Executive Council**

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**127** CATEGORY A: Amend Rule 10.15.3

Delete the first sentence.

**National Executive Council**

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**128** CATEGORY A: Amend Rule 11.2.1

Delete the first sentence and replace with "The union shall have four annually elected NEC trustees"

**National Executive Council**

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**129** CATEGORY A: Amend Rule 11.3.1

Delete "by Annual Conference" in line one and replace with "annually"

**National Executive Council**

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## **SECTION 10 : RULES**

### **Sunday (09.20 – 11.30)**

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## **130** CATEGORY A: COMPOSITE MOTION

**Amend Rule 11.6.1**

**This Conference agrees to insert the following within rule 11.6.1 of the rules.**

**11.6.1 second line after "Retired Members" and before "each branch" insert In addition to which Branches shall receive a further percentage rebate if they meet the criteria laid out in sub paragraphs 1a,1b,1c,1d.as shown**

- 1a. That Any Branch with more than 25 workplaces shall receive an additional .5 percent Branch rebate.**
- 1b. Any Branch with more than 50 workplaces shall receive an additional 1 percent Branch rebate.**
- 1c. Any Branch with more than 75 workplaces shall receive an additional 1.5 percent Branch rebate.**
- 1d. Any Branch with more than 1000 square miles of Branch area shall receive an additional 1percent Branch rebate.**

**Continue with existing wording commencing new paragraph with "Each Branch" in line two of 6.1 renumbering the paragraphs to 2, 3, 4.**

***Eastern Region  
Eastern No.5***

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## **131** CATEGORY A: Amend Rule 2

**Add new paragraph 7 and renumber paragraphs 7-9 to 8-10**

**The CWU will also actively identify any cause or barrier to enable it to eradicate institutional discrimination within its own organisation.**

**West London**

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## **132** CATEGORY A Amend Rule 12.22

**Delete "at an appropriate Annual Conference"**

**National Executive Council**

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## **133** CATEGORY A Amend Rule 14.4.5

**Delete "The elections shall be by the card vote procedure at Annual Conference"**

**National Executive Council**

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**134** CATEGORY A:

*If Carried 135 Falls*

**Amend Rule 8.15.1**

Rule 8.15.1 - Retired Members Advisory Committee

Line 2 after "and" delete "twelve" and insert "thirteen"

Line 5 after "Scotland" delete, "and six from England" and insert "and one from each of the seven Regions in England."

New Rule to read:

There shall be a Retired Members Advisory Committee which shall consist of four members of the NEC, including the Vice President, and thirteen Retired Members from nominations which may be received from any Branch of the Union on the following basis, two from Wales, two from Northern Ireland, two from Scotland and one from each of the seven Regions in England. If a vacancy arises during the year it shall be filled by the highest placed runner up in the most recent ballot.

**Birmingham**

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**135** CATEGORY A: COMPOSITE MOTION

**Amend Rule 8.15.1**

**Revised Rule 8.15.1**

**There shall be a Retired Members Advisory Committee which shall consist of three members of the National Executive Council, including the Vice President, and thirteen retired members elected by Annual Conference from nominations which may be received from any Branch of the Union on the following basis, two from Wales, two from Northern Ireland, two from Scotland and one from each of the seven Regions in England.**

*Northamptonshire Amal  
Birmingham District Amal  
Coventry Area  
Wolverhampton and District Amal  
South West Regional Committee*

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**136** CATEGORY A: Amend Rule 8.5.3 (a)

8.5.3 a) Delete "Annually" and insert "Two Yearly"

**Greater Manchester Amal**

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**SECTION 10 : RULES**  
**Sunday (09.20 – 11.30)**

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**137** CATEGORY A: Amend Rule 10.4

Amend Rule 10.4 to include "Each Regional Learning Committee shall be entitled to submit up to three motions to the Education section".

**Midland Region**

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## SECTION 11 : MOTIONS NOT ADMITTED TO THE AGENDA

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**138** **CATEGORY X:** Conference agrees that the current Down Stream Access (DSA) pricing arrangements are in effect a part-privatisation of Royal Mail. DSA damages the financial viability of Royal Mail and poses a direct threat to our own existence as a public service. Conference therefore agrees to commence a political and industrial campaign to seek an immediate and substantial increase in Royal Mails price for handling DSA mails and eventually to re-nationalise all DSA mails.

The NEC is instructed accordingly.

**Bristol and District Amal**

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**139** **CATEGORY X:** This Conference instructs the incoming National Executive Council to urgently open negotiations, within all businesses where we have members, to either:

- a) resurrect the mechanism whereby branches were advised of individuals that were off sick for more than one week.
- b) Put in place such a mechanism at the earliest opportunity

**Solent**

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**140** **CATEGORY X:** Conference is concerned that there does not appear to be a consistent approach within the businesses we are recognised in, to deal with employees whose condition brings them under the Disability Discrimination Act. Therefore Conference instructs the executive to ensure that fair and consistent policy is established and that all managers are trained in dealing with staff found to be covered by the DDA.

**Birmingham, Black Country and Worcester**

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**141** **CATEGORY X:** Conference agrees that the position of Women's Officer for Regional Safety Forums is not as effective as it needs to be. Regional Safety Forums do not have the right to support the Women's Officer's attendance to Women's Conference financially and does not have the right to submit motions to the Women's Conference. Changes need to be made to allow the forums funds to be used to send the Women's Officer or other suitable delegate if the position is not filled to the Women's Conference. To ensure the CWU identifies and acts upon gender specific Health & Safety issues safety forums should also be entitled to submit motions to the Women's Conference.

**Eastern Regional Women's Committee**

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## SECTION 11 : MOTIONS NOT ADMITTED TO THE AGENDA

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**142** **CATEGORY X:** Conference recognises the harrowing ordeals faced by CWU members who are victims of domestic violence and the often unsympathetic and misunderstood approach of various employers in dealing with such sensitive issues.

In light of that conference agrees that in all industries and companies that recognise the CWU a domestic violence policy should be pursued with each employer to protect workers who are victims of such abuse. The Policy will be drawn up in consultation with, and input from, the Women's Advisory Committee

The NEC is instructed accordingly.

**Midlands Regional Committee**

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**143** **CATEGORY X:** This conference agrees that a vote of No Confidence be placed upon CWU National Officer and Indoor Secretary Martin Collins in respect of his lack of involvement in the Mail Centre Rationalisation Program. The NEC is instructed accordingly.

**Merseyside Amal**

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**144** **CATEGORY X:** That the closing date for propositions to Annual, Industrial and Sectional conferences is the same for all.

**National Executive Council**

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**145** **CATEGORY X:** This Conference agrees that cleaning levels in all businesses represented by the CWU falls below the standards required by Health, Safety and Welfare Regulations.

Therefore, the NEC is instructed to immediately review all agreed cleaning specifications with businesses to ensure that cleaning contracts meet with their full responsibilities under the legislation.

A report to be completed and circulated to Branches by no later than the 1<sup>st</sup> October 2010.

**North West Regional Health and Safety Forum**

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**146** **CATEGORY X:** Conference agrees that the current Postcode Lottery effect on individuals in need of expensive medical treatment is a direct form of discrimination against the individual's right to health care treatment provided by the NHS.

Conference further agrees that we should use all and every means required to actively campaign to ensure that pressure is brought against the government and NHS trusts to ensure that such medical treatment should be provided by

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## SECTION 11 : MOTIONS NOT ADMITTED TO THE AGENDA

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the NHS as a right not an exception regardless of the cost and/or area of the country they reside.

**North East Regional Safety Forum**

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**147** **CATEGORY X:** This Conference recognises that our members who suffer the traumatic loss of a child through either a miscarriage or stillbirth, are left with deep feelings of grief and often guilt. Therefore the NEC should seek agreement with all employers where we have recognition that such loss shall be treated as bereavement and as sympathetically as the death of a child would be in any other circumstances.

**Kent Invicta**

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**148** **CATEGORY X:** Conference agrees that the position of Women's Officer for Regional Safety Forums is not as effective as it needs to be. Regional Safety Forums do not have the right to support the Women's Officer's attendance to Women's Conference financially and does not have the right to submit motions to the Women's Conference. Changes need to be made to allow the forums funds to be used to send the Women's Officer or other suitable delegate if the position is not filled to the Women's Conference. To ensure the CWU identifies and acts upon gender specific Health & Safety issues safety forums should also be entitled to submit motions to the Women's Conference.

**South Central No.1**

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**149** **CATEGORY X:** This Conference instructs the incoming National Executive Council to acknowledge that the terms of LTB 153/10, issued on 23rd February 2010, on their policy decision around the election of the TFSE, O&A Assistant Secretary and the COOC/CLERICAL Assistant Secretary are unconstitutional.

Notwithstanding the unconstitutionality of the policy decision and in recognition of the short notice of the implementation of the policy set in an Election Time Table for 2010 commencing on 1st March ; Conference agrees to the filling of the posts for one year only pending the submission of an appropriate rule amendment and/or the promulgation of a policy statement which allows for nominations and the election of the described Assistant Secretary positions on a five yearly basis from across the TFSE in time for the 2011 election timetable.

**Northern Ireland Clerical**

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## SECTION 11 : MOTIONS NOT ADMITTED TO THE AGENDA

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**150** **CATEGORY X:** This Conference agrees that cleaning levels in all businesses represented by the CWU falls below the standards required by Health, Safety and Welfare Regulations.

Therefore, the NEC is instructed to immediately review all agreed cleaning specifications with businesses to ensure that cleaning contracts meet with their full responsibilities under the legislation.

A report to be completed and circulated to Branches by no later than the 1st October 2010.

**Scottish Regional Health and Safety Forum**

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**151** **CATEGORY X:** Conference agrees that Romec are failing to apply equal opportunities within its Engineering recruitment and promotion policies. Recruitment does not reflect the community it serves. In practise, promotion to management positions does not abide by the companies own policy statement on. The NEC is therefore instructed to challenge Romec on the application of its equal opportunities policy and seek a firm commitment that it will apply equal opportunities to recruitment and promotion.

Should Romec fail to satisfy the CWU that such policies will be applied, the National Executive is instructed to report Romec to the Equality and Human Rights Commission.

**London Postal Engineering**

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**OBITUARY LIST**

**During the year the National Executive Council has learned with regret of the death of a number of respected colleagues of the union. Among them were:**

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## OBITUARY LIST

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<b>I HOLDRIDGE</b>	ALGUS NATIONAL
<b>J MANN</b>	BIRMINGHAM
<b>H THOMAS</b>	BIRMINGHAM
<b>J ARRIS</b>	BIRMINGHAM DISTRICT AMAL
<b>J S AUTHI</b>	BIRMINGHAM DISTRICT AMAL
<b>S S BEGUM</b>	BIRMINGHAM DISTRICT AMAL
<b>P E BOWEN</b>	BIRMINGHAM DISTRICT AMAL
<b>H BREAKWELL</b>	BIRMINGHAM DISTRICT AMAL
<b>N S DHESEY</b>	BIRMINGHAM DISTRICT AMAL
<b>P DUTTON</b>	BIRMINGHAM DISTRICT AMAL
<b>J GODDARD</b>	BIRMINGHAM DISTRICT AMAL
<b>W E HODGETTS</b>	BIRMINGHAM DISTRICT AMAL
<b>M V LUMBY</b>	BIRMINGHAM DISTRICT AMAL
<b>R W MALLETT</b>	BIRMINGHAM DISTRICT AMAL
<b>H A ORDWAY</b>	BIRMINGHAM DISTRICT AMAL
<b>A PATEL</b>	BIRMINGHAM DISTRICT AMAL
<b>D PHILLIPS</b>	BIRMINGHAM DISTRICT AMAL
<b>B S STEWART</b>	BIRMINGHAM DISTRICT AMAL
<b>N J TEATHER</b>	BIRMINGHAM DISTRICT AMAL
<b>J TUNNICLIFFE</b>	BIRMINGHAM DISTRICT AMAL
<b>L ZAMAN</b>	BIRMINGHAM DISTRICT AMAL
<b>F ALSOP</b>	BIRMINGHAM BLACK COUNTRY & WORCS
<b>S HUDSON</b>	BIRMINGHAM BLACK COUNTRY & WORCS
<b>D G THOMAS</b>	BIRMINGHAM BLACK COUNTRY & WORCS
<b>R MILLS</b>	BOLTON AND BURY
<b>D PEARCE</b>	BOURNEMOUTH AND DORSET AMAL
<b>T RIORDAN</b>	BOURNEMOUTH AND DORSET AMAL
<b>A J WALTERS</b>	BOURNEMOUTH AND DORSET AMAL
<b>T APPELEGATE</b>	BRISTOL AND DISTRICT AMAL
<b>P EVANS</b>	BRISTOL AND DISTRICT AMAL
<b>S NEALE</b>	BRISTOL AND DISTRICT AMAL
<b>C PERRY</b>	BRISTOL AND DISTRICT AMAL
<b>J PRIEST</b>	BRISTOL AND DISTRICT AMAL
<b>G RIDLEY</b>	BRISTOL AND DISTRICT AMAL
<b>J ROOKE</b>	BRISTOL AND DISTRICT AMAL
<b>K SMITH</b>	BRISTOL AND DISTRICT AMAL
<b>J VINCENT</b>	BRISTOL AND DISTRICT AMAL
<b>D WILLIAMS</b>	BRISTOL AND DISTRICT AMAL
<b>A ANDRIES</b>	CAPITAL
<b>S BOND</b>	CAPITAL
<b>A COOK</b>	CAPITAL
<b>D EDWARDS</b>	CAPITAL
<b>D GARDINER</b>	CAPITAL
<b>L GIFFORD</b>	CAPITAL
<b>S JACQUEST</b>	CAPITAL
<b>C MADDY</b>	CAPITAL
<b>T MAHONEY</b>	CAPITAL
<b>S MARSH</b>	CAPITAL
<b>P NEWNES</b>	CAPITAL
<b>E NICHOLLS</b>	CAPITAL
<b>M O'DONOVAN</b>	CAPITAL
<b>A SILVERSIDE</b>	CAPITAL
<b>S TAYLOR</b>	CAPITAL
<b>A WAKEFIELD</b>	CAPITAL
<b>P WATTS</b>	CAPITAL
<b>D BEAVER</b>	CENTRAL AND WEST LANCS
<b>S EATON</b>	CENTRAL AND WEST LANCS
<b>W ENTWISTLE</b>	CENTRAL AND WEST LANCS
<b>A FISHER</b>	CENTRAL AND WEST LANCS
<b>J GUEST</b>	CENTRAL AND WEST LANCS
<b>T HAMER</b>	CENTRAL AND WEST LANCS
<b>G HAMMERTON</b>	CENTRAL AND WEST LANCS
<b>R HEMPTON</b>	CENTRAL AND WEST LANCS
<b>L INGLESON</b>	CENTRAL AND WEST LANCS
<b>J MERCER</b>	CENTRAL AND WEST LANCS
<b>JW ROBERTSHAW</b>	CENTRAL AND WEST LANCS
<b>S ROSS</b>	CENTRAL AND WEST LANCS
<b>G STEEL</b>	CENTRAL AND WEST LANCS
<b>A WAKEFIELD</b>	CENTRAL AND WEST LANCS
<b>M WIGNALL</b>	CENTRAL AND WEST LANCS
<b>I WOOD</b>	CENTRAL AND WEST LANCS
<b>J WOODCOCK</b>	CENTRAL AND WEST LANCS
<b>D BRIGGS</b>	CENTRAL COUNTIES AND THAMES VALLEY
<b>R BULL</b>	CENTRAL COUNTIES AND THAMES VALLEY
<b>G W DAVEY</b>	CENTRAL COUNTIES AND THAMES VALLEY
<b>C J DUGGAN</b>	CENTRAL COUNTIES AND THAMES VALLEY
<b>S GAMAGE</b>	CENTRAL COUNTIES AND THAMES VALLEY
<b>W W LANCASTER</b>	CENTRAL COUNTIES AND THAMES VALLEY
<b>P MAYNARD</b>	CENTRAL COUNTIES AND THAMES VALLEY
<b>J ROBBINS</b>	CENTRAL COUNTIES AND THAMES VALLEY
<b>H S SMITH</b>	CENTRAL COUNTIES AND THAMES VALLEY
<b>A M SQUIRES</b>	CENTRAL COUNTIES AND THAMES VALLEY
<b>R J TURNER</b>	CENTRAL COUNTIES AND THAMES VALLEY

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## OBITUARY LIST

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<b>G GRANVILLE</b>	CENTRAL LONDON
<b>G HALSEY</b>	CENTRAL LONDON
<b>P HOPKINS</b>	CENTRAL LONDON
<b>C MUSK</b>	CENTRAL LONDON
<b>D MYLAN</b>	CENTRAL LONDON
<b>J NORTHWOOD</b>	CENTRAL LONDON
<b>D RICHARDS</b>	CENTRAL LONDON
<b>D SALES</b>	CENTRAL LONDON
<b>A WARD</b>	CENTRAL LONDON
<b>C STAPLETON</b>	CLEVELAND AMAL
<b>J WALKER</b>	CLEVELAND AMAL
<b>W BAGNESS</b>	DEVON AND SOMERSET
<b>B BERRY</b>	DEVON AND SOMERSET
<b>L BIDDICK</b>	DEVON AND SOMERSET
<b>C BOND</b>	DEVON AND SOMERSET
<b>A CLARKE</b>	DEVON AND SOMERSET
<b>P EVANS</b>	DEVON AND SOMERSET
<b>T FRIEND</b>	DEVON AND SOMERSET
<b>D GAINNEY</b>	DEVON AND SOMERSET
<b>I PASSMORE</b>	DEVON AND SOMERSET
<b>E RADFORD</b>	DEVON AND SOMERSET
<b>W TUCK</b>	DEVON AND SOMERSET
<b>G WHITEHEAD</b>	DEVON AND SOMERSET
<b>D ASH</b>	EAST MIDLANDS
<b>S BARNES</b>	EAST MIDLANDS
<b>E DALBY</b>	EAST MIDLANDS
<b>N EDWARDS</b>	EAST MIDLANDS
<b>R LEE</b>	EAST MIDLANDS
<b>K R MARRIOTT</b>	EAST MIDLANDS
<b>C PEARSON</b>	EAST MIDLANDS
<b>A PORKETT</b>	EAST MIDLANDS
<b>J A SANDERS</b>	EAST MIDLANDS
<b>W TATTERTON</b>	EAST MIDLANDS
<b>P WITHAM</b>	EAST MIDLANDS
<b>J BROWN</b>	EASTERN NO.5
<b>R COATS</b>	EASTERN NO.5
<b>R FORSTER</b>	EASTERN NO.5
<b>A KING</b>	EASTERN NO.5
<b>P LEATHERLAND</b>	EASTERN NO.5
<b>D LITTLE</b>	EASTERN NO.5
<b>A PEACOCK</b>	EASTERN NO.5
<b>R M SEXTON</b>	EASTERN NO.5
<b>G TYLER</b>	EASTERN NO.5
<b>K MCKENZIE</b>	EDINBURGH, DUNDEE AND BORDERS
<b>R MILLER</b>	ESSEX AMAL
<b>A FORD</b>	LEICESTER AND MIDSHIRES
<b>D HARDWICK</b>	LEICESTER AND MIDSHIRES
<b>T ROSS</b>	LEICESTER AND MIDSHIRES
<b>D BERRY</b>	LEICESTERSHIRE AMAL
<b>J BINGHAM</b>	LEICESTERSHIRE AMAL
<b>T BURNHAM</b>	LEICESTERSHIRE AMAL
<b>B CUMBERLAND</b>	LEICESTERSHIRE AMAL
<b>H NORTON</b>	LEICESTERSHIRE AMAL
<b>J HOLMES</b>	LEICESTERSHIRE AMAL
<b>R MORRIS</b>	LEICESTERSHIRE AMAL
<b>E BOWLER</b>	LIVERPOOL CLERICAL
<b>W E J HAWLEY</b>	LONDON NORTH WESTERN C&C
<b>D BRITTIN</b>	LONDON POSTAL ENGINEERING
<b>G GAWLER</b>	LONDON POSTAL ENGINEERING
<b>P MCSWEENEY</b>	LONDON POSTAL ENGINEERING
<b>H SCOTNEY</b>	LONDON POSTAL ENGINEERING
<b>A BARBER</b>	LONDON SOUTH EAST
<b>A J DORRELL</b>	LONDON SOUTH EAST
<b>M G M B LLOYD</b>	LONDON SOUTH EAST
<b>G E MCINTOSH</b>	LONDON SOUTH EAST
<b>P J MURPHY</b>	LONDON SOUTH EAST
<b>I D W PARKER</b>	LONDON SOUTH EAST
<b>G WARREN</b>	LONDON SOUTH EAST
<b>V J WINTER</b>	LONDON SOUTH EAST
<b>V FLAHERTY</b>	LONDON SOUTH WEST POSTAL
<b>B O'CALLAGHAN</b>	LONDON SOUTH WEST POSTAL
<b>J GOLDSTONE</b>	MANCHESTER CLERICAL
<b>D PRESTON</b>	MANCHESTER CLERICAL
<b>I RILEY</b>	MANCHESTER CLERICAL
<b>P BURDEN</b>	MANCHESTER COMBINED
<b>J CARROLL</b>	MANCHESTER COMBINED
<b>J G DAVIES</b>	MANCHESTER COMBINED
<b>K HOOLEY</b>	MANCHESTER COMBINED
<b>E IRVING</b>	MANCHESTER COMBINED
<b>J LOUGHLAN</b>	MANCHESTER COMBINED
<b>S PARKER</b>	MANCHESTER COMBINED
<b>A PASS</b>	MANCHESTER COMBINED
<b>M C RYAN</b>	MANCHESTER COMBINED

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## OBITUARY LIST

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<b>P W BOLTON</b>	MERIDIAN
<b>E P GROVES</b>	MERIDIAN
<b>R J PITTOCK</b>	MERIDIAN
<b>R UNDERHAY</b>	MERIDIAN
<b>D ROSE</b>	MERSEYSIDE AND SOUTH WEST LANCS
<b>D ARMSTRONG</b>	MID WALES, THE MARCHES AND N.STAFFS
<b>M ARNOLD</b>	MID WALES, THE MARCHES AND N.STAFFS
<b>G SHEPPARD</b>	MID WALES, THE MARCHES AND N.STAFFS
<b>J TREADWELL</b>	MID WALES, THE MARCHES AND N.STAFFS
<b>H WILLIAMS</b>	MID WALES, THE MARCHES AND N.STAFFS
<b>C BROOK</b>	NORTH EAST
<b>H J BROWN</b>	NORTH EAST
<b>H J BRYDON</b>	NORTH EAST
<b>D BUSHBY</b>	NORTH EAST
<b>W COULSON</b>	NORTH EAST
<b>J A DAVIS</b>	NORTH EAST
<b>C ESTILL</b>	NORTH EAST
<b>W A FRANKS</b>	NORTH EAST
<b>J GATES</b>	NORTH EAST
<b>D HARRION</b>	NORTH EAST
<b>T HAUXWELL</b>	NORTH EAST
<b>J A MCWILLIAM</b>	NORTH EAST
<b>F PIGGFORD</b>	NORTH EAST
<b>T R REED</b>	NORTH EAST
<b>P SHANKS</b>	NORTH EAST
<b>G H SMILES</b>	NORTH EAST
<b>F SNAITH</b>	NORTH EAST
<b>G BUNCLARK</b>	NORTH EAST LONDON
<b>T BUSH</b>	NORTH EAST LONDON
<b>P CHOULES</b>	NORTH EAST LONDON
<b>P DARLOW</b>	NORTH EAST LONDON
<b>R DENSHAM</b>	NORTH EAST LONDON
<b>B DRISCOLL</b>	NORTH EAST LONDON
<b>D ERTUGHRUL</b>	NORTH EAST LONDON
<b>G KASSAM</b>	NORTH EAST LONDON
<b>B LOGIE</b>	NORTH EAST LONDON
<b>C LUKE</b>	NORTH EAST LONDON
<b>T SCANLON</b>	NORTH EAST LONDON
<b>K SCHUBERT</b>	NORTH EAST LONDON
<b>P SNOW</b>	NORTH EAST LONDON
<b>L WISE</b>	NORTH EAST LONDON
<b>T W CARTER</b>	NORTH WALES AND MARCHES
<b>T J CARTWRIGHT</b>	NORTH WALES AND MARCHES
<b>P DAVIES</b>	NORTH WALES AND MARCHES
<b>D B EDWARDS</b>	NORTH WALES AND MARCHES
<b>D W JONES</b>	NORTH WALES AND MARCHES
<b>J S O'REILLY</b>	NORTH WALES AND MARCHES
<b>F WADE</b>	NORTH WALES AND MARCHES
<b>H H WILLIAMS</b>	NORTH WALES AND MARCHES
<b>A W BRYAN</b>	NORTHAMPTONSHIRE AMAL
<b>J L CHAPMAN</b>	NORTHAMPTONSHIRE AMAL
<b>A R FINCH</b>	NORTHAMPTONSHIRE AMAL
<b>I JOLLEY</b>	NORTHAMPTONSHIRE AMAL
<b>P MCNEELA</b>	NORTHAMPTONSHIRE AMAL
<b>A A POLLOCK</b>	NORTHAMPTONSHIRE AMAL
<b>S TRAN</b>	NORTHAMPTONSHIRE AMAL
<b>W D BROOKS</b>	NORTHERN IRELAND ENGINEERING
<b>W T BYRNE</b>	NORTHERN IRELAND ENGINEERING
<b>D CHAPMAN</b>	NORTHERN IRELAND ENGINEERING
<b>R DIVERS</b>	NORTHERN IRELAND ENGINEERING
<b>G FETTUS</b>	NORTHERN IRELAND ENGINEERING
<b>P J FINNISON</b>	NORTHERN IRELAND ENGINEERING
<b>H HANNAWAY</b>	NORTHERN IRELAND ENGINEERING
<b>J HENDERSON</b>	NORTHERN IRELAND ENGINEERING
<b>G HOOLEY</b>	NORTHERN IRELAND ENGINEERING
<b>R J MCALEA</b>	NORTHERN IRELAND ENGINEERING
<b>J MCCULLOUGH</b>	NORTHERN IRELAND ENGINEERING
<b>R MCKNIGHT</b>	NORTHERN IRELAND ENGINEERING
<b>E WAMSLEY</b>	NORTHERN IRELAND ENGINEERING
<b>S C WILSON</b>	NORTHERN IRELAND ENGINEERING
<b>A COLLUM</b>	NORTHERN IRELAND WEST
<b>T EDGAR</b>	NORTHERN IRELAND WEST
<b>T COYNE</b>	NOTTINGHAM AND DISTRICT AMAL
<b>R BROWSE</b>	PORTSMOUTH AND DISTRICT POSTAL
<b>J DOIDGE</b>	PORTSMOUTH AND DISTRICT POSTAL
<b>S HARVEY</b>	PORTSMOUTH AND DISTRICT POSTAL
<b>J HEARD</b>	PORTSMOUTH AND DISTRICT POSTAL
<b>B O'CALLAGHAN</b>	PORTSMOUTH AND DISTRICT POSTAL
<b>B PARTRIDGE</b>	PORTSMOUTH AND DISTRICT POSTAL
<b>G REED</b>	PORTSMOUTH AND DISTRICT POSTAL
<b>L RICE</b>	PORTSMOUTH AND DISTRICT POSTAL
<b>S TESTA</b>	PORTSMOUTH AND DISTRICT POSTAL
<b>R ASLETT</b>	PORTSMOUTH, WEST SUSSEX & I.O.W.

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## OBITUARY LIST

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**C BAMPTON** PORTSMOUTH, WEST SUSSEX & I.O.W.  
**R E DAVIS** PORTSMOUTH, WEST SUSSEX & I.O.W.  
**C OSBORNE** PORTSMOUTH, WEST SUSSEX & I.O.W.  
**H BALLANTYNE** SCOTLAND NO.1  
**I BRECKENRIDGE** SCOTLAND NO.1  
**A BROWN** SCOTLAND NO.1  
**W M COOK** SCOTLAND NO.1  
**I DAVIDSON** SCOTLAND NO.1  
**R S GRAHAM** SCOTLAND NO.1  
**D GREGORY** SCOTLAND NO.1  
**J HENDERSON** SCOTLAND NO.1  
**W A LONGMORE** SCOTLAND NO.1  
**J MACIVOR** SCOTLAND NO.1  
**A MACKENZIE** SCOTLAND NO.1  
**I MACLEOD** SCOTLAND NO.1  
**J MCKEITH** SCOTLAND NO.1  
**P MORAN** SCOTLAND NO.1  
**A NIMMO** SCOTLAND NO.1  
**I PENWRIGHT** SCOTLAND NO.1  
**F REID** SCOTLAND NO.1  
**C SMITH** SCOTLAND NO.1  
**W M TAYLOR** SCOTLAND NO.1  
**J BAIRD** SCOTLAND NO.2  
**R BRETON** SCOTLAND NO.2  
**S W CAMPBELL** SCOTLAND NO.2  
**D CANDLISH** SCOTLAND NO.2  
**A P CHEETAM** SCOTLAND NO.2  
**D CUMMING** SCOTLAND NO.2  
**D CURRIE** SCOTLAND NO.2  
**R CURWEN** SCOTLAND NO.2  
**G HARDIE** SCOTLAND NO.2  
**W MANSON** SCOTLAND NO.2  
**J D MCDIARMAID** SCOTLAND NO.2  
**M MURDOCH** SCOTLAND NO.2  
**P NOBLE** SCOTLAND NO.2  
**R B O'ROURKE** SCOTLAND NO.2  
**R SEATON** SCOTLAND NO.2  
**J TAYLOR** SCOTLAND NO.2  
**C A WATSON** SCOTLAND NO.2  
**A DOUGLAS** SCOTLAND NO.5  
**R SNEDDON** SCOTLAND NO.5  
**C SARGENT** SOUTH AND EAST THAMES AMAL  
**A H SHORT** SOUTH DEVON AND CORNWALL  
**B BENNETT** SOUTH EAST CENTRAL  
**D COOK** SOUTH EAST CENTRAL  
**A HUGHES-GAGE** SOUTH EAST CENTRAL  
**A POLLEY** SOUTH EAST CENTRAL  
**B THOMPSON** SOUTH EAST CENTRAL  
**S AHLUWALIA** SOUTH EAST NO.5  
**L BAKER** SOUTH EAST NO.5  
**R BEESTON** SOUTH EAST NO.5  
**S BISHOP** SOUTH EAST NO.5  
**R BOWDEN** SOUTH EAST NO.5  
**T BUCKETT** SOUTH EAST NO.5  
**J BUTLER** SOUTH EAST NO.5  
**A CHUTER** SOUTH EAST NO.5  
**J CUNNINGHAM** SOUTH EAST NO.5  
**D GREENHILL** SOUTH EAST NO.5  
**G HACKETT** SOUTH EAST NO.5  
**P HAMBLIN** SOUTH EAST NO.5  
**L HARPER** SOUTH EAST NO.5  
**H JONES** SOUTH EAST NO.5  
**J MASSON** SOUTH EAST NO.5  
**R MERRITT** SOUTH EAST NO.5  
**P NAYEE** SOUTH EAST NO.5  
**A RIXON** SOUTH EAST NO.5  
**A SAMUELS** SOUTH EAST NO.5  
**S SUDRA** SOUTH EAST NO.5  
**A WICKS** SOUTH EAST NO.5  
**S H BIELSKI** SOUTH WALES  
**R BINTLEY** SOUTH WALES  
**D G BOWEN** SOUTH WALES  
**A DAVIES** SOUTH WALES  
**E V DAVIES** SOUTH WALES  
**L HALL** SOUTH WALES  
**G E HARRIS** SOUTH WALES  
**R B KELLY** SOUTH WALES  
**J WARR** SOUTH WALES  
**R G ABRAHAMS** SOUTH WEST AND THAMES VALLEY  
**A KELLY** SOUTH WEST AND THAMES VALLEY  
**H OSBOURNE** SOUTH WEST AND THAMES VALLEY  
**D BRITTON** SOUTH WEST ENGINEERING  
**C GREENWOOD** SOUTH WEST ENGINEERING

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## OBITUARY LIST

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<b>C HODDER</b>	SOUTH WEST ENGINEERING
<b>G ROBBINS</b>	SOUTH WEST ENGINEERING
<b>M STEVENS</b>	SOUTH WEST ENGINEERING
<b>P WADLEY</b>	SOUTH WEST ENGINEERING
<b>B ALLEN</b>	SOUTH YORKSHIRE AND DISTRICT AMAL
<b>S BARLOW</b>	SOUTH YORKSHIRE AND DISTRICT AMAL
<b>R DUDHILL</b>	SOUTH YORKSHIRE AND DISTRICT AMAL
<b>G HOWELLS</b>	SOUTH YORKSHIRE AND DISTRICT AMAL
<b>M SEARLE</b>	SOUTH YORKSHIRE AND DISTRICT AMAL
<b>R E STANIFORTH</b>	SOUTH YORKSHIRE AND DISTRICT AMAL
<b>E LEAPER</b>	THAMESWEY
<b>R MORRALIS</b>	THAMESWEY
<b>J SMALL</b>	THAMESWEY
<b>J H HAREFIELD</b>	WESSEX SOUTH CENTRAL
<b>E PENGELLY</b>	WESSEX SOUTH CENTRAL
<b>J REES</b>	WESSEX SOUTH CENTRAL
<b>R W ROWLAND</b>	WESSEX SOUTH CENTRAL
<b>J SHARP</b>	WESSEX SOUTH CENTRAL
<b>I J WILTON</b>	WESSEX SOUTH CENTRAL
<b>F BARRON</b>	WEST YORKSHIRE
<b>N BURROWS</b>	WEST YORKSHIRE
<b>R FIRTH</b>	WEST YORKSHIRE
<b>D HALEY</b>	WEST YORKSHIRE
<b>M HARRIS</b>	WEST YORKSHIRE
<b>J PARKIN</b>	WEST YORKSHIRE
<b>R PEARSON</b>	WEST YORKSHIRE
<b>S SCOTT</b>	WEST YORKSHIRE
<b>N SWINBURN</b>	WEST YORKSHIRE
<b>I WRIGHT</b>	WEST YORKSHIRE
<b>A T BEVAN</b>	WESTERN COUNTIES
<b>F CROSS</b>	WESTERN COUNTIES
<b>A HODGE</b>	WESTERN COUNTIES
<b>B J HOLBROOK</b>	WESTERN COUNTIES
<b>B LARCOMBE</b>	WESTERN COUNTIES
<b>D LARCOMBE</b>	WESTERN COUNTIES
<b>M E LYONS</b>	WESTERN COUNTIES
<b>R ROWE</b>	WESTERN COUNTIES
<b>L SMITH</b>	WESTERN COUNTIES
<b>R G STEVENS</b>	WESTERN COUNTIES
<b>C TABB</b>	WESTERN COUNTIES
<b>A E TROTT</b>	WESTERN COUNTIES
<b>F J VOSPER</b>	WESTERN COUNTIES
<b>J B VOWDEN</b>	WESTERN COUNTIES
<b>G WALL</b>	WESTERN COUNTIES
<b>M E CLARK</b>	WESTERN MT
<b>K R DOWNING</b>	WESTERN MT
<b>A LEACH</b>	WESTERN MT
<b>I TAYLOR</b>	WESTERN MT
<b>R COOPER</b>	NATIONAL HONORARY MEMBER
<b>P GRACE</b>	NATIONAL HONORARY MEMBER
<b>C LONG</b>	NATIONAL HONORARY MEMBER
<b>C LOVE</b>	NATIONAL HONORARY MEMBER
<b>F MOSS</b>	NATIONAL HONORARY MEMBER
<b>B STANLEY</b>	NATIONAL HONORARY MEMBER
<b>L WILLITT</b>	NATIONAL HONORARY MEMBER
<b>B WOLFENDEN</b>	NATIONAL HONORARY MEMBER